

Contact

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About

I am a thought leader in leadership, organizational transformation, and cultural change, driven by a mission to create space for genuine growth and meaningful impact. I collaborate closely with Chief People Officers and HR executives to provide clarity, a systemic perspective, and bold insights to navigate complexity and redefine leadership for the future. Whether working with large corporations or tech scale-ups, I deliver tailored solutions that address the challenges of modern organizations.

Education

Systemic Organizational Consulting
Hephaistos Coaching Center

Certified Diagnostic Partner
Profile Dynamics & MBTI

Systemic Business Coaching
Dietz Coaching GmbH

Diploma in International Business Administration & Management
European School of Business (ESB)

BA in Europ. Business & HR Management
Dublin City University

Roles

Founder and Managing Director
VONIER ADVISORY GmbH

Partner for Leadership, Organizational & Culture Transformation
TheDive GmbH

Senior HR Advisor & Interim SVP
TIER Mobility / Siemens Energy AG

Senior VP, People & Organizational Growth,
SAP SE

VP, Top Executive Development
Deutsche Telekom AG

Director, Leadership Development
Siemens AG



DANIEL VONIER

Managing Director of
VONIER ADVISORY GmbH

People & Organizational Growth

Qualification & Experiences

- 20+ years of extensive experience in high-profile global leadership roles
- Overall responsibility for People & Organization Development in multinational corporations
- Built high-performing global HR, Talent, Leadership, and Learning organizations
- Coached, trained, and supported 1,000+ leaders across all levels and industries
- Consulted, facilitated, and moderated 250+ organizations and teams
- Delivered 100+ keynotes and impulse speeches
- Senior advisor to numerous start-ups and scale-ups
- Guest lecturer at several universities
- Author of Real Work vs. New Work; co-author of Unlearning Hierarchy (2022, Vahlen)

Services

Culture Transformation & People Processes

Guiding organizations in the future-oriented design of their corporate culture, along with the associated People & Talent processes and systems.

Team & Organizational Consulting

Partnering with, consulting, and coaching teams and organizations on their journey toward enhanced adaptability and future-fitness.

Leadership Design & Development

Co-creating and implementing new leadership principles and models, along with designing and delivering leadership and executive development interventions.

Keynotes

Keynote speaker and impulse generator for teams and organizations, focusing on leadership, culture transformation, and the Future of Work.

Companies that trust me (selection)

