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Consultant und Trainer

Employee at Changetraining GmbH since 2014

Sara Schmid speaks German and English.

Main focus of professional experience

- Teaching at the secondary school in Spreitenbach
- Team leader (survey wave in a long-term study "COCON"), Jacobs Center for Productive Youth Development, University of Zurich
- Development and evaluation of online questionnaires on the topic of "Fairness in the planning of new wastewater infrastructures", Eawag, Dübendorf

CHANGE MANAGEMENT – ORGANISATIONAL DEVELOPMENT

- Advising and accompanying organisations which
... are in a reorganisation/merger/acquisition phase or
... wish to reposition and advance themselves (development of visions/mission statements/strategies)

Examples: Accompanying resistance, fears and opportunities during reorganisation.
Team building: letting go of old functions. HR transformation.
Stakeholder analysis: Transform affected people into participants.

TRAINING – MANAGEMENT DEVELOPMENT

- Qualification check, evaluation of training requirements
- Development of training concepts, drawing up customised training modules

Examples: Effective job interviews. Target agreements. Day-to-day leadership.
Difficult discussions with employees (conflicts, underachievement)