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Areas of Expertise

- Conflict analysis and design of mediation and dialogue processes for conflict transformation
- Facilitation and mediation of processes in the public domain and in organisational contexts; intercultural mediation
- Different approaches to deal with conflicts; working in fragile contexts and conflict sensitive program management; preparation of processes; negotiation support; consultancy on conflict transformation and change processes;
- Support for teams, organisations and networks to cooperate for their strategies, co-create visions and sustainable strategies, , cultural change and agile methodologies
- Network development and Learning processes, multi-stakeholder face-to-face events
- Organisation of participatory consultation processes and facilitation of public meetings, working with media
- Coaching and trainings in the corporate and public sector

Working languages: German, English, French, Spanish, and Italian

Curriculum Vitae

Dr. Ursula König is a mediator and expert on organisational development, specialized in interdisciplinary working in difficult political and fragile contexts. During many of her projects, she has worked with actors with diverse ethnic and religious backgrounds, governmental actors, private companies, NGOs or citizens' groups. Her particular expertise is the design and facilitation of such multi-stakeholder processes on a local, national or international level. Her mediations experience is specifically linked to the combination of economic, environmental and social problems. She can draw additionally from her expertise in the field of environmental protection, as she has studied chemistry at the Technical University in Vienna and worked for almost ten years in that field for the Federal Ministry of Environment in Austria, the City of Vienna, and as a Detached National Expert from Austria to the European Commission.

Furthermore, Ursula König is an expert on learning processes as well as network and organizational development where she offers the conception, initiation and continued support for those 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 to mediation, Ursula König's work in the corporate sector includes training and coaching mediators and top-level executives in order to strengthen conflict-management capacities. She lectures at the University of Applied Sciences in Bern,

Aarau, Lugano, and Geneva and held courses at several European Universities and the Catholic University of Santiago de Chile.

She is a member of the IfM (Institute for Mediation), Zurich, Switzerland and the Austrian Association of Mediators (Österreichischen Bundesverbandes der MediatorInnen, ÖBM). The Swiss Association of Mediation has 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. She is co-founder of the company Ximpulse Ltd., which is predominately working in context beyond Europe, and of TopikPro, an enterprise that offers mediation services in the European context.

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 in the public domain
 - Constructino project in the Canton of St. Gallen, 2019 - 2020
 - Construction projects in the Canton of Berne, 2018 - 2019
 - Salzburg Airport, Austria / Germany, since 2014
 - Violence around a cultural centre, Bern, 2014 - 2015
 - 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
- Mediation and Team development since 2004
 - International companies of various branches
 - Health Sector
 - Family owned company
 - Public administration and political bodies
 - NGO sector
- Re-organisation project, Frankfurt, Germany, 2006

Facilitation and Dialogue

- Dialogue and training of governmental institutions, private companies, and NGOs on mediation and participation for large public infrastructure projects in Chili, FDEA of Switzerland (FDEA) and Swisspeace, 2016
- Dialogue on the new constitution and “Dealing with the Past” with members of the Libyan Constitutional Assembly, FDEA, 2015
- Dialogue project on the conflict in the Middle East with the Political Division IV of the FDEA and Swisspeace, 2007 – 2010
- Dialogue project with Turkish identity groups, Swiss agency for Development (SAD), 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
- Support for cooperation between the SENS eRecycling Foundation and the Swico Recycling Association, 2019
- Lessons Learned Workshops for the Swiss Chancellery and the Swiss National Fund, 2017
- Dialogue on the search for waste deposit sites in the Canton of Aargau, 2014
- Dialogue between the central organization 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 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, Consulting and Coaching

