

Masha Ibeschitz

When wind of change blows
let there be windmills.



Business experience

Think Beyond Group

2020 - today | Founder & Chairperson
1995 - 2020 | Founder & Chairperson Ibeschitz Consulting

Institute of Transfer Effectiveness

2017 - today | Chief Transfer Enabler

WhatAdventure

2017 - today | Member of the Advisory Board

MDI Management Development Institute

2018 - 2021 | Member of the Shareholder Council
2011 - 2018 | Managing Partner MDI Europe
2007 - 2009 | Managing Partner Asia Pacific, Malaysia

Executive Academy of the University of Economics and Business, Vienna

2007 - 2009 | Senior Corporate Business & Product Development Manager, Asia

Pannoneum Neusiedl/See - Business and Tourism College, Neusiedl am See

1996 - 2006 | Lecturer of economics, management, accountancy, communication, personal development and soft skills

KulturKontakt Austria

1999 - 2007 | Project work in Eastern and South-Eastern Europe: Development of tourism colleges in Romania in collaboration with the Romanian Ministry of Education

Artists in Motion - Artists on Location

2000 | Art and cultural coaching in Warsaw and Vienna

GWK Consult

1998 - 2007 | HR Development Consultant

Leadership experience in various branches

1989 - 1996 | Project management, business development and HR development in tourism, as well as both the financial and marketing sector (inbound and outbound). Management positions in various companies such as Telemark Marketing, B.I.T. Training Centre, Schöckler Portfolio Management, Wertwerke.

Advanced professional qualification

Business Management Studies, University of Vienna

Master of Social and Economic Sciences (German qualification: Mag. rer. soc. oec.)

2015 - 2021

profilingvalues® Consultant - profilingvalues Austria | OPQ Certified Counsellor - SHL | Conflict Clarification Counselor - Institut für Klärungshilfe | Lego® Serious Play® Facilitator - Strategic Play Institute | Systemic Consultant & Coach - Systemic Consulting & Organizational Development - Institute EAST | Process Communication Model® Certified Coach & Trainer - IMC Consulting | Facial expression resonance trainer & coach - Eilert Academy

2014 and before

Motivation 3.0 facilitator - Daniel Pink | Viennese Potential Analysis © - Lackner & Kabas | Kirkpatrick Certified Facilitator - First trainer in the German-speaking world to be Kirkpatrick-certified | Promote learning transfer platform - Certified trainer | Systemic Masterclass - Institute Reinhold Wildner | DiSC® Profile - Trainer certification | CAPTain certified trainer - CAPTain ontalents Potential Analyses | NLP Master - Dr. Gundl Kutschera Institute | "Train the trainer" certification - B. I. T. Vienna

Publications

What makes trainings really work - 12 levers of transfer effectiveness Dr. Ina Weinbauer-Heidel, Masha Ibeschitz-Manderbach 2016 | Hamburg: tredition

IMPACT - Develop Your People - Masha Ibeschitz | 2018 | Weinheim: Wiley

Success Reloaded - Use the power of authenticity to drive success Masha Ibeschitz | 2020 | Hamburg: tredition