

PERSONAL INFORMATION



Prof. Dr. Harald Schaub

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 schaub@iabg.de

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Sex male | Date of birth 05/08/1960 | Nationality German

WORK EXPERIENCE

(04/2016-today)

Head of IABG Safety & Security Academy

IABG, Einsteinstr. 20, 85521 Ottobrunn, Germany

- As Head of IABG & Security Academy responsible for the development and application of trainings and exercise in safety, security, human and social-political Affairs and defence scenarios.

Business or sector Training, Exercise

(10/2014 – 04/2016)

Program-Manager for Human Factors Engineering

IABG, Einsteinstr. 20, 85521 Ottobrunn, Germany

(01/2011 – 09/2014)

Head of Systemic Analysis and Human Factors

IABG, Einsteinstr. 20, 85521 Ottobrunn, Germany

- As a Head of Department responsible for the development of Human Factors Solutions, Statistical and Modelling Approaches (OA/OR, NAF, System Dynamics) for Defence and civil security organizations
- Work as a Project Management for national and international study projects on Human Factors and Operational Analysis

Business or sector Human Factors, Methodology, Simulation

(01/2005 - today)

Senior Expert in Human and Social-Political Affairs

IABG, Einsteinstr. 20, 85521 Ottobrunn, Germany

Business or sector Research, Education, Social Sciences

(01/2005 - today)

Professor for Psychology and Methodology

Otto-Friedrich-University, Kapuzinerstr. 16, 96047 Bamberg, Germany

harald.schaub@uni-bamberg.de

Business or sector University, Research, Education

(01/2005 – 12/2010)

Senior Scientist /Technical Manager, Head of Systemic Analysis and Human Factors

IABG, Einsteinstr. 20, 85521 Ottobrunn, Germany

Business or sector Human Factors, Methodology, Simulation

(01/1999 – 12/2004)

Professor for Psychology and Methodology

Head/Chair of Personal-Psychology at Friedrich-Schiller University, Germany Jena (1999)

Head/Chair of Methodology and Evaluation at Technical University of Chemnitz, Germany (2000)

Head/Chair / Assistant Professor of General Psychology and Methodology at Otto-Friedrich University, Bamberg, Germany (2001-2003)

Head/Chair of General and Instructional Psychology at University of Erfurt, Germany (2004)

- Carried out scientific research studies on Psychology, Cognitive Sciences and Work Design / Analysis
- Lecturers in Psychology, Cognitive Sciences and Work Design / Analysis

Business or sector University, Research, Education

(06/1986 – 12/1998) Research Assistant

Otto-Friedrich University, Bamberg, Germany

Max-Planck Society, Institute for Cultural Anthropology, Berlin Germany

- Carried out scientific research studies on Problem-Solving, Training, Inter-Cultural Competences, Teamwork and Work Design / Analysis

Business or sector University, Research, Education

EDUCATION AND TRAINING

- 2004 Associate Professor for Psychology and Methodology (University of Bamberg, Germany)
- 1999 Habilitation (post-doctoral lecturing qualification (University of Bamberg, Germany)
- 1993 PhD in Psychology (University of Bamberg, Germany)

1980 - 1986 Diploma in Psychology Master of Applied Science in Organizational Consultancy, Organizational Development and Human Resource Management (University of Bamberg, Germany)

PERSONAL SKILLS

Mother tongue(s) German

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C1	C1	C1
French	A1	A1	A1	A1	A1

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user
Common European Framework of Reference for Languages

Communication skills

- Acquired social skills and competences while working abroad and living in multicultural environments. As head of department and project manager, especially while working in a matrix organization, it is essential to communicate clearly in order to make sure everybody knows what the objectives are to be followed. In an interdisciplinary working environment Human Factors expertise is

always integrated in engineering work for so far good teamwork and shared problem solving skills are necessary.

Organisational / managerial skills

- National and international management experience of leading and coordinating staff as well as being responsible for budgets, acquisition, organizational skills and competences have been proven over the years quite often.

