

„Complex transformation succeeds when strategy, structure, and learning work seamlessly together – and that is exactly where I focus.“



Transformation strategies that enhance organizational performance



Learning systems that enable measurable development and real progress



Change initiatives with clear structure, strong acceptance, and lasting impact



Dr. Thomas Ehrl
Senior Advisor Transformation & Learning

**Successful, Sustainable Transformation.
Enabling Change, Strengthening Capabilities,
Shaping the Future.**

Expertise



20+ Years of Transformation & Change Experience

– From strategy development to sustainable implementation



Organizational Development & Change Management

– Analyzing complex structures and driving effective improvement



Knowledge Management & Learning Governance

– Building and managing sustainable learning and qualification systems



Digital Transformation & Future of Work

– Preparing organizations for the future and making change measurable



Stakeholder Management & Leadership

– Balancing complex interests and embedding change successfully



Coaching & Enablement

– Empowering leaders and teams to actively drive transformation

Curriculum Vitae – Thomas Ehrl

► **2024 – Present**

Steinbeis-Beratungszentrum FUTURE OF WORK

Supporting SMEs in strategic and operational transformation initiatives, developing learning strategies, facilitating knowledge and technology transfer, and providing sustainable coaching for organizations and leaders.

► **11/2022 – 10/2024**

Evonik Industries AG

Managed the global learning network, developed the company-wide Target Operating Model for Learning, defined learning standards and KPIs, and further enhanced digital learning systems.

► **02/2019 – 10/2022**

thyssenkrupp Steel Europe AG

Responsible for company-wide learning and transformation programs, team leadership and coaching, process optimization, and significant efficiency improvements with sustainable cost reductions.