



Curriculum Vitae

Andreas von Zadow M.A. Communications

Andreas von Zadow is managing partner of VON ZADOW INTERNATIONAL. For more than 30 years he has been working as an initiator, moderator and coach with tailor-made change processes and consensus-led participation procedures. In Germany, he has introduced a multi-stakeholder participation process with the “Perspektivenwerkstatt”, which is based on an open, goal-oriented and integrative communication culture.

His experience includes projects for private and public clients at home and abroad, with a focus on Germany, England, Finland, China and India. His broad experience in both integrative urban development and agile organisational development allows him to combine methods from both areas. Due to his special background he knows urban development measures from the perspective of affected citizens, planners, politics and administration as well as private investors. A main starting point of his activities is to promote interdisciplinary cooperation, participation and collaborative planning with activating methods.

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[my LinkedIn-Profile](#)

Career

- Communication Scientist M.A. (TU Berlin): Degree 1986
- Senate Department for Urban Development and Environmental Protection Berlin: 1987-1991
- European Academy for Urban Environment EA.UE, Berlin: 1992-1995
- Independent organizational consultant, facilitator, process designer: since 1995
- VON ZADOW INTERNATIONAL: since 2000

Additional qualifications

- Organizational development, Management skills, Process support (NPI-Zeist)
- Collaborative consensus-led Planning (JTP) and Design Thinking (Dark Horse)
- Coaching-Further Training (VZI)

Experience

- Collaborative planning and teambuilding
- Participation and large group procedures
- Communication and core messages
- EU projects, trainings, seminars

Awards

- Robert Jungk Prize 1999
- Immobilienmanager-Award 1999

Current activities

- Agile urban & organisational development
- Conference and process moderation
- Tailor-made processes and projects
- Development coaching
- Consensus-led strategy development
- Innovation and Creative Projects

Industries and customers

- Regions, cities and municipalities
- Housing associations, private companies
- SMEs, planners and service providers
- Associations, Non-profits and NGOs

Special profile

- Pragmatic, solution & result-orientation
- See through complex contexts, express and visualize them simply and easily
- Putting people into action

Networks

- Association for Social Development (ASD)
- German partner office of JTP London
- Academy of Urbanism, London
- DGNB Expert for Participation Processes
- Alliance Diverse Democracy