Job-related skills

- In depth experienced in computing, modelling, statistics, system-dynamics, human-factors, ergonomics, human-system-integration

Computer skills

- Programming experience (PASCAL, C, JAVA, PROLOG)

Other skills

- n/a

Miscellaneous

- Driving licence B
- V-Modell XT certified
- ITIL - certified
- Member of ProzessNet working group of the German chemical industry for the analysis of events
- Member of the DKE and IEC working group on IEC 61508 - functional safety
- Member of the NATO STO Technical Team: SAS-111 on Collection and Management of Data for Analysis Support to Operations

ADDITIONAL INFORMATION

Publications
Presentations
Projects
Conferences
Seminars
Honours and awards
Memberships
References

Publications (up to 100 publications, listed only a selection (English or newer)):

- Güss, C. D., Evans, J., Murray, D., & Schaub, H. (2009). Conscious versus unconscious processing in dynamic decision-making tasks. Proceedings of the 53rd Annual Meeting of the Human Factors and Ergonomics Society (pp.). Human Factors and Ergonomics Society.
- Schaub, H. (2007). The Importance of the Characteristics of the Task to Understand Team Mental Models. *CoDesign - International Journal of Co Creation in Design and the Arts*, 3, 1, 37-42.
- Schaub, H. (1997). Decision making in complex situations: Cognitive and motivational limitations. In: R. Flin, E. Salas, M.E. Strub & L. Martin, (Eds.), *Decision Making Under Stress. Emerging Themes and Applications*. Aldershot: Ashgate, 291-300.
- Ramnarayan, S. & Strohschneider, S. & Schaub, H. (1997). Trappings of Expertise and the Pursuit of Failure. *Simulation & Gaming*, 28, 1, 28-43.
- Schaub, H. & Strohschneider, S. (1997). How Managers deal with Strategic Complexities. In: S. Ramnarayan & I.M. Pandey (Eds.), *Strategic Management of Public Enterprises in Developing Countries*. New Delhi: Sage.
- Dörner, D. & Schaub, H. (1994). Errors in Planning and Decision-making and the Nature of Human Information Processing. *Applied Psychology. An International Review*, 43, 4, 433-453.
- Schaub (2016). Die Bevölkerung als Akteur? Krisenmanagement als eine ganzheitliche Aufgabe aller Beteiligten. In: Marcel Kuhlmei u. Dirk Freudenberg (Hrsg.) *Krisenmanagement - Bevölkerungsschutz*, Duncker & Humblot.
- Schaub (2016). Resilienz: Menschen und Organisationen widerstandsfähig machen. Gemeinsames Lageverständnis als Basis der Resilienz von Stäben und Organisationen. In: Marcel Kuhlmei u. Dirk Freudenberg (Hrsg.) *Krisenmanagement - Bevölkerungsschutz*, Duncker & Humblot.
- Schaub (2016). Subjektive Sicherheit und Subjektives Risiko. Die Psychologie kritischer Situationen. In: Marcel Kuhlmei u. Dirk Freudenberg (Hrsg.) *Krisenmanagement - Bevölkerungsschutz*, Duncker & Humblot.
- Schaub (2016). Der Mensch als Problem und Problemlöser. Systemische Analyse zur Unterstützung von Entscheidern im Krisenmanagement. In T. Jäger, A. Daun & D. Freudenberg (Hrsg.) *Politisches Krisenmanagement. Wissen – Wahrnehmung – Kommunikation*, Springer.
- Schaub, H. (2016). Vernetzte Operationsführung zur Unterstützung militärischer Stäbe. In: G. Hofinger & R. Heimann (Hrsg.) *Handbuch Stabsarbeit. Führungs- und Krisenstäbe in Einsatzorganisationen, Behörden und Unternehmen*, Springer.
- Schaub, H. (2016). Militärische Stäbe in der Bundeswehr. In: G. Hofinger & R. Heimann (Hrsg.) *Handbuch Stabsarbeit. Führungs- und Krisenstäbe in Einsatzorganisationen, Behörden und Unternehmen*, Springer.
- Schaub, H. (2014). Objektive Persönlichkeitsdiagnostik und Personalauswahl für spezielle militärische Aufgaben. In: Psychologischer Dienst der Bundeswehr (Hrsg.) *Handbuch für Einsatz und Notfall*.
- Schaub, H. (2014). Training im systemischen Denken für militärische Führungs- und Einsatzkräfte. In: Psychologischer Dienst der Bundeswehr (Hrsg.) *Handbuch für Einsatz und Notfall*.
- Schaub, H. & Rist, U. (2014). Einsatzmöglichkeiten der Systemischen Analyse im Krisen- und Katastrophenmanagement In: R., Heimann, S. Strohschneider & H. Schaub, H.: *Entscheiden in kritischen Situationen: Neue Perspektiven und Erkenntnisse*. Frankfurt a.M.: Verlag für Polizeiwissenschaft.
- Schaub, H. (2013). Der Mensch als Problem und Problemlöser. Der Systemische Ansatz für Führung und Krisenmanagement. In: C. Unger, T. Mitschke & D. Freudenberg: *Krisenmanagement – Notfallplanung – Bevölkerungsschutz*. Berlin: Duncker & Humblot
- Schaub, H. (2012). Militärische Teams. In: C. Felsenreich. & H. Waleczek (Hrsg.) *Teamkompetenzen für sicheres Handeln*. Frankfurt a.M.: Verlag für Polizeiwissenschaft.
- Schaub, H. (2012). Aspekte von Kommunikation beim Umgang mit Unbestimmtheit und Komplexität. In: G. Hofinger (Hrsg.) *Kommunikation in kritischen Situationen*. Frankfurt a.M.: Verlag für Polizeiwissenschaft.
- Schaub, H. & Bucher, L. (2011). Trainieren für den Einsatz: Serious Games als Trainings-, Ausbildungs- und Lernmedium im Umfeld Verteidigung und Sicherheit. In: M. Metz & F. Theis. *Digitale Lernwelt*. Wbv.
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Visiting research

