

Mag.a Irene Gleirscher

Facilitation,
Systemic
Consulting, L&D



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👤 PROFILE

Human and Social Scientist with a degree in Educational Science, specializing in systemic change management and Learning & Development.

Passionate about working with groups and teams, I excel as a process facilitator in planning, implementing, and documenting workshops and corporate learning sessions. With empathy and a keen interest in development, I create trustful spaces and effectively analyze and manage group dynamics. As a systemic expert, I communicate with precision, using powerful questions to inspire change and encourage reflection on patterns and structures. I am a collaborative team player with international experience, cultural sensitivity, and strong competencies in intercultural collaboration.

👛 PROFESSIONAL EXPERIENCES

SOS Children's Villages Hermann Gmeiner Academy,
Teamleader Education

03/2012 – 03/2024 | Innsbruck, Austria

- **Project lead, conception, planning and facilitation of trainings, workshops online, on-site and hybrid e.g.:**
 - Knowledge transfer and experience exchange workshops "Harvesting" for SOS Children's Villages International (SOS CVI)
 - 10 international yearly workshops held in Austria
 - 1 regional workshop held in Sierra Leone
 - 260 participants from 200 countries
 - Development of a *Global Learning & Development Framework* for SOS CVI
 - *Onboarding Programme* for selected new staff of CVI
 - 3 international workshops per year, held in Austria
 - 450+ participants from 10+ countries
 - *Courageous conversation series of dialogue*, a pilot project to promote psychological safety at work
- **Project Member**
 - *Train-the-Trainer 'Basics in Facilitation'* for Child- and Youth Care (CYC) Practitioners
 - Online preparatory workshops
 - Regional in person workshops held in Kenya, Benin, Austria
 - Development of a community of practice of CYC L&D Facilitators, 120 participants from 40 countries
 - *Federation Culture Development Projects*
 - Analysis, description and development of the organizational culture of SOS CVI
- **Team Lead**
 - Strategic development of the team
 - Responsible for 3 team members and various project teams
 - Stakeholder Management
 - Budget Responsibility

SOS Children's Villages Hermann Gmeiner Academy,
Education Team

07/2010 – 02/2012 | Innsbruck, Austria

- Conception and realisation of a course for 'Intercultural Competence', offered to the public,
- Conception and realisation of "Intercultural Family Summer Party"

SOS Children's Villages Hermann Gmeiner Academy,
Executive Assistant

01/2006 – 06/2010 | Innsbruck, Austria

COMPETENCES

- Workshop Planning and Implementation
- Visual Facilitation, Knowledge Harvesting
- Systemic Consulting
- Change Management
- Instructional Design
- Project Management
- Stakeholder Management
- Train-the-Trainer Programmes

PASSIONS & INTERESTS

- Nature and outdoor sports
- Yoga and mindfulness
- Personal growth and development

LANGUAGES

German	● ● ● ● ●
English	● ● ● ● ●
Spanish	● ● ● ● ●
Italian	● ● ● ● ●

EDUCATION

Systemic Change Management,
Trainconsulting, Ruth Seliger [↗](#)
01/2021 – 12/2022 | Vienna, Austria

Diploma programme: Education: Area of concentration: Consultation and Basis of Psychotherapy,
Leopold Franzens University Innsbruck
09/2007 – 03/2012 | Innsbruck, Austria

Programme Specialization in Counseling and Fundamentals of Psychotherapy, Schloss Hofen - Center for Science and Professional Development [↗](#)
09/2006 – 07/2007 | Lochau, Austria

Fundamentals of Human and Social Sciences. University-Level Programme, Schloss Hofen [↗](#)
03/2005 – 06/2006 | Lochau, Austria

COURSES

Shaping Change Processes with Appreciative Inquiry Inquiry, Walter Bruck
03/2012 | Munich, Germany

Steering Group and Team Processes, ARGE Bildungsmanagement - Working Group Educational Mnmt. [↗](#)
07/2013 | Vienna, Austria

Art of Hosting. Initiating Effective & Essential Conversations, Haus der Begegnung
04/2014 | Innsbruck, Austria

The Art of Harvesting, Verein Resonanz
10/2015 | Vienna, Austria

Creating Visual Sketchnotes, Anna Egger
10/2015 | Batschungs, Austria

Dynamic Facilitation. Creative Solutions for Groups, Fonds Gesundes Österreich
10/2019 | Salzburg, Austria

Tribal Techniques for Building and Strengthening Community, Haus der Begegnung
09/2019 | Innsbruck, Austria

Storytelling Method Workshop, SOS Children's Villages International [↗](#)
10/2013 | Innsbruck, Austria

Intercultural Competences, University of Vienna
09/2004 | Vienna, Österreich