



PAUL TOLCHINSKY

“RESISTANCE IS A GEM TO BE MINED, A GIFT FROM THOSE WHO CARE”

Systems Thinker

Transformation

Very Large Group Meetings

CHANGE AGENT

- Over 200 organization design or redesign projects
- Global Alignment to deploy strategy in ZF, Continental, HP,
- 5 new plant start ups, applying Socio-Technical Systems
- 3 successful merger integrations, leading to significant results in less than 1 year

THOUGHT LEADER

- Engaging the Whole System in Change, in large multinationals
- Building ownership and commitment while moving fast in the change, primarily in private sector
- New manufacturing plant site designs (leveraging MI, AI and HI)
- Transformational change on a global scale

CO-CREATOR OF CHANGE

- Co-Author of Whole-Scale Change: Unleashing the Magic in Organizations and the Whole-Scale Change Toolkit (2000)
- Pioneer in Real-time Work Design: Engaging the Whole System (Bunker and Alban, 1997)
- Founder of the European Organization Design Forum, community of practice, 2011

DEVELOPER OF NEXT LEVEL LEADERS

- Mentor to many interested in organization change, organization design and/or simply wanting to make a difference
- Provocateur and speaker around the world, sharing wisdom and inspiring others

WORK EXPERIENCE & EDUCATION

- 40+ years as organization design consultant
- Clients on every continent: GE Aviation, Messier Dowty, Bombardier, HP, United Airlines, CIA, Clorox, ZF, Chanel, Continental AG, etc
- Managing Principle, Performance Development Associates, now 40+ years old
- Senior Partner, Dannemiller Tyson Associates
- PhD in Organization Behavior, Purdue University, 1978