



**MATTHIAS PLACK**  
Senior Consultant & Coach

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### **FOCUS OF WORK**

**Consulting** organisations on change processes, performance and cultural development  
**Coaching** executives, projects and teams  
**Training** in communication, change management, leadership, and conflict management  
**Facilitation** workshops for team development, conflict resolution and strategy development

### **EXPERIENCE**

Since 2022 Senior Consultant at GOLDRADT  
Since 2020 Self-employed coach and consultant  
Since 2018 Division Manager of Cultural Change, e.g. overseeing 50 locations, from operational to executive levels  
From 2006 Division Manager Operations in logistics, e.g. responsible for up to 3,000 employees  
2003 -2016 Freelance part-time work as a lawyer specialising in labour law  
From 2000 Head of HR Services, holistic HR management [recruiting, team development, contract law, works council, collective bargaining]

### **EDUCATION & ACCREDITATION**

Systemic business coaching (artop - Institute at the Humboldt University of Berlin) 2022  
Coach of the Essence Model 2022  
Psychology of change - emotionally intelligent coaching (Dietz-Coaching) 2021  
  
Legal clerkship at the Berlin Court of Appeal, including at Volkswagen, the DGB and as a lawyer on Long Island, New York, 2nd state examination 1999  
Studied law in Hanover and Heidelberg, 1st state examination 1996

### **REFERENCES**

Bringmeister.de, Bundeskanzleramt, DHL Express Austria, CPO Holding und CPO Containerschiffreederei, DGV Deutsche Grundstücksverwaltung, Gärtner von Eden, Gebr. Heinemann, Hermes Germany, IG Metall, Jungheinrich, Roxhealth, WERTCONCEPT Investment Group,

### **PROJECT EXAMPLES**

Professionalisation of cooperation  
Organisational development (e.g. establishment of a new management level)  
"Leadership role and person"  
Dealing with pressure and stress  
Cultural change in the commercial sector  
Workshops for strategy development  
Change management, e.g. supporting the launch of new people and structures at management and CEO level  
Leadership training, e.g. "hybrid leadership" and feedback  
Workshops on team development and mission  
Long-term team coaching processes in companies and public authorities  
Professional communication  
Identifying and breaking down silo thinking  
Team training, e.g. conflict management, leadership, trust  
Management coaching  
Project management, e.g. creating and working with the relevant key performance indicators and internal and external performance agreements

