

Paul Engel

Paul has worked as a management consultant in a wide range of business and administrative environments. His main focus is on organisational change programmes and effective programme and project management. He also has a keen interest in management development and leadership issues.



His present and recent assignments include:

- ♦ **Facilitating change** – designing and facilitating change programmes in different types of organisations (public, higher education, health)
- ♦ **Coaching project teams for business effectiveness** – helping project managers and their teams to improve their effectiveness through identifying the impact of behaviour on business results (engineering, facility management, HRM, sales).
- ♦ **Enhancing social innovation** – working in multi-stakeholder programmes and projects, facilitating effective partnering behavior in public – private alliances.
- ♦ **Train-the-trainer on facilitating project start-ups** – teaching other professionals on the knowledge and skills needed to get project teams to function at peak performance levels.

Paul has designed and facilitated experiential workshops for clients in both the private and public sectors, to address the following aims and issues (amongst others):

- ♦ Understanding and coping with change, using teams to manage change
- ♦ Understanding and valuing difference, effective teamwork (core qualities)
- ♦ Creative problem-solving and decision making
- ♦ Leadership styles
- ♦ Conflict management and negotiation skills
- ♦ Project-orientated creation processes
- ♦ Visioning and strategy workshops
- ♦ Communication in and around large scale change

He is committed to helping directors, management and project teams handle complex issues, helping them formulate and implement effective strategies for change. He values an action learning approach to problem solving, believing hands-on experience to be just as important as professional reflection and in depth analysis.

Qualifications

- ♦ He has a degree in Organisational and Social Psychology from the University of Utrecht University, with a Minor in Public Administration from the University of Leiden. He can work fluently in English and Dutch.
- ♦ He is an accredited trainer in Core Qualities, 'Creatieregie', Project-orientated Creation Processes and Synectics Creative Problem Solving.
- ♦ He has an interest in a range of innovative change concepts and has accordingly followed workshops in Spiral Dynamics, Presencing/Theory U and The Tipping Point.

Paul's non-working interests include spending time with his children, walking and community activities. He lives with his wife in Amsterdam's futuristic floating city 'IJburg', a project that was documented on Discovery Channel's programme *Extreme Engineering* (<http://science.discovery.com/tv/build-bigger/projects/netherlands/ijburg-floating-city.html>)