



# Germán Augusto Barona

## Finding new paths in touch.

My mission is to inspire and serve people to get in touch with their essence and flourish in their full potential. Finding new paths in touch. For themselves and their fellow world.

For more than 23 years I shape and serve in organizations in challenging, constantly changing market environments.

I accompany, consult, inspire leaders and experts at all levels regarding the design and transformation capability of people, teams and organizations.

The cultural and structural multiplicity of organizations are known to me directly out of my own personal experience of over 20 years "in the system" as responsible leader, expert and project manager from startups up to worldwide operating multinational corporations.

## Language

**German** native speaker

**Spanish** native speaker

**English** business fluent

**French** fluent

## Focus & Key Expertise

- **Organizational Development:** consulting, sparring & companionship for business leaders, HR decision makers, change agents and agile teams in the context of business re-design, reorganizations, corporate culture and value development as well as sustainable organization
- **Leadership Development:** design & implementation of tailor-made leadership development programs in highly complex and dynamic environments, e.g. in lean-agile transitions, New Work, mindful leadership and mindset development in leadership
- **1:1 (systemic) Coaching:** for executives, high potentials & leadership pioneers on topics such as own personal growth, dealing with internal and external fields of tension, strengthening resilience, increasing the effectiveness of one's own leadership as well as decision-making in challenging environments

## Contact

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## Profile

- After studying business administration at Reutlingen University of Applied Sciences and postgraduate studies in distributed software development at Brunel University, Uxbridge, I spent 2 years helping to establish an IT startup in the financial services sector.
- Subsequently, I spent 10 years in various specialist and leadership roles in different subsidiaries at EnBW AG, one of Germany's largest energy companies, building up strategy, IT, process, project and change management expertise, experiencing the impact and cultural, structural diversity of organizations along the entire value chain across all levels up to board level, advising, leading and coaching executives and experts, teams and organizations in change.
- For 10 years until end of 2022 I worked at the Robert Bosch GmbH in a challenging, constantly changing market environment, consulting and accompanying executives and domain experts at all levels in the context of design and transformation capabilities of people, teams and organizations.
- In 2015 I started to work as independent coach for personal growth and mindful leadership in corporate environments.
- Throughout my whole professional life I have been able to creatively find new paths with and for people across cultures, functions and hierarchies in a way that is both solution-oriented as well as meaningful. This has allowed me to develop my perception and empathy for complex networks. My inspiration comes primarily from working with people on topics such as mindfulness, lean, agile, mindset development and the humble handling of complexity - the latter in both complexity reduction and complexity increase.
- A particular passion of mine is mindful leadership, I am engaged as ambassador of the mindfulness associations and have gained a lot of experience in introducing mindfulness and establishing ways of vertical development and approaches of new work in organizations.