



# CV

## Nicole Werner

### Profile

- ◆ My purpose: Unlocking and harnessing the full potential of individuals and groups - for more effective collaboration and meaningful lives for all.
- ◆ My passion: Supporting leaders to navigate complexity. Contributing to excellent organizational and leadership cultures by coaching and supporting leaders, managers and teams to move beyond their comfort zones towards more authenticity and mindfulness.
- ◆ My strengths (according to the Gallup StrengthsFinder): Empathy, Ideation, Connectedness, Restorative and Woo. I am a people oriented entrepreneur with strong communication skills who is highly self aware and able to create an environment where others feel safe, seen and valued.
- ◆ My contribution: Asking different questions, opening up new perspectives and seeing systems as facilitator, coach and trainer who flourishes in teams and complex environments.
- ◆ My background: Formally I studied physics and gained a PhD in quantum physics. After I discovered my strengths, I started to informally study psychology focussing on developmental psychology and mindfulness.

### Professional Experience

**SINCE 2016, ZÜRICH**

**ENTREPRENEUR, FACILITATOR, COACH AND TRAINER, COMPANION IN LEARNING AND DEVELOPMENT PROCESSES**

OWN COMPANY, UNUS MUNDUS CONSULT

- ✓ Design and implementation of organizational and leadership development programs which stimulate participants to be more mindful, ask different questions, shift perspectives and see their systems - in corporations, non-profit organizations, and government agencies
- ✓ Facilitating workshops, fostering participation and co-creation, thereby supporting participants to thrive in complexity
- ✓ Designing and executing workshops and trainings on new forms of collaboration and co-facilitation, virtual & face-to-face (e.g. [www.onlinecollaboration.ch](http://www.onlinecollaboration.ch))
- ✓ Founder of the vivid, self-organizing Liberating Structures Community in Zurich, promoting new ways of collaboration embracing complexity and uncertainty (<https://www.meetup.com/de-DE/Liberating-Structures-User-Group-Zurich/>) - proud to be able to step back and see the group flourish
- ✓ Lecturer for facilitation and Liberating Structures at Lucerne University of Applied Science and Arts

## **2015-2016, BERLIN**

### **TEMPORARY CONSULTANT**

GERMAN FEDERAL MINISTRY FOR THE ENVIRONMENT, NATURE CONSERVATION AND NUCLEAR SAFETY (BMU) ON BEHALF OF THE GERMAN GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ)

- ✓ Supporting the department in view of the UN climate summit in Paris 2015, succeeding to build bridges between stakeholders involved
- ✓ Coordinating networking activities at national and international level, fostering dialogue and mutual understanding as trustworthy partner in a highly politicized environment
- ✓ Compiling documents and speeches for the German chancellor, ministers and other government representatives, recognized for being able to convert highly complex material into comprehensible texts and figures
- ✓ Consulting on collaboration processes and methodologies within the ministry with the result of a more differentiated approach to structures and processes

## **2011-2014, BERN**

### **PROGRAM COORDINATOR FOR SUSTAINABLE DEVELOPMENT**

ALLIANCE SUD, SWISS ALLIANCE OF THE SIX LARGEST DEVELOPMENT ORGANIZATIONS

- ✓ Fostering dialogue on environmental and climate policy issues in the context of global sustainable development with politics, federal administration, business, media and civil society, respected as competent and trustworthy partner for all sides
- ✓ Representing Swiss civil society in national and international bodies, such as official Swiss delegations for UN conferences, receiving close and confidential insights into the UN negotiations
- ✓ Conducting seminars on international climate policy at different Universities, making the complicated perspectives and aspects of international climate policy accessible to students

## **2008-2010, BUENOS AIRES**

### **CONSULTANT**

GERMAN GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ), ARGENTINE PLANNING MINISTRY AND FOUNDATION ECOANDINA

- ✓ Conducting trainings on development, implementation and management of projects, creating sensitivity for the topic of climate change in the Argentine administration and civil society
- ✓ Supporting the NPO Ecoandina in their organizational development, hiring several co-workers
- ✓ Acquisition of substantial local funding for the small and remote NPO Ecoandina

