

# CURRICULUM VITAE

**Prof. Dr. Jean-Paul Thommen**

**Professor for Organizational Behavior (on leave)**

EBS Universität für Wirtschaft & Recht  
EBS Business School  
Department of Management and Economics  
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D-65189 Wiesbaden

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## Primary Fields of Interests

- Organizational behavior, organizational change, organizational development, leadership, coaching, business ethics

## Teaching Experience:

- Corporate Social Responsibility & Corporate Ethics (Master), Organization Theory, Human Resources Management (MBA), Business & Society, Fundamental Questions of General Business Studies, Management Studies, Human Resources and Organization, Business Administration, Business Engineering, Corporate Ethics – Seminar on Moral Dilemmas, Professional Management Ethics, Business Administration Foundations, Management and Corporate Policy, Organization Studies, Economic and Corporate Ethics

## University employment and affiliation:

- **Since 2015**  
Lecturer in the program “LRB Leadership and the Rule of St. Benedict”,  
A joint project of the University of St. Anselmo, Rome, Italy and  
University of St. Gallen, St. Gallen, Switzerland, July 13 – 24
- **Since 2014**  
Lecturer in the program “Coaching and Learning Assistance”,  
Swiss Centre for Innovations in Learning (scil) of University of St. Gallen, Switzerland,  
20. – 21. November 2014
- **Since 2012**  
Lecturer in the Executive MBA in General Management for the course „Corporate Ethics“,  
HWZ Hochschule für Wirtschaft, Zurich, Switzerland
- **Since 2011**  
Lecturer in the Executive MBA in General Management for the course „Leadership“,  
Hochschule für Wirtschaft, Lucerne, Switzerland,  
Lecturer in Management Seminars: “Coaching as a Management Skill”,  
Hochschule für Wirtschaft, Lucerne, Switzerland
- **2011 – 2014**  
Lecturer in the Executive MBA Marketing for the course “Strategic Marketing”,  
Hochschule für Wirtschaft, Zurich, Switzerland

- **2011 – 2014**  
Guest Lecturer in the Executive MBA Programm at the Faculty of Economics, University of Zagreb (Croatia)
- **2011**  
Lecturer in Workshops regarding “ Coaching as a Management Skill”, Hochschule für Wirtschaft, Lucerne, Switzerland, 17./18. March 2011
- **Since 2010**  
Executive Lecturer in Leadership and Management NDS HF for the course “Corporate Responsibility”, Appenzell, 17./18. September 2010,  
Head of the CAS in “Coaching as a Management Skill”, Hochschule für Wirtschaft, Lucerne, Switzerland
- **Since 2009**  
Coach at the Development Centre in Executive MBA General Management – Leadership, Hochschule für Wirtschaft, Lucerne, Switzerland
- **Since 2009**  
Guest Lecturer (Organisation Theory) in the BDIB Programm at the Faculty of Economics, University of Zagreb (Croatia)
- **2007**  
Lecturer of SME – Intensive Studies for Managers in SME’s, University of St. Gallen, Switzerland für Wirtschaft, Lucerne, Switzerland
- **2006/2007**  
Lecturer in the seminar “New Management – Management new thinking and designing”: “Coaching – Consulting without Advice”, University of applied sciences and arts, North West Switzerland
- **Since 2005**  
Lecturer for the “European Master of Science in Business Innovation”: “Organizational Learning”, European Business School, Oestrich-Winkel, Germany
- **2005 – 2008**  
Lecturer in the seminar “Research Management”: “Entrepreneurial Thinking and Acting”, EMPA Academy
- **2005**  
Seminar in “Learning through Forgetting!”, Züricher Hochschulinstitut für Schulpädagogik und Fachdidaktik, Zurich, Switzerland 20. January and 11. November 2005
- **1991 – 2003**  
Lecturer at the Chair of Business Administration, Seminar in Strategic Management: Corporate Ethics, University of St. Gallen, St. Gallen, Switzerland
- **2001**  
Seminar in “Change and Visions in the Economy”: “Learning oder Forgetting?”, Private Business School, 30. Mai 2001, Zurich, Switzerland
- **2000 – 2001**  
Lecturer in the program “Business and Management” of the Schweizerische Gesellschaft für Organisation und Management (SGO): “Entrepreneurial Thinking and Acting” and “Credibility as basis for Entrepreneurial Thinking and Acting”
- **2000**  
Seminar in “Change and Visions in the Economy”: “Learning or Forgetting?”, Private Business School, 2. – 6. October, Zurich, Switzerland

