

Ursula König, PhD
König • Mediation • Consulting

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Areas of Expertise

- Mediation and Facilitation in the public domain and in organisational contexts; intercultural mediation
 - Transformation and development processes for teams and organisations
 - Conflict mediation, policy dialogues, organisation of public meetings, dialogue fora and workshops;
 - Consultancy on different approaches to deal with conflicts; preparation of processes; negotiation support; consultancy on conflict transformation and change processes;
 - Coaching and supervision for top-level executives and mediators
 - Education and trainings for top-level executives and mediators
 - Contributions on international conferences and presentations.
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- Working languages: German, English, French, Spanish, and Italian

Curriculum Vitae

Dr. Ursula König is a Mediation Consultant operating in Switzerland and at an international level. Her professional experience includes a broad range of challenging processes from Europe's largest mediation process at the Vienna Airport, to complex projects in Palestine, the Eastern Nile basin, Algeria and Bolivia. During the course of many of these projects, Ursula König has worked as expert Mediator/Facilitator in long-term conflicts, and negotiations involving diverse ethnic and religious groups, including contact with media and involving a broader public. Sensitivity to the intercultural aspects of her work and a flexible balance of expert theoretical knowledge and many years of practical, professional experience combine to form her unique approach. Her strengths lie in including multiple stake-holders with their diverse interests and aspirations in a sustainable process, motivating the participants, fielding opposition to the proceedings and steering the process in a flexible yet structured manner, while complementing them with creative interventions.

There are two main focal points to her work:

The first in mediation and conflict-related topics, for which she offers a broad range of methods to facilitate constructive, systematic transformation of long-lasting, entrenched conflicts, in groups both small and large.

The second comprises the conception, initiation and continued support for development and transformation processes in teams and organisations, including the evolution of strategies and cohesive visions and subsequently, the concrete implementation of those strategies.

In addition, Ursula König's work in the corporate sector includes training and coaching mediators and top-level executives in order to strengthen conflict-management capacities. Ursula König lectures at the University of Applied Sciences in Bern and the University of Linz. She is a member of the IfM (Institute for Mediation), Zurich, Switzerland and the Austrian Association of Mediators (Österreichischen Bundesverbandes der MediatorInnen, ÖBM). Amongst her co-operation partners are the Institute for Systemic Impulses (ISI), Zurich, Switzerland. The Swiss Association of Mediation and the Austrian Ministry of Justice have confirmed that her degrees and education as a mediator correspond to elevated international standards.

After finishing her thesis in chemistry she worked for the public administration in the field of environmental protection. In 1998, she was selected as a Detached National Expert from Austria to work for the European Commission in Seville, Spain. Ursula König has worked as an independent consultant since 2004 and has lived in Switzerland since 1999.

Additional trainings

- "Solution Focused Intervention in crisis situations and basics on psycho traumatology ", Héléne Delucci und Syst-Institute, Institute for systemic training and research, Matthias Varga von Kibéd und Insa Sparrer 2011 and 2012
- "Systemic therapy and generative trance", Gunther Schmidt and Stephen Gilligan, Milton-Erickson-Institut, Heidelberg 2012
- "Peace Mediation" - course of the Swiss Federal Ministry of Foreign Affairs, 2010
- Trigon Unternehmensberatung and SySt-Institute, Institute for systemic training and research: Trigon meets Syst: Organisational Development and systemic structures, 2010
- SySt-Institute, Institute for systemic training and research: Business Training 2008 for constellations of systemic structures in organisations (Matthias Varga von Kibéd and Insa Sparrer)
- SySt-Institute, Institute for systemic training and research: Solution focused Approaches in Organisations (Insa Sparrer), 2006
- ISI, Institute for Systemic Impulses: How to create happy workplaces (Ben Furman), Impulse and Effect (Arist von Schlippe et al.), 2006
- Department for Development Cooperation and Institute for Development Studies (IDS): Citizen's Participation in Local Governance in Conflict Situations, 2005
- SDM Swiss Association for Mediation – Annual Impulse Days
- World Mediation Forum, 2005
- University of Klagenfurt – Conference on Mediation in Organisations, 2004
- Conference on Culture meets Culture, Vienna, 2004

Selected References

Due to confidentiality clauses, more complete information than is listed here may not be published.

Mediation in the public domain and in organisational contexts

- Mediation and Team development since 2004
 - International companies of various branches
 - Family owned company
 - Public administration and political bodies
 - NGO sector
- Re-organisation project, Frankfurt, Germany, 2006
- Mediation in the public domain
 - Vienna Airport, Vienna, Austria, 2000 – 2005, 2011
 - Process-Providing for a mediation at Zurich Airport, Switzerland, 2003 - 2004
 - Planning conflict between an Association of Municipalities and one of its members, Berne, Switzerland, 2003 – 2005
 - Railway station, Vienna, Austria, 2000
 - High capacity railway „Gasteinertal“, Austria, 1999 – 2001
 - Quarry, Canton Solothurn, Switzerland, 1999

Facilitation and Dialogue

- Dialogue project on the conflict in the Middle East with the Political Division IV of the Federal Department of External Affairs (FDEA) of Switzerland and Swisspeace, 2007 – 2010
- Dialogue project with Turkish identity groups, Swiss agency for Development (SDC), 2007 - 2009
- Dialogue for the Eastern Nile Basin 2003 and 2004, SDC
- Dialogues on waste management and drinking water supply, German NGO INWENT, Algiers, Algeria, 2003

