



Robert Kaltenbrunner

I am the Master of my Fate: I am the Captain of my Soul. (William E. Henley)

About the person

Robert Kaltenbrunner is the Managing Partner at HIKINGDAYS, where he guides executives, teams, and organizations through development processes. He is passionate about people who push their own boundaries and explore new paths. As a studied business economist, he has a special interest in the connection between corporate success and employee satisfaction. Before starting his career as an organizational developer, he accumulated nearly 15 years of corporate experience in line positions and staff functions. He is grateful to his superiors who consistently challenged and supported him, encouraging him to forge his own path.

He subsequently underwent extensive training in coaching and organizational development, obtained a solid education in mental training and earned diplomas in Positive Psychology. It was during this time that he discovered his passion for this innovative field of science. He also delved deeply into self-development, the positive influences of hypnosystemic coaching and the New Work philosophy.

The logical conclusion of his journey was the founding of HIKINGDAYS. Alongside Jaro Raiser, he developed Positive Performance, a modern approach for leaders that fosters positivity and enables comprehensive and sustainable business success. The result is the simultaneous increase in corporate success, employee satisfaction and organizational attractiveness.

A pivotal moment in his career was a situation in a financially troubled company where the courage to take necessary developmental steps was lacking. The consequences were drastic measures that could have been avoided through bold action. This experience made him realize that, especially in seemingly hopeless situations, the willingness to (personal) change is indispensable.

For more than 10 years, he has been a lecturer at universities and universities of applied sciences. His key is action, and he believes that lightness is a crucial ingredient. His passion is to overcome his own limits. As an avid climber and tennis player, he continually pushes his boundaries and goes beyond them.

Robert Kaltenbrunner is married, a father of a daughter, and resides in Vienna. He cares deeply about our planet's well-being, which is why he supports and promotes various development projects in developing countries. He is also part of Generation Forest and, together with HIKINGDAYS, sponsors two children in Asia.

The following strengths and abilities are attributed to Robert:

The gift of inspiration; the ability to enable development; a connecting and empathetic presence; flexibility in actions; an authentic demeanor; enthusiasm and determination in taking action; a commitment to continuous self-improvement.

Industry experience

Production (Pharmaceuticals, Food, Automotive Supply, Technology, Metal), Retail (Furniture), Services (Banks, Insurance, Transport), Real Estate, Energy, Hospitality, Universities, Non-Profit Organizations.

Expertise

Positive Performance; Agile Transformation; New Work; Leadership and organizational development; Change Management; measurable productivity and efficiency improvements across structures, business and management processes and leadership behavior; international experience in corporate consulting and at the corporate level (line responsibility, project management and product management).

Typical topics: a selection from his work

- Positive Performance in companies and organizations.
- New Work & Agility: Implementing new forms of collaboration tailored to individual needs.
- Deriving and implementing divisional / departmental strategies.
- Achieving goals – translating positivity into performance.
- Effectively guiding changes within teams/organizational units.
- Developing leadership behavior – connecting employee satisfaction and success.
- Unleashing Agile Power – attitude and mindset as keys to personal transformation.
- Guiding critical phases of a company through Positive Performance.
- Retaining employees - promoting organizational attractiveness.
- Bridging generations and unlocking potentials.
- Team development and leadership development (customized, modular, hybrid).
- Performance coaching and sparring for leaders and key staff.
- Competence and personality development through the stage model.
- Moderation and facilitation of events and workshops.

Keynotes and corporate presentations

Lectures at Conferences and Corporate Events on Key Topics as

- Positive Performance in Leadership and Organizational Culture
- Positive Performance as the Foundation for New Work and Self-Organization
- Positive Psychology as the Key to Personal Development

Positive Psychology Tour 2019, Fill GmbH, Future Talks – WU Alumni, Wien Holding, Coop Schweiz and more.

Author/publications

Erfolgsfaktor Positive Psychologie: ein Praxis-Leitfaden für zukunftsorientierte Führungskräfte

Published and available at www.bookboon.com

Education and further training

- Business Administration (Mag.), Vienna University of Economics and Business
- Academic Coach, Organizational Developer and Human Resources Developer, ARGE Bildungsmanagement
- Certified Professional of Positive Psychology
- Hypnosystemic Concepts for Coaching, Team and Organizational Development and Supervision, Milton-Erickson-Institute Heidelberg – Gunther Schmidt
- Ego Development and Stage Development, Thomas Binder/Berlin, Barbara Küchler/Bodensee
- Organization and Relationship Coaching: Fundamentals and Intermediate, CRR Global
- Diploma in Mental Training, Mentalakademie Europa
- Additional training in areas such as OKR, Scrum, New Authority, Storytelling, and more

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