- **1998 – 2001**  
Lecturer in the program “Corporate Real Estate Management, Facilities Management”: “Human Resources and Organisation”, Real Estate Academy of European Business School
- **1997**  
Lecturer in the field of “Corporate Organization”, European Business School Hungary, Budapest, Hungary, 9. – 10. January 1997
- **1994 – 1995**  
Lecturer in the course “General Business Administration”, ZfU – Zentrum für Unternehmensführung, 28./29. March 1994, 7./8. December 1994, 17./18. Mai 1995 and 4./5. December 1995
- **1993 – 1995**  
Head Lecturer for Graduate Diploma in Management, Executive MBA, University of St. Gallen, St. Gallen, Switzerland
- **1992 – 1998**  
Lecturer in the program “Further Education for Environmentally Aware Management”: “Management in the Tense Atmosphere of Profit and Ethics”, Höhere Wirtschafts- und Verwaltungsschule (HWV), Lucerne, Switzerland
- **Since 1991**  
Lecturer in the program of SME – Intensive Studies for Managers in SME’s: Introduction into Business Administration, Corporate Ethics and Enterprise, University of St. Gallen, St. Gallen, Switzerland
- **1991**  
Lecturer for Graduate Diploma “Economic Education”: “Business Administration”, Institute for Economic Education
- **1991**  
Seminar in the course “Corporate Policy”, Academy for Economics in Moscow, University of St. Gallen, St. Gallen, Switzerland

### **Lecturer in Company-internal Executive Programs**

- **2011 – 2015**  
Seminar in Strategic Management, Allianz Deutschland AG, Grassau, Germany, 5. – 7. October 2011
- **2005**  
Workshop at the Conference: “Executives must forget, not learn!”, Helsana Versicherungen AG, Montreux, Switzerland, 23. September 2005
- **2002**  
Lecturer in General Management Program: “Organizational Development and Personnel Development”, Lafarge Braas GmbH, 17./18. October 2002  
  
Lecturer in Porsche Management Training: “Organization and Personnel”, 9./16./23. March and 6. April 2002  
  
Lecturer in General Management Program: “Organization and Personnel”, SULO Unternehmensgruppe, 14./15. March 2002
- **2001**  
Lecturer in Porsche Management Training: “Organization and Personnel”, 16. And 23. March 2001  
  
Lecturer in General Management Program: “Organization and Personnel”, SULO Unternehmensgruppe, 15./16. March 2001

- **2000**  
Lecturer in General Management Program: "Organization/ Organizational Development and Personnel/ Personnel Development", Lafarge Braas GmbH, 12./13. October 2000  
  
Lecturer in Executive Program Porsche Management Training: "Organization and Personnel", 14. September/5. October 2000  
  
Lecturer of BMW Business School: "Organization and Human Resource Management, Munich, Germany, 29./30. Mai 2000  
  
Lecturer in General Management Program: "Organization and Personnel", SULO, 23./24. March 2000
- **1999**  
Lecturer of BMW Business School: "Organization and Human Resource Management", Munich, Germany, 17./18. June 1999  
  
Lecturer in Executive Economics Program: "Organization and Personnel", Ministerium für Wohnen und Bauen des Landes Nordrhein-Westfalen, Germany, 10. March 1999  
  
Lecturer in Economics Course: "Human Resources Management", Die Post, Magglingen, Switzerland, 22./23. January 1999  
  
Lecturer in Economics Course: "Social Competences", Swisscom, European Business School, 26. November 1998, Oestrich-Winkel, Germany
- **1998**  
Lecturer in Executive Economics Program: "Organization and Human Resource Management", Ministerium für Wohnen und Bauen des Landes Nordrhein-Westfalen, Germany, 18. November 1998  
  
Lecturer of BMW Business School: "Organization and Human Resource Management", Munich, Germany, 22./23. June 1998  
  
Lecturer in Economics Course: "Social Competences", Swisscom, European Business School, Oestrich-Winkel, Germany, 25. April 1998
- **1997**  
Lecturer in Economics Course: "Social Competences", Swisscom (Telecom), 15./23. August 1997 and 27. October 1997  
  
