



"Energy and innovation are within reach for all organizations where meaningful and future oriented communication is given space. The core in consultancy is in appreciating clients' strengths and resources and exploring new meanings!"

Virva Herlitz

Senior Consultant, Executive Coach

Leadership Development

Organizational Change Work and Cultural Transformation

Executive Coaching

Virva Herlitz runs her own consultancy Herlitz Consulting with a base in Stockholm, Sweden. She has 20 years of experience from consulting organizations leadership and management teams.

Prior to managing her own business Virva was, during many years, employed by a global HR Management Consultancy where she held a managerial position in the Nordic organization and also had a Practice Leader role in the Swedish organization for services within Leadership Development and Organizational Change Work. She was in charge for Quality Management processes regarding coaching skills and services.

Current assignments would typically involve Virva working with management

teams, Executive Coaching for strategic leaders, organizational change work, cultural transformation projects, team agility and team skills. On an executive level Virva also provides executive outplacement coaching and coaching for Leadership 360, Individual Drivers Inventory and Organizational Values Assessment.

Part of Virva's work is enhancing strategic means for diversity development. Virva also runs Leadership Development Programs based on systemic, appreciative and narrative approach. Virva has an extensive experience in delivering services where communication skills are connected to organizational agility and leadership skills. Her work experience extends to international co-operation with companies within and outside Sweden. Prior to consultancy she spent many years working with Swedish International Development Authority which also took her to work in Kenya.

At work Virva communicates in Swedish, English and Finnish.

Clients are both from the Public and from the Private sector: Telecom, IT, Banking and Finance, Energy, Transport, FMCG, Biotechnical/ Pharmaceutical, Media.

Virva is often invited as a speaker in conferences and she is appointed as one of the Ambassadors in the Swedish Government project to support womens' entrepreneurship.

MSc in Systemic Leadership and Organization Studies, KCC/ Bedfordshire University, UK

BA, Uppsala University

Trained in psychotherapeutic work, University of Stockholm