## **2006-2007, ZÜRICH**

### **RISK ANALYST**

SWISS REINSURANCE COMPANY SWISS RE

- ✓ Coordination, planning and conceptual development of reporting processes with the consequence of a significant improvement of the communication within the department
- ✓ Increasing the effectiveness of cross-departmental data acquisition processes, through active bridge building across functions and departments as competent and empathetic interlocutor

## **2005-2006, ZÜRICH**

### **CONSULTANT AND PROJECT MANAGER**

FIRST CLIMATE

- ✓ Consulting companies regarding the integration of climate change into their business strategies
- ✓ Acquisition of new, rewarding mandates

## **2000-2004, ZÜRICH AND HAMBURG**

### **RESEARCH ASSOCIATE**

UNIVERSITY OF ZÜRICH, PHYSICS DEPARTMENT

MEMBER OF THE INTERNATIONAL H1 COLLABORATION AT THE GERMAN ELECTRON SYNCHROTRON (DESY)

- ✓ Confirmation of a crucial data analysis with new software, in collaboration with 400 physicists and technicians from all around the world
- ✓ Shift leader of the round-the-clock data recording in the control room of the H1 particle detector, comparable to flying Starship Enterprise with worse view

## Education and Training

- 2022 Mediation and conflict resolution with Christian Prior, IfK Munich
- 2021-2024 Transactional Analysis in therapy according to Eric Berne at Institut Team in Gilching with Almut Schmale-Riedel
- 2020-2021
- Growth Edge Coaching for personal and professional growth with Jennifer Garvey Berger; based on the subject-object interview, developed by Robert Kegan
  - SHL Training and Certification on the Occupational Personality Questionnaire (OPO32) - Assessment for recruitment and development
- 2019 Professional Scrum Master Certification (PSM I), [scrum.org](https://www.scrum.org)
- 2018-2019 Trainer for Mindfulness in Organizations (MIO), [Mindful Leadership Institute](https://www.mindfulleadershipinstitute.com)
- 2018 Facilitation Training with Jutta Weimar, [Facilitation Academy Berlin](https://www.facilitationacademyberlin.com)
- 2017 Best Practice in Conflict Work and Mediation with Friedrich Glasl
- 2017
- Certification for the E-D-Profil™ of Ego Development (Adult Development) with Dr. Thomas Binder, Berlin
  - Intensive Workshop «The Social Body and Societal Field Shifts» with A. Hayashi from [Presencing Institute](https://www.presencinginstitute.com) at Massachusetts Institute of Technology (MIT)
- 2016
- «u.lab: Leading From the Emerging Future», experimental online course based on Theory U from C. Otto Scharmer, co-founder of the Presencing Institute at MIT
- 2014-2017 Education as Organizational Developer and Coach at the «Institut für systemische Impulse, Entwicklung und Führung» ([ISI](https://www.isi.ch)), Zürich
- 2010 Workshop «Training of Trainers on Gender and Climate Change» in Grenada, on invitation by IUCN, UNDP and Global Gender and Climate Alliance (GGCA)
- 2008 Trainings at the Academy for International Cooperation (Bad Honnef): «Intercultural Competences», «Consulting in the Context of International Cooperation», «Introduction to Mediation»
- 2000-2004 PhD in Physics at the University of Zürich
- 1996-1999 University degree (Diplom) in Physics and Philosophy at the University of Hamburg
- 1995-1996 Study year at the Pontificia Universidad Católica de Chile in Santiago de Chile
- 1992-1995 Physics studies at the Eberhard-Karls-Universität Tübingen

## Affiliations

OE-Forum Schweiz - Swiss Network of Organizational Developers, board member

AHMS - Association for Heart- and Mindfulness Switzerland, board member

ICF - International Coaching Federation

GEN - Growth Edge Network

## Language Skills

German mother tongue

English fluent

Spanish fluent

French very good

## Where else you can find me...

... in the mountains - in walking shoes, on a bike or in the cold water of a mountain lake

... during mindfulness practice on the golf course or on a meditation cushion

... on stage as improvisation actor and clown