

KAOS means to see chaos as an opportunity.  
For people, teams and companies.

A woman with blonde hair, wearing a black dress and white sneakers, is sitting on a grey ledge on the left side of the image. She is looking towards the right, smiling. The background is a vast, rugged mountain range with brown and grey rock formations. The sky is blue with white clouds, and a faint rainbow is visible on the right side. The text 'Coach Profile' and 'Katrin Ostermeier' is overlaid in white, handwritten-style font in the center of the image.

Coach Profile  
Katrin Ostermeier

KAOS

# Katrin Ostermeier

**Business Coach - Mediator - Facilitator**

KAOS stands for Katrin Ostermeier - and for chaos as a source of opportunities and potential. As a business coach, I see myself as a sparring partner in a professional context, supporting people in finding orientation within chaos, making resources visible, and unlocking potential.

I encourage people and teams to see chaos as an opportunity and to create a new, meaningful sense of order from it. As a trained mediator, I am also able to confidently accompany challenging and tense situations in highly complex environments.

**My work is systemic, solution-focused and purpose oriented:**

I take into account the context in which my coachees operate - from organisational culture and team dynamics to relevant relationships.

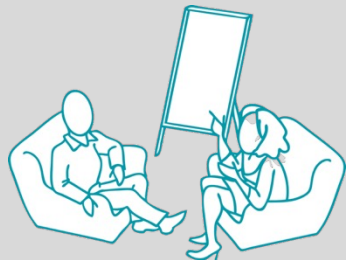
In my processes, the focus is on resources, goals, and actionable solutions. Challenges are not ignored; however, the emphasis is clearly on the future, effectiveness, and the ability to act.

I am convinced that people carry an inner desire to develop further, to make a meaningful contribution, and to grow through challenges—especially when their strengths are seen, utilised, and appreciated. And that true collaboration thrives on joy and a sense of connection.



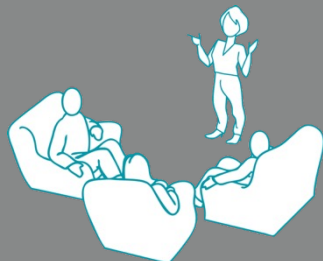
KAOS

# My Expertise



## Business Coaching / Leadership Coaching

I support people in making conscious decisions and facing challenges with clarity and confidence. I work with leaders to cultivate modern, authentic leadership - providing clear orientation for their teams while creating space for development and growth.



## Mediation & Conflict Coaching

As a mediator, I support individuals, teams, and organisations when situations become challenging. I help them restore self-regulation, regain their ability to act, gain clarity, and find solutions that are sustainable and workable for everyone.



## Team Coaching

I help teams stay motivated and empowered - ready to act with confidence and skill in fast-changing, complex environments, instead of just reacting. That means true teamwork, smooth collaboration, clear communication, shared goals, a strong vision, and genuine joy at work - whether in person, virtual, or hybrid.



## Facilitation

As a facilitator, I design lively and creative group processes that inspire and connect. I create spaces where people can exchange ideas, enjoy working together, unlock potential, and harness the collective creativity and intelligence in the room - often in close collaboration with fellow facilitators, working in tandems and trios.

# Katrin Ostermeier - CV

Business Coach, Mediator, Facilitator & Organisational Developer (since 2014)

Founder & Managing Director of KAOS GmbH (since 2019)



## Certified Professional Training

- **Business Coaching & Business Facilitation**  
EuroFH - University of Applied Science Hamburg  
(2012-2014)
- **Systemic Organisational Development**  
Trigon Lucerne (2018/2019)
- **Generative Coaching**  
Stephen Giligan & Robert Dilts  
NLP School London (2018/2019)
- **Mediation and Conflict Management in Organisations**  
Trigon Munich (2023/2024)

## Professional Background

- **European Parliament** (Brussels)  
Parliamentary Assistant (2004-2007)
- **Aviva Investors** (London)  
Business Development Director (2007-2011)
- **Messe München** (Munich)  
Sales Manager (2011-2013)

## Academic Education

- **M.A. Political Science, European Law & Modern History**  
Ludwig Maximilian University of Munich (1999-2004)
- **M.A. Business Coaching & Change Management**  
EuroFH - University of Applied Science Hamburg  
(2012-2014)

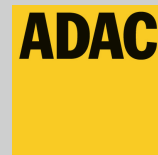
## Advanced Training

- **Person-centred Counselling & Focusing** (GwG 2015)
- **Systemic Consulting & Organisational Development with Trigon and SySt** (Metaforum 2016)
- **Systemic Constellation Work in Organisations**  
(SySt Institute Munich 2017)
- **Systemic Trance Work** (Stephen Giligan 2017)
- **Creative Grief Work** (Metaforum 2017)
- **Agile Organisational Development** (isb 2018)
- **Hypnosystemic Know-How for agile Organisations**  
(Metaforum 2018)

# Who I Work With (selection)

I work with established companies as well as young start-ups. For clients from the public sector and the non-profit field, I offer my services at reduced daily rates.

What matters most in my work is mutual respect and a partnership-based collaboration on equal footing. For me, coaching is primarily a matter of mindset, not method. I see myself as a business coach - not a management consultant.





I look forward to  
working with you!

**KAOS GmbH**

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