

# ELISAVETA GOMANN

*Organizational Development · Leadership Development · Change · AI-Enabled Decision-Making*

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## PROFILE

Experienced systemic organizational consultant and executive coach. I translate strategy into workable structures and effective, human-centered leadership in complex organizations with many stakeholders. My work on improving collaboration, decision-making and communication is based on an in-depth understanding of human behavior and transformation processes. 10+ years of meditation practice.

## CORE COMPETENCIES

<b>Leadership Development &amp; Coaching</b>	Cohort-based programs · executive coaching · 360° feedback · facilitation · leadership program design · conflict mediation · team workshops
<b>Organizational Development &amp; Change</b>	Transformation in complex systems · culture change · post-merger integration · employee engagement
<b>Learning Architecture &amp; L&amp;D Strategy</b>	Portfolio and program design · LMS governance · vendor selection · impact measurement
<b>AI-Enabled Learning &amp; Modern People Work</b>	Introducing AI-supported learning formats · AI as a thinking partner · capability building · data analytics
<b>Advisory &amp; Stakeholder Work</b>	C-level sparring · collaboration with works council, IT and legal · navigating regulated, institutional environments

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## EXPERIENCE

### Founder, Executive Coach & OD Consultant

**TEAL PATH Leadership** · Berlin · since 11/2025

Consulting, coaching and facilitation for leaders and organizations in change and AI-driven transformation. References include DKB, BVG, Stromnetz Berlin, DSGVO, Heinrich-Böll-Stiftung.

- **RE:AI.** A self-developed workshop format for leaders who use AI for decision-making — anchoring AI as a sparring partner that sharpens judgement rather than replacing it with a specific system for LLM usage

### Team Lead, Organizational & Leadership Development

**Scout24 SE (DAX)** · Berlin · 05/2022 – 10/2025

Joined as Senior OD & Leadership Coach, promoted to Team Lead in 08/2023. Full ownership of organizational and people development, culture and corporate learning for around 1,200 employees across several group companies, including newly acquired ones.

- **Built people development into a strategic shared service.** Turned an operational function into a strategic one — with governance, needs analysis, vendor management and board proposals in my remit.

- **Designed and personally delivered leadership programs.** Leadership and Communication Trainings for Heads-of, Directors and VPs across several cohorts, plus an executive variant for the entire Scout24 C-suite.
- **Sparring partner for board and C-suite.** Strategic decision papers and concepts on organizational change, employee engagement and internal communication.
- **Led the strategic shift to AI-enabled learning.** In the final year, ~80% of team capacity in this field: three learning paths and the company-wide rollout of Claude.
- **Values, culture, team and impact.** Co-developed and rolled out new company values across all leadership levels; co-created a post-M&A integration playbook; Next Level Feedback Talks for ~150 leaders with measurably fewer escalations; a 3-point rise in the company-wide engagement score; led an OD and people development team.

## Co-Founder & OD/Leadership Consultant

**Tealcon Group** · Berlin · 2019 – 2025

Organizational and leadership development for clients in tech, automotive, retail, associations, NGOs and the public sector.

## Senior Advisor, Economics & Statistics

**HDS/L Federal Association** · 10/2015 – 12/2017

Association work, economic policy, digitalization and foreign trade; drove digitalization initiatives (EDI, standardization).

## Policy Advisor, Economics, Finance & Labour Market

**Confederation of German Employers' Associations (BDA)** · 03/2009 – 09/2015

National and EU economic, fiscal and labour-market policy, with representation in EU committees in Brussels. Fluent in regulated, multi-stakeholder environments.

## EDUCATION

**Systemic Organizational Consultant** · artop Institute, Humboldt University Berlin · 2017–2018 (*306 hours incl. consulting project*)

**Diploma in Economics (equiv. M.Sc.)** · Humboldt University Berlin · 2003–2009

## PROFESSIONAL DEVELOPMENT

Trauma-Informed Coaching & Consulting, Thomas Hübl & Amy Elizabeth Fox (ongoing, 2026) · Transforming Teams, Coaches Rising (2024) · ALETHEIA Advanced Coaching Program, Steve March (2023–2024) · AQ Adaptability Assessments, Level 2 Professional (2022) · Power of Presence, Coaches Rising (2021) · Conscious Leadership Training, CLG (2020) · Neuroscience of Change, Coaches Rising (2019–2020) · Design Thinking & Agile Methods, Brainbirds (2017)

## LANGUAGES

**German** (native-level) · **English** (full professional) · **Bulgarian** (native) · **Russian** (advanced)