- Indian Institut of Management, Ahmedabad, Indien (Prof. Dr. S. Ramnarayan) März 1992; April 1992; Oktober 1992; Oktober 1993
- University of Melbourne, Australien (Prof. Dr. A. Wearing) März-April 1987; September 1988

Memberships:

- European Association for Aviation Psychology (EAAP)
- Deutsche Gesellschaft für Psychologie
- Fachgruppe für Allgemeine Psychologie der DGPs
- Gesellschaft für Kognitionswissenschaft
- Plattform: Menschen in komplexen Arbeitswelten e.V.
- System Dynamics Society
- Deutscher Hochschulverband

Scientific reviews:

- FWF Fonds zur Förderung der wiss. Forschung Wien/Schweiz.
- Zeitschrift für Psychologie – Revue Suisse de Psychologie
- Sprache & Kognition
- Zeitschrift für Psychologie
- Cognitive Science Quarterly
- Kognitionswissenschaft
- Cognitive Science Society
- GIF-German-Israeli Foundation for Scientific Research and Development
- International Conference on Cognitive Modelling
- Zeitschrift für Diagnostische und Differentielle Psychologie
- DESIGN Conference
- ICCM (International Conference on Cognitive Modelling) Conference
- Design Studies
- Bundesministerium für Forschung und Technologie (BMFT)
- International Conference Engineering Design (ICED)

ANNEXES

- n/a



Litzendorf, 13.10.2022

Harald Schaub

INFORMAZIONI PERSONALI **Prof. Dr. Harald Schaub**



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8 <http://academy.iabg.de>

Sesso maschile **Data di nascita** 05/08/1960 **Nazionalità** tedesca

ESPERIENZA LAVORATIVA

(04/2016-oggi) **Capo dell'IABG Safety & Security Academy**
IABG, Einsteinstr. 20, 85521 Ottobrunn, Germania

- In quanto capo dell'IABG Safety & Security Academy, è responsabile dello sviluppo e dell'applicazione di addestramento ed esercitazioni concernenti sicurezza, aspetti umani e socio-politici e scenari di difesa.

