

*Thomas' Mission Statement: "To respect, listen to, support, encourage, inspire and motivate my clients to excel in all areas. To open their minds to options and plans of action that will take them positively forward in ways they did not believe were possible."*



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**Coaching languages:** English; French

**Area of expertise:**

- Professional and career development;
- Management and leadership;
- Change management;
- Performance management;
- Teams;
- Joining and leaving the organization;
- Teleworking and learning;
- Communication skills;
- Health and Well-being;
- Conflict at the workplace

## Thomas Neufing

Chief, UNOG Centre for Learning and Multilingualism

Thomas is a human resources management leader with more than 25 years of international experience in different international organizations (UN Secretariat, UNDP, UNSSC, UNV and OSCE) both at the field level and at headquarters. He has been informally coaching managers, colleagues and team members since the early 2000s. At UNOG, He introduced the internal coaching programme in 2009 already when coaching was not yet as established as it is today. Since having earned certification in professional coaching he has increased coaching of UN staff considerably. While he enjoys coaching staff on career issues and younger staff to orient themselves in the organization. He does focus on senior officials in his coaching practice based on his expertise in leadership and management development over the years.

Through knowledge of modern human resources management theories and best practice of application in international public-sector organizations, he has a proven track record in directing large multinational teams, formulating and executing human resources strategy including organizational development, advising on delicate performance management, recruitment and staffing issues, effectively mediating conflicts, top-level executive coaching (USG/ASG level) and implementing complex organizational change projects.

Thomas holds a Master's degree in Political Science from the University of Tübingen (Germany) and acquired postgraduate certifications in Human Capital Leadership from the Wharton School at the University of Pennsylvania; Strategic Human Resources Management by the University of Cornell, Strategic Public-Sector Negotiation by the John F. Kennedy School at Harvard University, etc.

**Coaching credentials:**

International Coaching Federation Associate Certified Coach (ACC), IDC Certified Professional Coach, Gallup-Certified Strengths Coach, DiSC Certified Trainer and Practitioner, Licensed Career Counselling Service Coach, Certified Mediator.