

Dr. Hans Rusinek

Research, Consulting & Writing
for a Better Working World

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🏠 www.hans-rusinek.de

Academia

- **ESMT Berlin**
01/2026 – present
Visiting Lecturer on AI and Organizational Transformation
/ Working with Leaders at ESMTs Executive School
- **University St.Gallen**
09/2024 – present
University Lecturer & Researcher
/ School of Humanities and Social Sciences (SHSS-HSG)
/ Teaching a class for Masters on Organisational Transformation
- **06/2024 – present**
Executive Education Faculty
/ Executive School of Management, Technology and Law (ES-HSG)
/ Working with leaders on tackling the challenges of change management, leadership and the transformation of the workplace
- **10/2020 – 10/2024**
Doctoral Research IWE-HSG (Prof. Beschoner) magna cum laude
- **Respect Research Group**
07/2021 – present
Fellow
/ Multidisciplinary Research Group at Hamburg University

Practice

- **Rusinek & Company**
10/2020 – present
Founder, Consultant & Keynote Speaker
/ Bridging Research & Practice for CHRO clients
/ Clients from e.g. automotive, public, and energy sector
/ Strategy, Organizational Transformation, New Work
- **Movis AG**
05/2025 – present
Member of the Board of Directors (Verwaltungsrat)
/ Movis is a pioneering and market-leading organization in workplace wellbeing since 1922 that now supports over 650 clients across Switzerland with services in prevention, early detection & integration.
- **Boston Consulting Group**
04/2018 – 10/2020
Associate Strategy Director (until 4/19: Senior Consultant)
/ First employee of BrightHouse Berlin, a division of BCG specialized on Organisational Transformation
/ Helped build the unit in Europe & grew it to 30 employees.
/ Project management for DAX30 companies at board level
- **Sturm und Drang**
05/2016 – 04/2018
Strategy Consultant
/ Boutique Consultancy for human-centered innovation
/ Project Lead of Welthungerhilfe's Child Growth Monitor, awarded by Microsoft and the UN World Food Program

Writing

- **Author & Speaker**
2026
10/2023
Initiating debates for a better working world
/ New Book in the making (Penguin Random House)
/ Book "Work-Survive-Balance" (Herder Verlag), shortlisted for "Das Politische Buch" Friedrich-Ebert-Foundation
- **11/2017 – present**
/ Bylines in e.g. BrandEins, Capital, Personalmagazin, DIE ZEIT
/ awarded „Ludwig Erhard Preis für Wirtschaftspublizistik“

Volunteering

- **Bundesverband für Vereinbarkeit**
06/2017 – present
Member of the Advisory Board
/ Building bridges between business, politics, and society to rethink how work and family life fit together.
- **Club of Rome**
06/2017 – present
Fellow “ThinkTank30”
/ Network of German Changemakers
/ Empowering the world of work to tackle the climate crisis
- **Transform Magazin**
08/2013 – 06/2021
Managing Editor
/ Advertising-free non-profit Magazin for Transformation
/ Circulation of 10.000, placed on DIE ZEIT-Zukunftsliste
- **Aktion Sühnezeichen**
09/2009 – 10/2010
Voluntary Social Year in Tel Aviv
/ Research Assistant, Jewish-Arab Cooperation, Tel Aviv University
/ Care assistant for Holocaust survivors at Beit Jenny Breuer

Education (with a full scholarship from Konrad Adenauer Foundation)

- **Universität St.Gallen**
2020-2024
PhD. Organisational Studies – magna cum laude
/ On Organizational Transformation & Meaningful Work
/ Empirical Research at Volkswagen AG (HR Strategy)
- **London School of Economics**
2014 – 2015
MSc. International Relations – with merit (sehr gut)
/ Organizational Studies, Global Governance, Policy Analysis
/ Published thesis (Yale) and two papers (London & Nijmegen)
/ Scholarship Academy on Leadership, Schloss Elmau
- **Hasso-Plattner-Institute**
2014
Design Thinking Track (D-School)
/ Training in the human-centered approach to innovation
- **Universität Bayreuth**
2010 – 2014
B.A. Philosophy & Economics – Grade: 1.6
/ Graduating as top 15% of the program
/ Microeconomics, Game Theory, Management, Ethics
- **Marmara Universitesi, Istanbul**
Tel Aviv University
/ Semester Abroad – Business Administration, Summer 2013
/ Semester Abroad – Philosophy, Winter 2012
- **Droste-Hülshoff Gymnasium**
Abitur 2009 – Grade 1.4

Languages

German (first language)

English (fluent, TOEFL 115)