“Profound, structured, pragmatic”

# Dr. Reinhard Schmitt

# Consultant profile

For 30 years, I have been supporting organisations in sharpening their structures, aligning leadership for real impact, and shaping cross-functional collaboration so that natural goal conflicts can be managed constructively.

## Consulting | Workshops | Coaching | Keynotes

**Effective leadership and decision-making structures**
I reveal underlying dynamics, clarify natural goal conflicts, and strengthen your leadership system with the whole business in mind.

**Core competencies of successful leadership**
Good leadership is the key to unlocking potential in any form of development. I enhance the competencies of your leaders.

**AI-supported leadership and organisational development**
I configure AI assistants that provide practical support for leadership principles and decision-making logic.

**Effective cross-functional collaboration**
I help clarify roles and responsibilities, align interfaces, and reduce tensions to enable robust cooperation.

**Transformation and change management**
Together, we will develop an approach that fits your project until the change becomes effective in day-to-day practice.

**Project management (waterfall/agile)**
Benefit from the compact guide I developed – distilled from 30 years of hands-on project experience.

*“Reinhard Schmitt has a keen ability to read an organization. In his work with leadership teams, he brings a valuable combination of theoretical grounding, strong sensitivity to team dynamics, and sound pragmatism. This enables him to meet teams where they are and support their effective development. I value him as an excellent sparring partner for the management team in my area.”*

Dr. Günter Schweitzer, COO, Schmitz Cargobull

*“Whether as a coach, trainer, or speaker – we greatly enjoy working with Reinhard Schmitt. He impresses with his versatility, expertise, and passion. His presentations are highly appreciated by our technical staff. As a coach, he acts with calm and composure, finds the right words, and helps coachees move forward at critical moments. The methods he uses in trainings and workshops are both effective and innovative.”*

Birgit Schuster, Head of HR International, Marbach-Gruppe

*“What I particularly value about Reinhard Schmitt is his open and unbiased listening. He understands specific requirements and builds on them to develop tailored, individual solutions. When needed, he adapts his approach effortlessly, combining empathy with results-oriented professionalism - a strength that clearly sets him apart from others.”*

Michael von Smolinski, CIO, SPORTFIVE Global Holding

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**Dr. Reinhard Schmitt**
Organizational & Leadership Consulting

## Professional background

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| Since 1998 | Freelance consultant, trainer, coach and speaker |
| Since 2026 | Lecturer in leadership and project management at the Bayerische EliteAkademie, Munich |
| Since 2024 | Lecturer in organisational consulting at Steinbeis University, Berlin |
| 2012–2024 | Consultant, trainer, coach and speaker within the P1 Consulting network |
| 2009–2016 | Co-founder and managing partner of an IT start-up developing software solutions to coordinate decision-making processes in engineering networks |
| 1998–2003 | Co-founder and managing partner of a company for organisational consulting and software development in Valencia, Spain, with Spanish, German and Irish employees |
| 2000 | Doctorate in engineering (Dr.-Ing.), awarded with distinction, at Technical University of Clausthal; dissertation: 'Cross-company Engineering Workflow' |
| 1993–1998 | Research associate at the Institute of Mechanical Engineering, Technical University of Clausthal: teaching in engineering design; management of international R&D projects |
| 1988–1993 | Studied mechanical engineering at Technical University of Clausthal and the University of Wales, Cardiff, graduating with a Dipl.-Ing. (TU) |

## Further education

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| 2023 | Organizational Design at osb international, Vienna |
| 2023 | 3D Worlds with Janek Panneitz (Thinkingwithoutboxes), Hamburg |
| 2016 | Professional Scrum Master and Professional Product Owner at andrena objects, Karlsruhe |
| 2005 | Systemic Organizational Consulting in Change Management with Prof. Dr. Johanna Forster, Munich |
| 2004 | Group Moderation, Basics of Coaching, and Conflict Management at Neuland & Partner, Fulda |

## Languages

German (native), English (full professional proficiency), Spanish (for everyday use)

## International background

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| Since 2024 | Lecturing in English on master's programmes at Steinbeis Next University, Berlin |
| Since 2004 | Organisational development consulting and leadership development in English for internationally active German companies |
| Since 1998 | Various lectures in English at international conferences |
| 1998–2013 | Main residence in Valencia, Spain |
| 2005 | Liaison manager, representing an Indian software company, on an English-language software project at a German commercial vehicle manufacturer |
| 1998–2003 | Co-founder and managing partner of a consulting company in Valencia, Spain, with Spanish, German and Irish employees |
| 1993–2003 | Management of international research and development projects |
| 1997 | Three-month research stay at the University of Guadalajara, Jalisco, Mexico |
| 1993 | Four-month study project at the University of Wales, Cardiff |
| 1988 | Six-month industrial placement at the British subsidiary of a German crane manufacturer in Hamilton, Scotland, and at a forging company in Sheffield |

## Publications

More than 60 contributions on the design of leadership and collaboration, published in professional journals and blogs and presented at national and international conferences in Germany, Switzerland, Spain, the USA, the Netherlands, France and Croatia