

Matthias Ryffel



Certified Mediator (FSM) | Coach and Facilitator | Mediation Trainer

Strategic bridge builder, change professional and people developer with over 10 years of experience at the interface of mediation and conflict management, personnel development and leadership. Expert in dialogue processes, self-organization and the integration of psychological and emotional dynamics into complex interpersonal work processes. Pioneering nature-based approaches.

Contact details:

Florastrasse 38, 3600 Thun, Schweiz
+41 79 338 75 24
matthias.ryffel@changeerspective.ch
<https://www.changeerspective.ch>
[linkedin.com/in/matthias-ryffel-2909331a5](https://www.linkedin.com/in/matthias-ryffel-2909331a5)

PROFESSIONAL EXPERIENCE

Managing Director & Founder | ChangePerspective | Since 2021

- **Mediation and team development:** Guiding managers and teams through highly escalated conflicts and change processes.
- **Leadership coaching:** Conception and facilitation of leadership offsites in large corporations, NGOs, executive coaching up to B-level, training and coaching in regular leadership courses at the Swiss Alpine Club (SAC).

- **Teaching:** Lecturer in the CAS Mediation and Conflict Management at the Faculty of Business and Economics of the Lucerne University of Applied Sciences and Arts; Trainer and consultant for mediation for the Consensus Group.
- **Expert pools:** Regular assignments as a coach and mediator in the pool of external mediators at ETH Zurich (clarification office).
- **Founding** of the Wild Spirit Surf Retreat: The ultimate combination of surfing and nature-based coaching for the development of personality, self-management and leadership.
- **Dialogue and large group facilitation:** Facilitator and consultant in the Pro Futuris team for dialogue moderation in political conflicts at cantonal and municipal level; Conceptualization and moderation of various public dialogue events for the Forum for Peace Culture Switzerland.

Consultant und Facilitator | collaboratio helvetica (50-70%) | 2023 – 2024

- Design and facilitation of the multi-month Catalyst Lab, a transformative learning journey on Systems Change.
- Consulting and facilitation of the Re:Act dialogue series with the sustainability program of the Zurich University of Applied Sciences (ZHAW).
- Various mandates in the field of system change and strategy development for NGOs.
- Internal change process in the context of self-organization in the culture of cooperation.

Coach for Personnel Development | DIACOVA AG (70%) | 2022 – 2023 (since then continued regular freelance work as a Senior Consultant)

- Implementation of leadership assessment centers and potential development centers.
- Development and implementation of leadership courses as well as coaching for SMEs and administration.
- Career coaching, including for the Swiss Federal Personnel Office with the regular course "Mon potentiel, mon évolution professionnelle".

Programme Officer Mediation | swisspeace (80%) | 2018 – 2022

- Strategic advice, support and training of international actors in the field of mediation and dialogue in peace processes.
- Collaboration in the Mediation Support Project for the FDFP.
- Focus on consulting, training and support in mediation processes in Iraq and the wider Middle East.
- Advising and training mediation initiatives of the EU and UN as well as various civil society actors in Iraq, Syria, Yemen and Cameroon.
- Development and teaching of the training courses Strategic Dialogues in Peace Processes, Mediation and Peacemaking, and the Mediation Course for Diplomats.
- Publication of specialist articles on peace policy with a focus on mediation.

Program Specialist Mediation | FDFP (Human Security Department) | 2015 – 2017

- Supporting the development of Swiss peace policy in the field of mediation.

- Accompaniment and support of the Swiss Peace Mediation Course and the UN High Level Mediation Course.
- Fact-finding and reconnaissance missions in Iraq on local strategic dialogue processes.
- Supporting the FDFA mediation team in the internal advisory and training function.
- Support for FDFA-internal conflict analysis and process design workshops.

Journalist & Editor | Der Bund | 2011 – 2015

- Research and publication of reports and blogs with a focus on socio-political topics.
- Editorial responsibility as online editor at the "Bund".
- Freelance publications for Der Bund, Tagesanzeiger, NZZ a.S., Die Alpen, and other publications.

EDUCATION & CERTIFICATES

- Certification as a Mediator FSM | Swiss Mediation Association (2022)
- Master of Arts in Mediation and Conflict Management | European University Viadrina (2020–2021)
- B.A. Media and Communication Studies | University of Fribourg (2006–2010)
- CAS Mediation | Fachhochschule Bern (2018–2019)
- Specializations: Council Guide Training (nature-based development, 2023-26), Timeless Wisdom Training (Trauma integration, 2022-2023)

PUBLICATIONS & SKILLS

- Publication: "Whole System Peace – Large Group Interventions in Peace Mediation" (Wolfgang Metzner Verlag).
 - Languages: German and Swiss German (mother tongue), English (C2), French (C1), Spanish (B1), Italian (B1), Arabic (A2).
 - Volunteer work: Co-founder of 'Reporter Forum Switzerland', tour guide SAC.
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