Settore di competenza Addestramento, esercitazioni

(10/2014-04/2016) **Responsabile dei programmi di Ingegneria dei fattori umani**
IABG, Einsteinstr. 20, 85521 Ottobrunn, Germania

(01/2011-09/2014) **Responsabile dell'Analisi sistemica e dei fattori umani**
IABG, Einsteinstr. 20, 85521 Ottobrunn, Germania

- Come capo del Dipartimento responsabile dello sviluppo di soluzioni ergonomiche, approcci statistici e modelling (ONOR, NAF, System Dynamics) per organizzazioni di sicurezza della Difesa e civili.
- lavora come responsabile dei progetti di studio nazionali e internazionali sui fattori umani e l'analisi operativa.

Settore di competenza Fattori umani, metodologia, simulazione

(01/2005- oggi) **Senior Expert in Aspetti umani e socio-politici**
IABG, Einsteinstr. 20, 85521 Ottobrunn, Germania
Settore di competenza Ricerca, formazione, scienze sociali

(01/2005- oggi) **Professore di Psicologia e Metodologia**
Otto-Friedrich-University, Kapuzinerstr. 16, 96047 Bamberg, Germania
harald.schaub@uni-bamberg.de

Settore di competenza Università, ricerca, formazione

(01/2005 -12/2010) **Direttore scientifico / Manager Tecnico, Responsabile dell'Analisi sistemica e fattori umani**
IABG, Einsteinstr. 20, 85521 Ottobrunn, Germania

Settore di competenza Fattori umani, metodologia, simulazione

(01/1999 – 12/2004) **Professore di Psicologia e Metodologia**

Responsabile [della cattedra] di Personal-Psychology presso la Friedrich-Schiller University, Jena, Germania (1999)

Responsabile [della cattedra] di Metodologia e valutazione presso la Technical University di Chemnitz, Germania (2000)

Responsabile / Professore associato di Psicologia generale e metodologia presso la Otto-Friedrich University, Bamberg, Germania (2001-2003)

Responsabile [della cattedra] di Psicologia generale e dell'educazione presso l'Università di Erfurt, Germania (2004)

- Ha condotto delle ricerche scientifiche su Psicologia, scienza cognitive e progettazione/analisi del lavoro
- Conferenze su Psicologia, scienza cognitive e progettazione/analisi del lavoro

Settore di competenza Università, ricerca, formazione

(0611986- 1211998)

Assistente di ricerca

Otto-Friedrich University, Bamberg, Germania

Max-Planck Society, Istituto di Antropologia culturale, Berlino, Germania

- Ha condotto delle ricerche scientifiche su Problem-Solving, addestramento, competenze interculturali, lavoro di squadra e progettazione/analisi del lavoro

Settore di competenza Università, ricerca, formazione

ISTRUZIONE E FORMAZIONE

2004	Professore associato di Psicologia e metodologia (Università di Bamberg, Germania)
1999	Abilitazione all'insegnamento post-dottorato (Università di Bamberg, Germania)
1993	Dottorato in Psicologia (Università di Bamberg, Germania)
1980-1986	Diploma in Psicologia, Master di Scienze applicate in Consulenza organizzativa, sviluppo organizzativo e gestione delle risorse umane (Università di Bamberg, Germania)

COMPETENZE PERSONALI

Lingua madre Tedesco

Altre lingue

	COMPRESIONE		ESPRESSIONE ORALE		SCRITTURA
	Ascolto	Lettura	Interazione orale	Produzione orale	Scrittura
Inglese	C2	C2	C1	C1	C1
Francese	A1	A1	A1	A1	A1

Livelli: A1/2: Utente di base- B1/2: Utente autonomo- C1/2 Utente avanzato
Quadro comune europeo di riferimento per le lingue.

