



Mathias Cimzar (he/him)

Background

- Founder & managing director of MTraining
- Co-founder of ZukunftVIELFALT®
- Co-founder of PIVARO
- Lecturer at the Salzburg University of Applied Sciences & University of Salzburg
- Communication/behavioral trainer & business coach

Expert in

- Diversity & generation management, intercultural competence
- Development & certification of diversity management systems
- Leadership & team development
- Communication, conversation skills, presence & conflict management
- Client orientation & sales
- Resilience, mindfulness & stress management
- Personal development & self-management
- Career development
- Workshop facilitation, off-site retreats, moderation & keynotes
- Individual & team business coaching

Education

- Qualification „Workability-Coaching“ (ab-c), SÖSTRA Berlin
- Course in Diversity Management in Organizations, ASD Vienna & University of Klagenfurt
- Course in Systemic-Constructivist Coaching, E.S.B.A. Vienna
- Gender Mainstreaming & Diversity Management, Wfi Vienna
- Course for Communication & Behavioral Trainer, careercenter Linz
- Business studies & business education, WU Vienna
- Training Consultant Course, McDonald's Hamburger University Chicago
- Train the Trainer training, VBC Vienna
- MDI Management Curriculum, MDI Vienna
- Management Trainee Program, McDonald's Business School, Brunn/Gebirge

Professional Career

- Founder & managing director of MTraining, since 2008
- Co-founder of ZukunftVIELFALT®, since 2013
- Co-founder of PIVARO, since 2026
- International training manager, OMV Refining & Marketing GmbH, Vienna
- Training coordinator Austria, McDonald's Franchise GmbH, Brunn/Gebirge
- Assistant restaurant manager, McDonald's Patrick Köck GmbH, Vienna

Publications

„Vielfalt bringt's! Diversity Management für Kleinunternehmen“
Günter Horniak/Mathias Cimzar • 179 pages, paperback • ISBN 978-3-7089-0920-2

References (excerpt)

Public Administration & Authorities
BMBWF, BMSGPK, Fonds Soziales
Wien, Studienbeihilfenbehörde,
Umweltbundesamt

Advocacy Organizations
Kammer für Ärztinnen und Ärzte
Wien, WK Wien

Medicine, Pharma & Social Services
Ärzte ohne Grenzen, Diakonie de
la Tour, Novartis, Orthopädisches
Spital Speising, PORR Arbeitsmedizin,
Samariterbund Floridsdorf-
Donaustadt, Sandoz

**Universities & Universities of
Applied Sciences**
FH Kärnten, FH Krems,
FH Salzburg, Universität Graz,
Universität Klagenfurt, Universität
Salzburg, Universität Wien

Industry, Manufacturing & Transport
ASSA ABLOY, AT&S, Avanti,
DB Schenker, Flowserve, Flughafen
Wien, Knapp, MIC, OMV, PORR,
Schiebel, Schindler, TestoTIS,
Verbund, WashTec, Wiener Linien,
Wittmann Battenfeld

Banking, Finance & Insurance
Erste Group, HYPO NOE,
ÖBV, PSA, Raiffeisen Campus,
Raiffeisenverband Steiermark

Retail
Billa, CC Wedl, HUBER Shop,
Nah&Frisch, Unimarkt

Food & Hospitality
Coca Cola Hellenic, Felzl,
Nah&Frisch, McDonald's, Nordsee

Other
equalizent, Integrative Betriebe
Österreichs, ÖAMTC, startpeople,
Steuerberatung LHP