



Tobias Möller-Hahlbrock

dipl. psychologist
economist
born 1966

address:
Eppendorfer Landstr. 98d
D-20249 Hamburg
Germany

phone.: +49 – 40- 25485670

mail@prozessebegleiten.com

www.prozessebegleiten.com

work focus

Personality development = enable growth of individual experience and action skills in private and professional context

Organizational development = development of structures that promote targeted growth of the organization and the people in it

The methods used to achieve these goals are tailored, process and experience-driven and based on the findings of psychology (individual) and system theory (context), and in consultation processes on my years of experience as a psychologist, Business and IT consultant.

philosophy

- Efficiency through consistent order clarification with stakeholders
- Achievement by solving-orientation instead of problem-orientation
- Ensuring transfer through emotional experience and reflection in the process itself
- Create readiness for change by creating change in perspective, clear and open communication
- Sustainability by enabling awakening of self-motivation and self-responsibility

Education & Training

- Hamburg Business Academy at Alfred C. Toepfer International business administration (WAH)
- Degree in Psychology at the University of Hamburg
(Clinical Psychology & consulting and training with Prof. Dr. Schulz von Thun)
- Training psychodrama therapy, Institute Münster, Germany
- Psychodrama training and organizational development, Moreno Institute Stuttgart
- Facilitation Education: Nitor Hamburg
- Process expertise in project management: Consensa Hamburg
- Tour guide International: AbeR Hamburg travel agency
- Further education and seminars on various topics of communication & Process Monitoring
e.g. Group Management / Meditation / Creativity techniques / Conflict Management / Systemic Family Therapy
- Regular supervision of my work

Professional experience

- 1990-92 Building an IT division in a medium-sized company for 350 emp.
- 1992-97 tour guide for groups in France, Spain, Portugal, Egypt, Israel
- 1992-99 Independent IT consultant for various companies in Hamburg
- 1999-2001 trainer and consultant in the field of communication, team building, hr development
- 2001-2006 implement human resource and corporate culture development at Lufthansa Technik AG, develop hr development systems and intercultural competencies for expats, support hr development international in Philippines and China
- 2006-2008 team leader with responsibility for the "development of culture and communication" in the VIP division Lufthansa Technik AG, Hamburg (1200 emp.)
- Since 2008 support people and organizations in change processes
- Since 2010 lecturer for Leadership & Psychology in business at the Hamburg School of Business Administration (HSBA)

customers

Excerpt from customer list, various branches

organization / company	branch
azv Klärwerk, Hetlingen	Sewage management
Airbus Deutschland, Hamburg/Bremen	aviation
BIG Städtebau, Hamburg	building
Bistum Hildesheim	church
Flamant, Hamburg	Interior
Fielmann, Hamburg	Optics
Forschungszentrum FZB, Borstel	Research
Gruner + Jahr, Hamburg	Media, publishing
Hermes Fulfilment	Logistics
IG Metall, Frankfurt	Union
Infineon AG, München	semiconductor industry
ICS Admin, Leuna	Service
LIN Leibniz Institut für Neurobiologie, Magdeburg	Research
Lufthansa Technik AG, Hamburg	Aviation
MTU, Hannover	Aviation industry
OTTO Versandhaus, Hamburg	Retail
Tagespflege Norderstedt	Care
Ver.di / DAG Gewerkschaften, Walsrode	Union

publications

- 2013 „Positive Psychologie im Beruf“ – Thomas Johann, Tobias Möller Hrsg. („positive psychology at work“)
 2005 Jahrbuch Personalentwicklung – „Personalentwicklung und Unternehmenskulturentwicklung“ S.113-199
 („hr development and corporate culture development“)