



Michaela Grüsser (she/her)

Background

- Independent management consultant, trainer & business coach for national and international companies
- Co-founder of PIVARO

Expert in

- Management & strategy consulting/development
- Consulting & implementation support in HR & organizational development (incl. project management)
- Change management & cultural change (incl. mission and vision development)
- Design & delivery of modular leadership programs (Foundation of Leadership, Level Up, Advanced Leadership)
- Program development „Women's Leadership Development“
- Conception & delivery of trainings (leadership, team development, communication, change management, diversity/women in leadership/generational management)
- Implementation of company-wide mentoring programs
- Business coaching for executives, experts & teams
- Workshop facilitation, off-site retreats, moderation & keynotes

Education

- Certified management consultant for business management/management consulting, HR, marketing & organization
- Training as a systemic coach & trainer (CTAS Switzerland)
- Management & sales performance (gustavkaiser Training)
- Courses and professional certificates in leadership, strategy consulting, organizational development, change management, communication, negotiation technique & conflict mediation
- Completed commercial/business administration education

Professional Career

- Independent management consultant, trainer & business coach, since 2001
- Co-founder of PIVARO, since 2026
- Statutory managing director, Austria, 1996–2001
- Built up the AT/CEE branches for a German IT consulting company, 1994–2001
- Key account manager, business development & partner manager for international trade and IT consulting companies, until 1994
- Executive assistant to management, IT company, until 1992

Publications

Article series and blogs on leadership & management, team development, communication & conversation skills, change management & cultural change, DEI (generations, women in leadership)

References (excerpt)

Public Institutions & Advocacy Organizations
Fonds Soziales Wien, VCÖ, ÖKSA, NTÖ, Kammer für Ärztinnen und Ärzte in Wien, AMA Marketing

Medicine & Pharmaceuticals
Henry Schein, Octapharma, Mölnlycke Health Care, B.Braun, Boehringer Ingelheim

Universities & Universities of Applied Sciences
BFI Wien, WU Executive Academy

Industry
Robert Bosch AG, Assa Abloy, PORR, Head Sport, Schindler Aufzüge, Verbund, Wittmann Battenfeld, Haushahn Aufzüge, Schiebel, WashTec, Vitra, Henkel, Estée Lauder Companies, Clinique, Wolfram

IT & Consulting
msg Plaut, s IT Solutions, Dun & Bradstreet, biac, Faktor Zehn

Infrastructure, Transport & Logistics
Vienna International Airport, A1 Telekom Austria, ASFINAG, DB Schenker, Österreichische Post AG

Banking, Finance & Insurance
Donau Versicherung, Vienna Insurance Group, HYPO NOE, Helvetia, ÖBV, paybox Bank AG, Erste Bank & Sparkassen, Erste Akademie, UniCredit Bank Austria, Allianz, LeasePlan, Österreichische Hagelversicherung

Retail & Food
REWE Group, Merkur, Sutterlüty, Hagemeyer Austria, Wartenberg, Felzl, KARA Handels GmbH

Tourism
Falkensteiner, Kuoni, Blaguss Reisen, Michaeler & Partner

Other
CMS (law.tax.future)