

Prof. Dr. Heiko Roehl

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Heiko Roehl is co-founder and Managing Partner of Kessel & Kessel GmbH. His work focuses on support for organizations that are undergoing profound changes. He has successfully developed and implemented change strategies for a wide range of industries and companies.

Heiko has been responsible for major change programs for almost two decades in various leadership roles: This includes five years for futurology at Daimler-Benz AG in Berlin and Palo Alto, USA. He worked on different aspects of organized value creation there: cooperation, trust, strategy work, organizational learning and organizational development.

He then built up the Nelson Mandela Foundation in Johannesburg, South Africa for five years on behalf of the Federal Ministry for Economic Cooperation and Development. Then he spent five years in charge of corporate organization and development at the corporate development division of the German Association for International Cooperation (GIZ). In the subsequent two years, he established and led the Global Leadership Academy of the Federal Ministry for Economic Cooperation and Development (BMZ).

Heiko studied psychology, business administration and sociology in Berlin, Bologna and Bielefeld. He is a certified psychologist and has a doctorate in sociology. His dissertation was awarded an academic grant from the German Systemic Society. He is the author of numerous publications in the field of organization/change management and co-editor of the journal *OrganisationsEntwicklung*, the leading German-language publication for corporate development and change management (Handelsblatt Verlag). Most recently, he published the following works with Schäffer-Poeschel-Verlag publishing: “Organizing Organizations Wisely. The Handbook for Organizational Development and Change Management” (2017) and “Change Navigator” with Beltz-Verlag (2017). He is also Honorary Professor at the Albert-Ludwigs-University in Freiburg, Br. And he is happy to explain, without being asked and with a lot of passion, how complexity-adequate intervention programs really work.