



BARBARA
HEITGER

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Functions and Roles

Systemic Consultant – strategy implementation | change & organisation-development | management teams | working with corporations, family-businesses & start-ups

Facilitator | Coach | Trainer | Teaching Supervisor at the Austrian Society for Group Dynamics & Organizational Consulting | Lecturer in MBA programs and at universities | Founding member of the Austrian Coaching Council (ACC) | Member of the Scientific Advisory Board of Carl-Auer-Verlag | Speaker on strategy | change | leadership | systemic consulting | societal trends ... | Author and Editor of many books and articles on systemic consulting, change, leadership, and organization design and development

Fields of work

Systemic change consulting – architecture, design, facilitation of change initiatives – customized to different objectives (managing cuts and new growth, PMI, innovation ...)
Organizational development – strategy, organization, leadership – in corporations, family businesses and startups
International leadership development programs, working with leader-communities
Work with management teams (team building, alignment & role-model for change etc)
Coaching for managers, consultants, leaders in transition
Training, supervision and consulting for consultants and consulting firms

Working Language: – German, English

Key Milestones

2024 – Founded BarbaraHeitger.com - systemic consulting firm in the fields of change, leadership, consulting consultants and coaching
2019 – Board Member of NGOs: Younus & Respekt.net (until 2023)
2017 – Partner KPMG Austria and Managing Director Heitger Consulting – linking systemic & management consulting (until 2023)
2015 – Design and facilitation of the “Austria 2025” initiative – 300 experts developed an interdisciplinary vision for Austria across 10 strategic core topics - in teams and large group Interventions
2007 – Founded Heitger Consulting – 15 employees & 30 cooperation partners – as one of the leading systemic management consulting companies in the DACH region and internationally (www.heitgerconsulting.com); claim: Pioneers in thinking, masters of craftsmanship, artists at heart
2002 – Founding Member of the Austrian Coaching Council (ACC)
2001 – Board Member of Greenpeace Central & Eastern Europe (until 2007)
1999 – Board Member of the Neuwaldegg Research Group (until 2007)
1998 – Speaker of the Year (IIR – Institute for International Research)
1996 – Editorial Board Member “Journal for Organizational Development” (until 2002)

1992 – Lecturer at universities (TU Vienna, WU Vienna, University of Applied Sciences Konstanz, ZWW Augsburg etc., until 2007)
1990 – Founder / Editor of the book series “Managerie” with P. Gester / Ch. Schmitz, Carl Auer Verlag (until 1999)
1990 – Managing Partner, Beratergruppe Neuwaldegg (until 2007) - a pioneer in systemic consulting
1987 – Inhouse Consulting and Corporate Development, Digital Equipment Corporation (until 1990)
1983 – Leadership & Organizational Development / Marketing, Girocredit Bank (until 1987)
1979 – Academic Assistant Institute for European Law (Academy of Sciences) and leading an innovative Austrian-wide initiative for supporting students starting at universities (introduction group-tutorials for first-year students) (until 1983)
1976 – Studied Law (Doctorate, University of Vienna); Social and Political Sciences
1958 – Born in Münster/Westphalia, Germany; grew up in Munich and Vienna

CONTACT

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