

Nina Mrugalla

Founder of MRUGALLA CONSULTING with a focus on strategic organizational development and next-level leadership



*No one must fear the unknown,
because everyone can achieve what
they want and what they need.*
Paulo Coelho

Consulting Focus

- Sparring and support for organizations in strategy and organizational development with a focus on cultural change and leadership transformation
- Design and management of complex transformation projects in medium-sized organizations, family businesses, and the public sector
- Development and implementation of leadership culture and next-level leadership at management level
- Sparring and reflection with leaders and management teams
- Facilitation of leadership conferences and workshops for leadership development

Professional Background

- Over 25 years of experience in HR, leadership, and organizational development in globally positioned and family businesses such as PHOENIX CONTACT (industry) and FIEGE (logistics)
- Strategic and operational shaping of an e-mobility automotive start-up
- Broad operational and strategic leadership experience with proven success in complex change projects
- Expertise in developing and implementing sustainable learning and leadership cultures
- Founder and leader of MRUGALLA CONSULTING (since 2012) with a focus on holistic, systemic personnel and organizational development

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Education and Further Training

- Evolving Organizational Landscapes, Systemic Supervision, Institute for Systemic Concepts (2025 - Completion May 2026)
- Certificate Program "Innovation to Strategy" with a focus on design thinking and adaptive strategy development, The Dark Horse (December 2025)
- Certified Co-Mediator, Akademie von Hertel (October 2025)
- Hypnotherapeutic Toolbox, Bernhard Trenkle (2025) — focusing on leadership coaching, systemic consulting, and organizational development
- Curriculum NEXT STEP: Continuing education for systemic consultants, osb international Consulting AG (2019–2021)
- Training in Systemic Organizational Consulting, Simon Weber Friends (2015–2016)
- Intensive course in Systemic Coaching, Simon Weber Friends (2012)
- Diplom-Betriebswirtin (Business Administration Diploma), FHDW (1994–1997)

„I love it when energy emerges in organizations because people work together on something that is important to them and makes change possible.“

Mrugalla Consulting:

Extract of Projects

Sector	Company Size (No. of employees)	Target Group	Content
FIEGE (Logistics)	> 20.000	Managers up to shift supervisors, employees	Development of a global understanding of leadership and feedback culture, introduction of feedback tools, training courses & workshops, communication concepts
Phoenix Contact (Industry)	> 20.000	From management to employees in various settings	Merging of two long-separated divisions into one team with a more global, strategic role (training and development/new learning, talent management, employer branding), development and rollout of a strong purpose
Trade with manufacturing	250	1st and 2nd level managers	Development and establishment of a leadership culture, especially at the second level
Industry	3.500	Sales team, management, executives	Strategic realignment of sales, establishment of a management team, competence development, team and leadership development, onboarding into a new leadership role, conflict mediation
Public service / Infrastructure	100	Finance & Controlling	Holistic support for a team during a restart: onboarding and stabilization of the leadership team, conflict mediation, building a vision and culture of cooperation
Public service / University hospital	13.000	Administrative managers, doctors	Team coaching for a department, fascilitation of a large group of managing doctors, cross-functional workshops on the alignment of a clinic
Academic teaching and committee work	> 200	Managers, employees, young talents	Consulting on the strategic orientation, iterative transformation concept, personality development for junior talents, lectures (personnel, organization, team)