- Dialogue between the central organisation and sections of the French part of Switzerland for the Swiss Alpine Club (SAC) on the future of the Alpine Regions, 2008 - 2009
- Dialogue on the Concept for Mobility in the Principality of Liechtenstein, 2007 - 2008
- Dialogue on the Cooperation between about a 100 communities in a region in Switzerland, 2006 – 2007
- Dialogue on Research and Genetic Engineering, ETH Zurich, 2003
- First Consensus Conference in Austria, 1997

Development Processes, Advising in Conflicts and Coaching

- Study and advising for the Human Dimension Secretariat of the OSCE on Options for the development of OSCE's „Human Dimension“ pillar, 2012
- Coaching and conflict advising of a large community of real estate owners, Bern 2012
- Strategy and vision process as well as process advising for LoGIn, SDC, 2012
- Coaching and Training for systems thinking and advising for Local Governance Initiative (LoGIn) and partner organisations in S-Asia, Delhi, Indien and Dhaka, Bangladesh 2011 und 2012,
- Support of the network „Migration and Development“ in the „F2F-meeting“ in Bangladesh, SDC, 2012

- Vision process to improve the quality of cooperation and coaching of the team of executives of an international NGO, 2011 und 2012
- Support for the Cooperation Strategy Tajikistan, SDC, 2011
- Support of the SDC network on decentralization and local governance and f2f-meeting in Sarajevo, SDC, 2010 - 2011
- Support for the Transformation Process for the cooperation office and SDC head quarters, Tchad, 2010
- Coaching and support of an orientation process for the division Knowledge and Learning Processes (SDC), 2009
- Consultancy and workshops for SDC and partner organisations on conflict transformation and conflict sensitivity (Middle East 2005 and 2007, Bolivia 2006)
- Analysis of the planning and construction processes with a focus on conflict management in an hospital, Bern, Switzerland, 2002 - 2003
- Coaching for executives in different organisations

Trainings

- Mediation & Conflict Transformation
 - Intercultural Mediation
 - Mediation in Development Co-operation and Humanitarian Aid
 - Mediation in the public domain
 - Mediative Competences
 - State of the Art Practice of Mediation
 - Systemic Advising and Change Theory
- Change Management
- Negotiation and Communication
 - Intercultural Context
 - Culture of Feed-back

For the University of Linz, Austria, the Viadrina University in Frankfurt/Oder, Germany, and in Switzerland for the University of Applied Sciences in Bern (BFH), in Aarau (FHNW), the Institute for Systemic Impulses, Zurich, SDC and FDEA, Geneva Centre of Security Policy (GCSP), German and Algerian associations (INWENT, FOREM, and CRASC) and In-House trainings in the private sector, and other public administrations.

Publications

- „Was macht Beteiligungsverfahren zur Mediation?“, Ursula König, Emanuel Wassermann und Maurus Buesser, Perspektive Mediation, to be published in 2012
- „Lebendige Gruppensoziogramme“, Contribution in Mediation-Tools, Ed. Knapp/Bastian, to be published in 2012
- „Interkulturelle Mediation“, Ursula König and Consolata Peyron, Agogik 3, 2010
- „Mediation in einem komplexen Umfeld: Erfahrungen und Lessons Learnt am Beispiel Mediation Flughafen Wien, Zeitschrift „Perspektiven Mediation“, Perpektiven 2/2007
- „L’esempio della mediazione per l’Aeroporto di Vienna“, Empresa e Stato, 2006
- Participation in practice: The example of the Mediation for the Vienna Airport, Ursula König, Conference proceedings on “Acceptance through Participation” of the Department of Energy, Berne, 2005
- „Mediation und Verhandlung“, Ursula König, VUR – Verein für Umweltrecht, Zurich, Schweiz, 2005
- „Process-Providing Zürich – Haltung, Prinzipien, Methodik“, Ursula König, Zeitschrift für Konfliktmanagement ZKM, 2005
- „Bericht des ProcessProviding Teams für die Vorbereitungen zu einem Mediationsverfahren für den Flughafen Zürich“, www-mediation-center.ch, 2004
- „Mediationsverfahren Flughafen Wien“, Ursula König, in: Handbuch für Mediation im Bauwesen, Ernst & Sohn Verlag GmbH, 2003, ISBN 3-433-1473-6
- „Médiation concernant l’Aéroport de Vienne“, Ursula König, in : Dossier pour „La négociation dans la planification: mythe ou réalité“, VLP-APSAN, 2002
- „Mediationsverfahren Flughafen Wien“, Ursula König und Gert Fürst, Zeitschrift für Konfliktmanagement ZKM Heft 4, 2002
- „Mediationsverfahren Eisenbahnhochleistungsstrecke Gasteinertal“, Ursula König, in: Handbuch der Mediation, WEKA-Verlag, 2002, ISBN 3-7018-4680-4
- „Die Kunst des Wartens, Mediationsverfahren Gasteinertal“, Stefan Kessen und Ursula König, ZKM Heft 3, 2002
- „Ozon-Konsens-Konferenz“, Ursula König, Wien 1997, ISBN3-85028-294-5