



Dr. Torsten Schmid

Senior consultant

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»In my consulting and leadership development, I combine scientific precision with a consistent focus on the solutions and potentialities from within the system.«

Dr. Torsten Schmid

»The future we wish for has to be invented by us.«

- Senior consultant, osb international
- Focus areas: strategy development, organizational design/development, change management
- Leadership trainer and coach
- Member of the supervisory board of an innovation and technology firm
- Lecturer and senior researcher at the University of St. Gallen (Switzerland)
- Author of numerous professional articles and books in the fields of strategy, organizational design, and change

Recent consulting activities

- Organizational design, such as new organizational structures, role definition, and process organization/management
- Strategic renewal and repositioning, including strategy in the context of digital platforms and ecosystems
- Establishing new leadership systems and team development in the context of strategic change processes, with a particular focus on collaboration capabilities and synergies
- Designing and conducting leadership development programs (including potential analysis)
- Change management, transformation, agile change
- Strategy implementation, restructuring, and cost reduction

Professional background

- European Business Administration at the Universities of Bamberg (Germany) and Alcalá de Henares (Spain)
- PhD from the University of St. Gallen (Dr. oec., summa cum laude)
- Extensive experience in organizational and strategy consulting and leadership development in large corporations and family-owned businesses
- Certified in potential analysis (Hogan, Harrison), ongoing training, including systemic methods and sustainability (London School of Economics)
- Executive education and research projects at the University of St. Gallen in the areas of strategy processes, organizational design, and change management
- Visiting Scholar at the Center for Organizational Research, University of California Irvine (USA)