Competenze comunicative

- Abilità e competenze sociali acquisite lavorando all'estero e vivendo in ambienti multiculturali. In quanto capo reparto e responsabile di progetto, soprattutto lavorando in un'organizzazione a matrice, è essenziale comunicare chiaramente per assicurarsi che tutti sappiano quali sono gli obiettivi da perseguire. In un ambiente di lavoro interdisciplinare, la competenza in materia di rapporti umani è sempre integrata nella progettazione del lavoro, per cui è necessario un buon lavoro di squadra e una capacità condivisa di risolvere i problemi.

- Competenze di gestione e direttive** • L'esperienza manageriale nazionale e internazionale di guida e coordinamento del personale, nonché di responsabilità di bilancio e acquisizione, così come capacità e competenze organizzative, sono state spesso dimostrate nel corso degli anni.
- Competenze lavorative** • Esperienze approfondite in informatica, modelling, statistica, system-dynamics, fattori umani, ergonomia, integrazione dei sistemi umani.
- Competenze digitali** • Esperienza di programmazione (PASCAL, C, JAVA, PROLOG)
- Altre competenze** • n/a
- Altro** • Patente di guida B
V-Modell XT certificato
ITIL- certificato
Membro del gruppo di lavoro ProzessNet dell'industria chimica tedesca per l'analisi degli eventi
Membro del gruppo di lavoro DKE e IEC su IEC 61508 - sicurezza funzionale
Membro della squadra tecnica NATO STO: SAS-111 per la raccolta e gestione di dati per il supporto analitico alle operazioni

INFORMAZIONI ULTERIORI

Pubblicazioni
Presentazioni
Progetti
Conferenze
Seminari
Riconoscimenti
Membership
Referenze

Pubblicazioni (fino a 100 pubblicazioni. Solo una selezione (in inglese o più recenti)):