Lecturer in Executive Economics Program: "Organization and Human Resource Management", Ministerium der Finanzen Rheinland-Pfalz, Germany, 4./11. June 1997
- **1996**  
Lecturer in Economics Course: "Management Competences in the Future", Direktion der Netze der Telecom, 10. September/17. October/15. November 1996
- **1995**  
Executive Program: "General Principles of Entrepreneurial Thinking and Acting", Zentralsekretäre der Stadt Zürich, Switzerland, 28. November 1995  
  
Lecturer in a Course in Economics: "Management Competences and Corporate Ethics", Telecom, Zurich, Switzerland, 2. Juni 1995
- **1992**  
Swiss Red Cross, Kaderschule für Krankenpflege: "Corporate Ethics. Integration of Corporate Ethic Goals in Corporate Concept"

## Lectures and Speeches in Private and Public Institutions

- **2017**  
Lecture "Zauberformel Industrie 4.0 – oder alles nur Zauber?" at a Meeting of Ernst Basler + Partner, Zürich, 12. Juni 2017
- **2016**  
Lecture "Spurenwechsel – braucht es für ein Industrie 4.0 auch ein Management 4.0?" at the SAP Forum in Basel, 8./9. März 2017
- **2012**  
Lecture "Manager in Crisis – Doomed to Act, Forced into Thinking" at a Meeting of Bank Zimmerberg, Gottlieb Duttweiler Institut, Rüslikon, 24. November 2012
- **2011**  
Lecture "Management Pitfalls – and how sure you fall in" at a Meeting Kiwani Club, Illnau-Effretikon
- **2010**  
Lecture "Corporate Ethics" at a BLS-Kadertagung, Münchwiler, 9. March 2009
- **2009**  
Lecture "Why Change is hard? Changes as Challenges" at a Company Meeting IBM Germany, Frankfurt, Germany, 19. February 2010  
  
Speech "A Small Walk through the Labyrinth of Management" at a Meeting of the Rotary Club Oberer Zürichsee, Switzerland
- **2007**  
Speech "Management of Second Order" at a Company Meeting Xeloba GmbH, Bern, Switzerland, 6. September 2007  
  
Laudatory Speech on the occasion of Honorary Professor Award to Dr. Wilhelm Backhausen, European Business School, Oestrich-Winkel, Germany, 6. July 2007
- **2005**  
Key-note Speech at Conference of Directors: "Executives must forget, not learn!", Helsana Versicherungen AG, Montreux, Switzerland, 23. September 2005
- **2004**  
Keynote Speech at the Graduate Diploma Award: "Credibility – Management Requirements", Hochschule für Wirtschaft und Verwaltung Zürich (HWZ), Switzerland, 25. November 2004  
  
Lecture "Coaching or the Art to talk with the Goose about Christmas Roast", Lectiones Kagerianae, Basel, Switzerland, 25. March 2004
- **2003**  
Keynote speech "Credibility and Power. A Contradiction!", Alimentana Sista Holding, Zurich, Switzerland, 17. December 2003  
  
Keynote speech "Personnel Management as a Manager Job" at the COOP Personnel Conference, Basel, Switzerland, 4. September 2003  
  
Speech "Coaching – The Art to talk with the Goose about Christmas Roast", Alumni Conference Coaching, European Business School, Oestrich-Winkel, Germany, 9. March 2003  
  
Presentation and Discussion "Forgetting instead of Learning! – or: Leadership on the Brink of Chaos", Arbeitskreis Führung der Wirtschaftsunioren IHK, Frankfurt am Main e.V., Germany, 24. January 2003

- **2002**  
Lecture for Managers of Department RB Consulting, Swiss Association of Raiffeisenbank, St. Gallen, Switzerland, 6. September 2002
  
- **2001**  
Keynote Speech at the Diploma Ceremony: "Learning is good, Forgetting is better!", Zurich College, Switzerland, 7. December 2001  
  
Lecture "Learning to Forget!", Schulgemeinde Sargans, Switzerland, 3. April 2001  
  
Keynote Speech at the Closing Ceremony, SGO-Organisatoren-Grundausbildung, 23. January 2001
  
- **1998**  
Keynote Speech at the Diploma Ceremony of a Swisscom Course in Economics, European Business School, Oestrich-Winkel, Germany, 27. November 1998  
  
