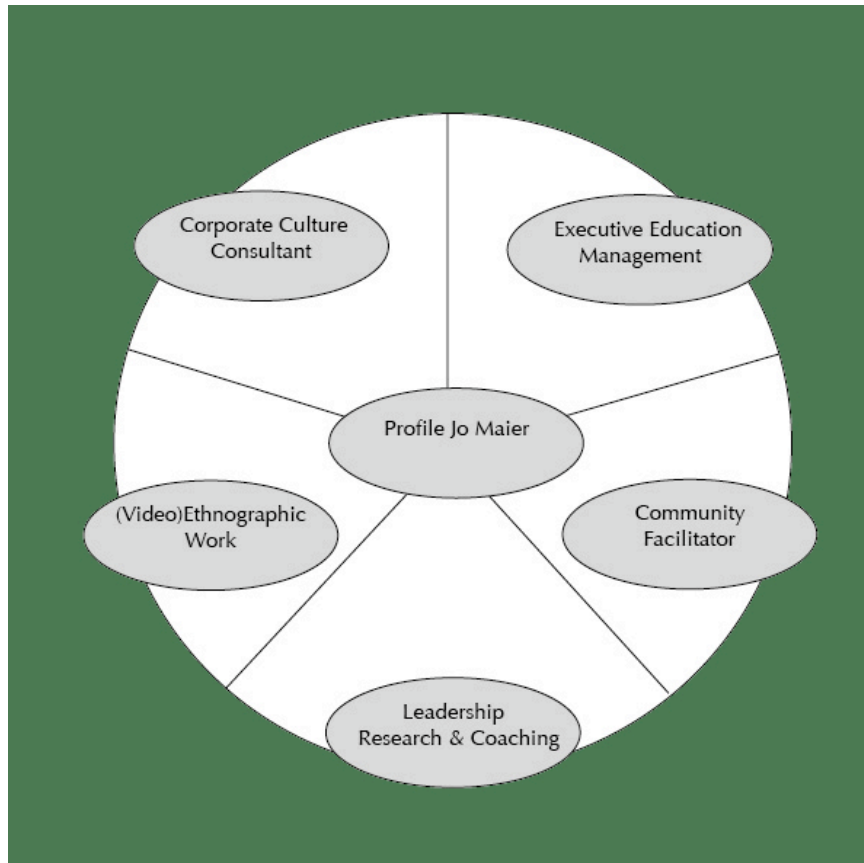




## PROFILE &amp; SKILLS



As displayed on the charts above & on the last page.

## EXPERIENCE

## FOUNDER &amp; OWNER

*FILMREIFBERATEN (Zürich)*

02/2001-today

Leadership Research, Training & Coaching, Organizational Development, Independent Research and (Video-)Ethnographic Work. Clients include Erste Bank (Österreich), Tiefbauamt Zürich, Verlag für die Deutsche Wirtschaft, Gottlieb Duttweiler Institute, Betty Zucker & Friends, HdK Zürich & Bern and College-M.

## LEADERSHIP SKILLS &amp; COMMUNITY BUILDING LECTURER

*Zollverein MBA School (Essen) for Design & Management*

03/2005-2008

Lecturer in LEADERSHIP SKILLS and Community Building at the Zollverein Executive and International MBA in Design Management.

## COURSE DIRECTOR AND CORE TUTOR

*University for Art Media and Design (Zürich)*

11/2001-02/2004

DEVELOPMENT, LECTURING and FACILITATION of the self-organizing postgraduate Executive Master Course 'designCulture'.

## RESEARCHER

*Imagination Lab Foundation (Lausanne)*

09/2000-10/2001

IMD-spin-off & LEGO-sponsored research and concept development in the fields of Serious Play, Organizational Studies and Strategic Management.

## CONSULTANT &amp; PROJECT MANAGER

*Complex Change AG (Aeugst am Albis)*

01/1999-11/2000

# JOACHIM MAIER

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Design, Facilitation and Process Management of medium and large scale Change and Cultural Change Processes. Mostly in the BANKING INDUSTRY.

## EDUCATION

PHD  
*Humanist University Utrecht (Holland)* 01/2002-06/2006  
In Organizational Studies, Applied Philosophy, and Radical Pedagogics. The thesis is a theoretically informed exploration of the self-organization of a masters program in 'designCulture' at the University for Art, Media and Design Zurich, wherein I was core tutor.

LIC.OEC.  
*University of Zürich (Switzerland)* 11/1995-12/1998  
In Organizational Studies, HRM, Strategy, Economic History, and Scandinavian Languages. Thesis: Complexity management & the Swiss watch industry --- complexity, dominant logic, and organizational unlearning.

BACHELOR  
*University of Würzburg (Germany) & Umeå Business School (Sweden)* 11/1992-06/1995  
In Management Studies and International Marketing. Thesis: Reward systems in value creation oriented organizations.

MILITARY SERVICE  
*German Army (Immendingen)* 07/1991-10/1992  
'Ombudsmann' on the Brigade level. Exchange with the U.S.Army.

ABITUR  
*Immanuel Kant Gymnasium (Tuttlingen)* 08/1983-06/1991  
With an average grade of 1.7 & honored with the Aesculap Price.

## LANGUAGE SKILLS

German & English (excellent), French (good), Spanish & Swedish (basic).

## FURTHER TRAINING

(Selection) System Theory & 2nd Order Cybernetics, Coaching, Brief Solution Focused Therapy with Steve de Shazer and International Youth Trainer Training at Catohuaya Community Learning Center (Mexico).