- Guss, C. D., Evans, J., Murray, D., & Schaub, H. (2009). Conscious versus unconscious processing in dynamic decision-making tasks. Proceedings of the 53rd Annual Meeting of the Human Factors and Ergonomics Society (pp.). Human Factors and Ergonomics Society.
- Schaub, H. (2007). The Importance of the Characteristics of the Task to Understand Team Mental Models. *CoDesign-International Journal of Co Creation in Design and the Arts*, 3, 1, 37-42.
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- Schaub, H. & Strohschneider, S. (1997). How Managers deal with Strategic Complexities. In: S. Ramnarayan & I.M. Pandey (Eds.), *Strategic Management of Public Enterprises in Developing Countries*. New Delhi: Sage.
- Déirner, D. & Schaub, H. (1994). Errors in Planning and Decision-making and the Nature of Human Information Processing. *Applied Psychology. An International Review*, 43, 4, 433-453.
- Schaub (2016). Die Bevölkerung als Akteur? Krisenmanagement als eine ganzheitliche Aufgabe aller Beteiligten. In: Marcel Kuhlmei u. Dirk Freudenberg (Hrsg.) *Krisenmanagement- Bevölkerungsschutz*, Duncker & Humblot.
- Schaub (2016). Resilienz: Menschen und Organisationen widerstandsfähig machen. Gemeinsames Lageverständnis als Basis der Resilienz von Staben und Organisationen. In: Marcel Kuhlmei u. Dirk Freudenberg (Hrsg.) *Krisenmanagement- Bevölkerungsschutz*, Duncker & Humblot.
- Schaub (2016). Subjektive Sicherheit und Subjektives Risiko. Die Psychologie kritischer Situationen. In: Marcel Kuhlmei u. Dirk Freudenberg (Hrsg.) *Krisenmanagement- Bevölkerungsschutz*, Duncker & Humblot.
- Schaub (2016). Der Mensch als Problem und Problemlöser. Systemische Analyse zur Unterstützung von Entscheidern im Krisenmanagement. In T. Jäger, A. Daun & D. Freudenberg (Hrsg.) *Politisches Krisenmanagement. Wissen- Wahrnehmung-Kommunikation*, Springer.
- Schaub, H. (2016). Vernetzte Operationsführung zur Unterstützung militärischer Stäbe. In: G. Hofinger & R. Heimann (Hrsg.) *Handbuch Stabsarbeit. Führungs- und Krisenstärbe in Einsatzorganisationen, Behörden und Unternehmen*, Springer.
- Schaub, H. (2016). Militärische Stäbe in der Bundeswehr. In: G. Hofinger & R. Heimann (Hrsg.) *Handbuch Stabsarbeit. Führungs- und Krisenstärbe in Einsatzorganisationen, Behörden und Unternehmen*, Springer.
- Schaub, H. (2014). Objektive Persönlichkeitsdiagnostik und Personalauswahl für spezielle militärische Aufgaben. In: Psychologischer Dienst der Bundeswehr (Hrsg.) *Handbuch /Or Einsatz und Notf*1.
- Schaub, H. (2014). Training im systemischen Denken für militärische Führungs- und Einsatzkräfte. In: Psychologischer Dienst der Bundeswehr (Hrsg.) *Handbuch /Or Einsatz und Notf*1.
- Schaub, H. & Rist, U. (2014). Einsatzmöglichkeiten der Systemischen Analyse im Krisen- und Katastrophenmanagement In: R., Heimann, S. Strohschneider & H. Schaub, H.: *Entscheiden in kritischen Situationen: Neue Perspektiven und Erkenntnisse*. Frankfurt a.M.: Verlag für Polizeiwissenschaft.
- Schaub, H. (2013). Der Mensch als Problem und Problemlöser. Der Systemische Ansatz für Führung und Krisenmanagement. In: C. Unger, T. Mitschke & D. Freudenberg: *Krisenmanagement• Notfallplanung-Bevölkerungsschutz*. Berlin: Duncker & Humblot
- Schaub, H. (2012). Militärische Teams. In: C. Felsenreich. & H. Waleczek (Hrsg.) *Teamkompetenzen /Or sicheres Handeln*. Frankfurt a.M.: Verlag für Polizeiwissenschaft.
- Schaub, H. (2012). Aspekte von Kommunikation beim Umgang mit Unbestimmtheit und Komplexität. In: G. Hofinger (Hrsg.) *Kommunikation in kritischen Situationen*. Frankfurt a.M.: Verlag für Polizeiwissenschaft.
- Schaub, H. & Bucher, L. (2011). Trainieren für den Einsatz: Serious Games als Trainings-, Ausbildungs- und Lernmedium im Umfeld Verteidigung und Sicherheit. In: M. Metz & F. Theis. *Digitale Lernwelt*. Wbv.

Visiting research

- Indian Institut of Management, Ahmedabad, India (Prof. Dr. S. Ramnarayan) marzo 1992; aprile 1992; ottobre 1992; ottobre 1993
- Università di Melbourne, Australia (Prof. Dr. A. Wearing) marzo-aprile 1987; settembre 1988

Membership:

- European Association for Aviation Psychology (EAAP)
- Deutsche_Gesellschaft für Psychologie
- Fachgruppe fl.ir Allgemeine Psychologie der DGPs
- Gesellschaft für Kognitionswissenschaft
- Plattform: Menschen in komplexen Arbeitswelten e.V.
- System Dynamics Society
- Deutscher Hochschulverband

Riviste scientifiche:

- FWF Fonds zur Forderung der wiss. Forschung Wien/Schweiz.
- Zeitschrift fl.ir Psychologie- Revue Suisse de Psychologie
- Sprache & Kognition
- Zeitschrift für Psychologie
- Cognitive Science Quarterly
- Kognitionswissenschaft
- Cognitive Science Society
- GIF-German-Israeli Foundation for Scientific Research and Development
- International Conference on Cognitive Modelling
- Zeitschrift fl.ir Diagnostische und Differentielle Psychologie
- DESIGN Conference
- ICCM (International Conference on Cognitive Modelling) Conference
- Design Studies
- Bundesministerium für Forschung und Technologie (BMFT)
- International Conference Engineering Design (ICED)

ALLEGATI

- n/a



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Harald Schaub