Keynote Speech at the Diploma Ceremony of a Swisscom Course in Economics, European Business School, Oestrich-Winkel, Germany, 27. April 1998
  
- **1997**  
Keynote Speech at the Diploma Ceremony of a Swisscom Course in Economics, European Business School, Oestrich-Winkel, Germany, 27. November 1997  
  
Keynote Speech at the Diploma Ceremony of a Post Course in Economics, European Business School, Oestrich-Winkel, Germany, 11. October 1997  
  
Lecture for Working Group of European Students: "Learning or Forgetting?", University of St. Gallen, St. Gallen, Switzerland, 29. January 1997
  
- **1996**  
Lecture "Ethic Principles in the Business Life", Rotary Club Rheintal, St. Gallen, Switzerland, 5. April 1996
  
- **1995**  
Keynote speech "Development Trends and Challenges in the Executive Program" at the 20<sup>th</sup> Anniversary of Management School St. Gallen, St. Gallen, Switzerland, 16. November 1995
  
- **1994**  
Lecture on the occasion of Corporate Internship with Seminar for Theology Students: "Corporate Ethic Models, Corporate Ethics with Examples", Lucerne, Switzerland, 24. August 1994  
  
Lecture "Management Requirements in the Nineties – Consequences for the Management Education?", Höhere Wirtschafts- und Verwaltungsschule (HWV), Aargau-Solothurn  
  
Lecture „What are the Management Requirement in the Nineties?“, Höhere Wirtschafts- und Verwaltungsschule, St. Gallen, Switzerland, 1994
  
- **1993**  
Swiss Loan Corporation, Management Seminar „Ethics in the Economy – Fashion Phenomenon or Real Debate?“  
  
Swiss Institution for Educational Theory „Corporate Ethics. Management Reorientation.“
  
- **1992**  
Schweizerische Kreditanstalt, Management Seminar „Ethics in the Economy? – Ethics as a Part of Corporate Culture!“  
  
Keynote at the Diploma Ceremony AKAD „Ethical Challenges in Business“

„Corporate Culture and Model Implementations“, Vereinigung der Ausbildungsleiterinnen und Ausbildungsleiter öffentlicher Verwaltungen der Schweiz

- **1991**

Organization Conference: „Ethics and Organization“, O+I-Consulting AG  
Corporate Ethics – more than a Slogan?“, Höhere Wirtschafts- und Verwaltungsschule (HWV), Aargau-Solothurn

Diploma Ceremony of the St. Gallen Management School „The Joke in the Company – an Economic View“, St. Gallen, Switzerland

- **1990**

Swiss Marketing and Sales Club „Ethics in Marketing or Marketing of Ethics?“

Mattli Conference „Today's Management Requirements and Challenges“, University Hospital, Zurich, Switzerland

- **1989**

„Media and Ethics“, 25 Jahre Junge Wirtschaftskammer Schweiz, Interchapter, Zurich, Switzerland

„I know that I don't know anything“, Evangelische Hochschulgemeinde, Predigt in der Wasserkirche, Zurich, Switzerland

Seminar in Corporate Philosophy: „Do Managers need Ethics?“, Migros Genossenschafts-Bund (MGB)

- **1988**

Management Seminar „Leadership and Ethics“, Bund Schweizer Werbeagenturen BSW

## **Presentations and Speeches at academic Conferences**

- Keynote speech „Managers facing the crisis: Condemned to act, forced to think!“ an der 5th International Conference „An Enterprise Odyssey: From Crisis to Prosperity – Challenges for Government and Businesses“ in Opatija, Croatia, 27. – 29. Mai 2010
- Presentation of a paper „Management of Second Order: A Irritation for the Science and Practice?“ at the conference „Systemic Research in Therapy, Education and Consulting of Organisation“, University Heidelberg, Germany, 3. – 5. March 2010
- Presentation of a paper „Coaching in Training – Education of a Coach. Example of European Business School“, Coaching Conference, University of St. Gallen, St. Gallen, Switzerland, 11./12. February 2010
- Presentation of a paper „With Interdisciplinarity to a Manager of Second Order“ at the Conference of the Verband der Hochschullehrer für Betriebswirtschaft e.V., Berlin, Germany, 15. – 17. Mai 2008
- Presentation of a paper „Management of Second Order – A Paradigm Shift in Management at the Coaching Conference of the European Business School, Oestrich-Winkel, Germany, 10. April 2008
- Presentation of a paper „Consequences of Management of Second Order for Education and Further Education“ at the Conference „Systemic Research in Therapy, Education and Consulting of Organisation“, Heidelberg, Germany, 5. – 7. March 2008
- Workshop „Consulting for Management of Second Order“ at the Consulting Impulses Conference, European Business School, Oestrich-Winkel, Germany, 11. Mai 2007

