

## 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)

