

Johannes Peter Ruijs

Contact	<p>Johannes Peter Ruijs tikla consultancy group Lindhofstrasse 92 a 5210 Windisch</p> <p>Office: 056 622 67 36 Mobile: 079 458 6336 Mail : ruijs@tikla.world Web www.tikla..world</p> 
Languages	German, English, Dutch
Background	<p>Born in 1959 in the Netherlands Moved to Switzerland in 1982 Manager in healthcare and personal development officer in the banking sector. Since 1994 independent development business consultant.</p> <ul style="list-style-type: none">- Six years of membership at Trigon-Entwicklungsberatung in Austria and Germany- Five years at Kern Konsult in Holland- Six years at IMO (Institute for human and organizational development) <p>2018 – Founding of TIKLA consultancy group, start in 2019</p>
Experiences and competencies	<p>Training 20 years of experience in training and development of consultants, entrepreneurs, leaders and coaches in Germany, Switzerland, Brasil, Russia, Israel, the Netherlands and Italy</p> <p>Organisational Development 25 years of consultancy experience in industrial, governmental, healthcare, financial and educational sectors.</p> <p>Coaching - 24 years experience with hundreds of clients from different fields</p> <p>Competences</p> <ul style="list-style-type: none">- Personal-, Team- and Organizational Development- Cultural Change- Building bridges between people, teams and cultures to overcome differences- Leadership Development-Programs- Complex System Change

	<p>Qualifications</p> <ul style="list-style-type: none"> - Core-Qualities - Leadership - Coaching - Presencing, Theory U - Spiral Dynamics integral (Certified trainer SDi Level I & II)
<p>Our view on development in today's challenges in a complex environment</p>	<p>Managers or leaders have to act in different roles. They bring in their professional skills, but also have to bring the different expectations and needs of the people involved together. This means that they have to deal with tensions, that they have to stay stable in conflict-situations and that they have to use a clear communication. They have to organize themselves in their own daily business.</p> <p>The capability of self-reflection, the understanding of own dynamics but also the organizational and team dynamics is a pre-condition for profound change and development. Success is an outcome of a well-designed process in which the responsible leaders are aware of the complexity and where enough space for dialogue, initiative, synergy, creativity and co-creation is shaped.</p>
<p>My most exciting experiences</p>	<p>To experience when people come into movement and where they take responsibility for what they want and can contribute to achieve best possible results</p>