- Co-Lecturer in the presentation of Günther Ortmann „The hypermodern Constellation: Contingency and Path Dependence. Paradox of a Post Archimedean Management“, Workshop on Organisation of the VHB, Munich, Germany, 28. February – 1. March 2007
- Workshop on the topic „The unhallowed Alliance between Practice and Science – A constructivistic Analysis“ at the Symposium „Constructivism and Management“, University of Basel, Basel, Germany, 23. – 24. March 2006
- Presentation of a paper „Coaching in Training – Education of a Coach“ at the Coaching Congress 05, Frankfurt, Germany, 4. – 5. March 2005
- Presentation of a paper „Performance Improvement and Coaching“ at the International Conference „An Enterprise Odyssey: Building Competitive Advantage“, University of Zagreb, Croatia, 17. – 19. June 2004
- Presentation of a paper „Coaching as a Tool for Personnel Development“ at the IOP-Conference „Trends in the Personnel Development“, University of Bern, Bern, Switzerland, 4. September 2003
- Presentation of a paper at the International Conference „An Enterprise Odyssey: Economics and Business in the New Millenium“, University of Zagreb, Croatia, 27. – 29. June 2002
- Presentation of a paper at the International Science Symposium MER: „Management Competences in growth-orientated Companies in the Start-up Period“, Podcetrtek, Slovenia, 9. – 11. Mai 2002
- Presentation of a paper at the SGO-Autumn Conference in cooperation with Swiss Organizational Society: „Performance Improvement Coaching“, 18. October 2001
- Presentation of a paper at the International Science Symposium MER: „Synergies through organizational Learning“, Podcetrtek, Slovenia, 10. – 12. Mai 2001
- Presentation of a paper at the International Science Symposium MER „EU-Integration and Corporate Cooperations of SME“: „Coaching as an Integration Instrument in Corporate Cooperations“, Portoroz, Slovenia, 29. March – 1, April 2000
- Head of a session on at the Conference „Organisation“ of Verband der Hochschullehrer für Betriebswirtschaft e.V., Zurich, Switzerland, 26./27. February 1999
- Presentation of a paper at the International Science Symposium MER „Management between Crisis and Success“: „Getting over Crisis through Organizational Learning“, Portoroz, Slovenia, 11. – 13. Mai 1998
- Presentation of a paper at the International Science Conference MER „Management and Development“: „Management Challenges in Development of SME's in the Reform Countries“, Maribor, Slovenia, 14. February 1997
- Workshop „Management Education in the Future“ at the Swiss Society Conference for Business Administration, University of Bern, Bern, Switzerland, 25. September 1996
- Presentation of a paper at the International Science Symposium Management and Development MER “Theory and Practice of the Corporate Development”: “Management Competency and Corporate Development”, Portoroz, Slovenia, 9. – 11. Mai 1996
- Presentation of a paper “Economics and Ecology – a Conflict? Area of Tension Ethics – Profit” with a Paneldiscussion at the Executive Program Conference, HWV, St. Gallen, Switzerland, 3. November 1995
- Presentation of a paper at the Conference “Economics and Ethics” of the Social Policy Association, Bern, Switzerland, 9. – 11. March 1995



- Presentation of a paper and Workshop “Independence begins with Management Executive Education”, conference organized by the Handelszeitung: “On the way to a jobless Society”, Zurich, Switzerland, 24. January 1995
- Presentation of a paper at the XXI. International Symposium “Corporate Planning”: “Corporate Ethics in the Social Market Economy”, Portoroz, Slovenia, 19. – 21. October 1994
- Environment Symposium “Ethics and Management”, Karlsruhe’s Economics Association, 1991
- Conference of Swiss Business Administration Society :ng “The Importance of Normative Questions in Business Studies”, 1991
- Panel Discussion “Ethic Behavior and Economic Success – Harmony or Contradiction?”, Society for Support in Swiss Commercial Economy, 1991
- 4th Management Symposium for Women “Management Ethics. Credibility as a Requirement and Challenge”, 1988
- Freiburg’s Discussions on “Economy and Ethics”, 1988

