

Veronika Meszarits

Clarity. Courage. Impact. – Veronika supports executives through the defining moments of transformation.

Veronika bridges two worlds: as an Executive Coach, she enhances leaders' presence, mobilizing power and effectiveness; as an Organizational Designer, she shapes transformation processes that bring focus, alignment and real movement into organizations. Her guiding principle: to turn complexity into clarity, encourage courage in the face of the uncomfortable, and mobilize people to create meaningful impact.

With 20 years of experience in leadership, consulting and major transformation programs, she knows change from both inside and outside – and understands how to create focus and act decisively when the pressure is on. A particular focus lies on systemic team coaching for executive teams. Her approach: clear language over empty phrases, results over comfort – always with an eye on what truly matters and the people who make change real.

Education

- University of Vienna & Diplomatic Academy & WU Executive Academy
- Systemic organizational development and coaching at SySt®
- Systemic coaching including certification (ISO17024, Trigon, IOBC)
- Variety: OKR, A.I. at MIT, Designing Strategy IDEO, Sociocracy 3.0 etc.
- Certified Supervisory Expert (CSE) for supervisory boards

VERONIKA.MESZARITS@RIVERSIDE-CHANGE.COM

Specialities

- Transformation in critical situations: Reorganization, post-merger integration, downsizing
- Strategy and organizational design
- Executive sparring and coaching
- Systemic coaching for executive teams
- Large-scale workshops and mobilization

Reference clients

- ARA – Altstoff Recycling Austria
- BBU - Bundesagentur für Betreuungs- und Unterstützungsleistungen
- Greiner Bio One
- Josef Haydn Privathochschule
- Sigmund Freud Private University
- Stella Vorarlberg Private Hochschule
- ÖBAG - Österreichische Beteiligungs AG
- ÖBB – Austrian Railways
- Uniq Insurance Group
- Public organizations on all levels of government