- Mediation and participation in socio-environmental conflicts through capacity building workshops with a broad range from stakeholders, as participants from indigenous groups, the private sector and local, regional and central government actors, as well as specifically for the Ministry of Energy with the aim of organizational development and capacity building on dialogue and participation in a context of structural violence, Human Rights and the constitutional protection of indigenous groups. Pontificia Universidad Católica, Centro de Políticas Públicas Santiago, Chile, since 2018
- Organisational Development for SDC's MENA division, 2019
- Study on revising Beneficiary Assessment as an Evaluation Tool based on examples in Mali and Macedonia, SDC 2019 – 2020
- Study on Action Research and Remote Management in Mali, SDC 2019
- Guidance Analysis of Assessment Tools, SDC, 2019
- Design and facilitation of the Learning Journey "Out of Fragility" for SDC and its partners, SDC network on democratization, decentralization and local governance, Honduras, 2018
- Study on the Situation in Bulgaria in terms of conflict in designing and executing large infrastructure projects and projects involving biodiversity and environmental protection, and training on mediation and participation for members of the Bulgarian administration, 2016 – 2017, Administration of the Council of Ministers, National Coordination Unit, Republic of Bulgaria
- Strategy and vision process as well as process advising for the cross-country – cross stakeholder network LoGIn (Local Governance Initiative) in South and East-Asia, SDC, 2012 – 2014
- Coaching and Training for systems thinking and advising for Login and partner organizations in S-Asia, Delhi, India and Dhaka, Bangladesh 2011 und 2012
- Study on the "Horizontal Learning Program" in Bangladesh, SDC – World Bank, 2013
- Systemic Analysis and definition of entry points for an intervention strategy in the sector of social sciences and research in Albania and Serbia, SDC 2012
- Study and advising for the Human Dimension Secretariat of the OSCE on Options for the development of OSCE's "Human Dimension" pillar, 2012
- Support of the SDC network on democratization, decentralization and local governance and f2f-meeting in Sarajevo, Bosnia and Herzegovina, 2010 - 2011 and Pemba, Mozambique, 2015
- Support of the network "Migration and Development" in the f2f-meeting" in Bangladesh, SDC, 2012
- Coaching and conflict advising of a large community of real estate owners, Bern 2012
- Vision process to improve the quality of cooperation and coaching of the team of executives of an international NGO, since 2011
- Support for the Cooperation Strategy Tajikistan, SDC, 2011
- Support for the Transformation Process for the cooperation office and SDC head quarters, Chad, 2010
- Coaching and support for the division Knowledge and Learning Processes (SDC), 2009
- Consultancy and workshops for SDC and partner organizations on conflict transformation and conflict sensitivity (Middle East 2005 and 2007, Bolivia 2006)
- Coaching for executives in different organizations

Trainings on the following subjects

- Mediation & Conflict Transformation
 - Intercultural Mediation and intercultural competences
 - Mediation in Development Co-operation and Humanitarian Aid
 - Mediation in the public domain
 - Facilitation methodologies for small and large groups, the change of perspectives and conflict mediation
 - State of the Art Practice of Mediation
 - Systemic Advising and Theories of Change
 - Presence and leadership
 - Resilience and stress management
- Change Management
- Negotiation and Communication
 - Non-Violent Communication
 - Culture of Feed-back
 - Negotiation strategies

For the University of Linz, Austria, the Viadrina University in Frankfurt/Oder, Germany, the Catholic University of Santiago de Chile, and in Switzerland for the University of Applied Sciences in Bern (BFH), in Aarau (FHNW), Geneva (HETS) and Lugano (SUPSI), the Institute for Systemic Impulses, Zurich. Further clients were OSCE, 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.

Continuous trainings of Ursula König

- "Mentales Stärken – Mentales Training und Coaching", Milton-Erickson-Institut Heidelberg, November 2017
- "Generative trance and self-relations work, Stephen Gilligan / Trigon, 2013 und 2014
- "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 and Insa Sparrer 2011 and 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

Publications

- "Konfliktbearbeitung in Agilen Settings", Anne-Claude Cavin and Ursula König, Perspektive Mediation, 2/2019
- "Is it all down to trauma? Reflecting on the concept of collective trauma for understanding protracted violent conflicts", Cordula Reimann and Ursula König, Aug 2019, to be published by FriEnt.
- "Closing a gap: Understanding collective and transgenerational trauma in conflict transformation processes ", Ursula König and Cordula Reimann, June 2018, <https://www.ximpulse.ch/wp-content/uploads/1806CollectiveTrauma.pdf>
- "Collective Trauma Matters: Practical Tips for Mediation and Dialogue Processes", Ursula König and Cordula Reimann, in Perspektiven Mediation, 3/2017
- Collective Trauma and Resilience, Cordula Reimann and Ursula König, Comment on the Berghof Handbook Dialogue issue no. 11, "Transforming War-related Identities. Individual and Social Approaches to Healing and Dealing with the Past" (Austin/Fischer 2016) online <http://www.berghof-foundation.org/en/publications/publication/Collective%20Trauma%20and%20Resilience%3A%20Key%20Concepts%20n%20Transforming%20War-related%20Identities/>
- „Lebendige Gruppensoziogramme“, Contribution in Mediation-Tools, Ed. Knapp/Bastian, 2013, ISBN: 978-3-941965-49-2
- „Was macht Beteiligungsverfahren zur Mediation?“, Ursula König, Emanuel Wassermann und Maurus Buesser, Perspektive Mediation, 4/2012
- „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 Konfliktmanagment 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