### **Education:**

- **1984 - 1985**  
Studies and Research Visits at the Business School, University of California, Berkeley (USA)
- **1980 - 1983**  
Studies in Psychoanalysis (extra-occupational), Szondi-Institution Zurich, Switzerland
- **1977 - 1982**  
Doctoral degree, University of Zurich (Dr. oec. publ.)  
Dissertation on “The Theory of the Management”, Zurich, Switzerland
- **1973 - 1977**  
Studies in Business Administration, University of Zurich (lic.oec.publ.), Switzerland
- **1980 - 1983**  
High School, Rämibühl, Zurich, A-level certificate, Switzerland
- **1960 - 1966**  
Primary School in Dübendorf, Zurich, Switzerland

### **Research activities:**

#### **Present and Past Refereeing Activities**

- Journal “Leadership and Organisation – ZFO”
- Journal “The Enterprise”
- Journal “Zagreb International Review of Economics & Business – ZIREB”

#### **Memberships in Editorial Boards and other Co-Editorships**

- Publisher of Journal “Zagreb International Review of Economics & Business” (since 2007)

## Grants, Honours, Awards

- **2003**  
ebs excellence award in bronze in the category "Professors and Academic Lecturers", Category Best Teacher
- **2001**  
ebs excellence award in gold in the category "Professors and Academic Lecturers"

## Business Experience:

- Coaching of Executives
- Consulting in Change Management and Organizational Development for Profit- and Non Profit Organizations

## Academic Experience:

- **Since 2003**  
Titularprofessor in Business Administration, University of Zurich, Switzerland
- **Since 1996**  
Professor in General Business Studies, University of St. Gallen, Switzerland
- **1993 – 1996**  
Assistant Professor in Business Administration, University of St. Gallen, Switzerland
- **1993 – 1995**  
Director of Graduate Diploma in Management / Executive MBA, University of St. Gallen, Switzerland
- **Since 1991**  
Privatdozent (Assistant Professor) in Business Administration, particularly in Management and Organization
- **1989 – 1996**  
Full-time Lecturer, General Business Studies, University of St. Gallen, Switzerland
- **1982 – 1989**  
Head assistant of Prof. Edwin Rühli, Chair of Business Research, University of Zurich, Switzerland
- **1977 – 1982**  
Assistant of Prof. Edwin Rühli, Chair of Business Research, University of Zurich, Switzerland
- **1977 – 1978**  
Teaching at the Business School Juventus, Zurich (evening school for employees, day school for diploma), Switzerland
- **1973 – 1974**  
Journalistic activities for a regional Newspaper, Opfikon-Glattburg
- **1972 – 1973**  
Various vicariates, Primary and Secondary School, Zurich, Switzerland

## **Other Professional Affiliations:**

- Committee ORG of the VHB
- Committee WISS of the VHB
- Founding Member of German Association Coaching e.V. (since 2005)
- Member of the International Committee on International Conference "Entrepreneurship and Macroeconomic Management", University of Rijeka, Croatia
- Member of International Committee on International Conference "An Enterprise Odyssey: Economics and Business in the New Millennium", Graduate School of Economics and Business, University of Zagreb, Croatia
- Member of Swiss University Lecturers Association
- Member of Swiss Society for Business Administration (SGB)
- Member of Swiss Society for Organisation (SGO)
- Member of Supervision Committee in Graduate Diplomas, sfb Bildungszentrum
- Member of Publisher Council MER Journal for Management and Development (since 1997)
- Member of Foundation Council in the Foundation Szondi Institut (since 2007)
- Member of Advisory Board Allianz share for food (since 2010)
- Proper Member of University Lecturers in Business Administration Association e.V.
- Proper Member of Organisation Committee of University Lecturers in Business Administration Association e.V
- Proper Member of Philosophy of Science Committee of University Lecturers in Business Administration Association e.V
- Proper Member of Human Resources Committee of University Lecturers in Business Administration Association e.V