## PRO BONO WORK

Co-Initiator of the avant-garde hypertext project nic-las. Beginning in 1997, together with René Bauer, we conceptualised & coded what today would be called a web 2.0 social community platform and wiki look-alike. Various publications and conference appearances. Switch award nomination in 2004

## AFFILIATIONS & LECTURES

CURRENT & PREVIOUS (selection): Nomadic University for Art, Philosophy and Enterprise in Europe | Orgatec Köln | Zollverein School for Design Management | Burg Giebichenstein Hochschule für Kunst und Design Halle | The Ludic Society | Designforum Freiburg | HyperKult | Betty Zucker & Friends | O4 > Plattform zur transprofessionellen Beobachtung von Führung | Gottlieb Duttweiler Institute | Swiss Organizational Development Forum | Strategic Management Society | EGOS | ISC St.Gall | impact Student Consulting Society University Zurich | Institut für Systemische Impulse, Entwicklung und Führung Zürich | College-M Bern | Stiftung Risiko-Dialog Winterthur | Jugendwerk der Arbeiterwohlfahrt Stuttgart | Bauhaus University Weimar | University for Humanistic Studies Utrecht | Owen Graduate School of Management MBA Program at Vanderbilt University Nashville | viper Basel.

## PRIVATE BACKGROUND

- Born on the 16th of March 1972 in Tuttlingen (Germany).
- Marathon & hiking aficionado.
- Co-Initiator of Entrepreneurial Leadership Development Community with Martin Lötscher (soDa) and Markus Freitag (Freitag AG).

## REFERENCES & DIPLOMAS

Upon request.

# JOACHIM MAIER

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## PUBLICATIONS

(Selection)

- Maier J (2008) MIT RAPID RESULT ETHNOGRAPHY IN DIE MIGROS. In: Fucking Good Art - The Swiss Issue.
- Maier J (2008) REVELATIONS OF A BECOMING FATHER. In: Kilimanjaro Issue 8.
- Maier J (2007) SURF\_IN ON THE WÜNING ATTITUDE. In: LUDIC SOCIETY Issue 4.
- Maier J (2007) My AFTER PhD LIFE displays the organising fabric of community. In: TAMARA Vol 4 Issue 4 (Journal for Critical Postmodern Organization).
- Maier J (2006) L'HUMANIZING ORGAN( )SING IN\_DIFFERENCE. Edition Cyberfiction Zurich.
- Letiche H & Maier J (2005) GLISSEMENT: gaming with(out) the matrix. In: Thinking Organization. Linstead S & A. Routledge.
- Maier J (2004) KILL BILLig PREIS-MASSAKER auf der Suche nach dem unmöglichen Tausch. In: GDI\_impuls 01/2004.
- Bauer R & Maier J (2003) SCHWEBENDES SCHREIBEN. Vom schreiben an/in kontextualisierenden Medien wie [www.nic-las.com](http://www.nic-las.com). In: SCHREIBEN AM NETZ --- Literatur im digitalen Zeitalter. Grond W & Fehr J. Haymon Verlag.
- Maier J (2003) AUSGANGSPUNKT ZUKUNFT Sciencefiction und andere Sicherheitsb(ü)ilder aus der Gegenwart. In: riskVOICE 005/2003.
- Maier J (2003) TRENDS TALKER im Gespräch mit und über Ruedi Baur, Dirk Baecker, Gott, Baldessarini/Hugo Boss und David Beckham. In: GDI\_impuls 03/2003.
- Maier J (2003) TRENDS TALKER & William Gibsons Blick auf Marken, ein Schlüssel für Glaubwürdigkeit und der Echtzeit-Freundesersatz für Unternehmer. In: GDI\_impuls 02/2003.
- Maier J & Schmitz C (2002) BRUTAL PROFESSIONELL & was für Leader übrig bleibt. In: GDI\_impuls 04/2002.
- Maier J & Bauer R (2002) serie [mechanische bezüge zur intuition] autologische kommunikationsspiele. In: Medium Design. Gronert S (Editor). Bauhaus Verlag Weimar.
- Bauer R & Maier J (2002) erfahrungen mit dem KOLLABORATIVEN SCHREIBTOOL [nic-las](http://www.nic-las.com) und seinen ausweitungen. I: Dichtung-Digital 2/2002. Sutter B (Editor). [www.dichtung-digital.com/2002/03-01-Bauer-Maier.htm](http://www.dichtung-digital.com/2002/03-01-Bauer-Maier.htm)
- Maier J & Bauer R (2002) lauffähig auf der SPIELKONSOLE MENSCH? play oder eject?. I: Dichtung-Digital 2/2002. Sutter B (Editor). [www.dichtung-digital.com/2002/02-25-Bauer-Maier.htm](http://www.dichtung-digital.com/2002/02-25-Bauer-Maier.htm)
- Maier J & Schmitz C (2001) UNGEHEUER ERFOLGSGESTEUERT & AMERICAN PSYCHO und andere Wake-up-calls. In: GDI\_impuls 04/2001.
- Maier J & Schmitz C (2000) OUT OF THE CUBE & Einführung in den Ausnahmezustand. In: GDI\_impuls 04/2000.
- Maier J (2000) NOMADENKLEIDER FÜR NOMADENDENKER --- Christa de Carouge's Kleider-Machen. Auf: Medienobservationen --- [www.medienobservationen.uni-muenchen.de/artikel/kunst/nomaden.html](http://www.medienobservationen.uni-muenchen.de/artikel/kunst/nomaden.html)

# JOACHIM MAIER

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*signature quote >*

SYSTEMATIC DEVIATION **ON**  
FROM THE NORM WILL  
RESULT\_IN PROGRESS

