



FOCUS & EXPERTISE

LEADERSHIP COACHING:

We are all leaders, and we are always leading – our lives, ourselves, others, teams, entire organisations. We are responsible for ourselves and for our impact. Based on these notions, Thomas helps clients to **clarify the impact they have, and to expand their own ability and resources to lead with intention**. Raised in East Germany, Thomas learnt self-leadership early on, reinventing his life once the Berlin wall was torn down. His coaching is a “humble inquiry” into the rich opportunities of his clients’ personalities. In the words of former coachees, Thomas is “mercilessly open” and “intellectually challenging”, while listening “carefully, respectfully and lovingly” to what his clients explore and want to bring out. He combines a distinct skill for sharp, root-cause analysis and a unique gift to create an atmosphere of trust with a fierce insistence to call each of his clients forth. As a result, they gain an increased sense of purpose and direction, freedom of action and the courage to unleash more of their potential.

TEAM DEVELOPMENT:

Effective teams have members who trust each other, are able to engage in constructive conflict, commit to decisions and hold each other accountable. From his ten years as a manager of international project teams in business and research environments, Thomas personally knows how it is to get stuck in conflict – be it, for example, due to complex settings in a matrix organisation or opposing demands from stakeholders. He creates a safe and empowering environment for his clients to draw on their untapped resources and to explore any issues that might hold them back. By **focusing on simplicity and clarity**, Thomas helps them to **develop and pursue innovative strategies of change**, insisting on commitment to action and accountability.

FACILITATION OF ISSUE-SPECIFIC WORKSHOPS:

Thomas provides support for workshops at which participants attempt to resolve an issue or conflict, to forge a joint position or to craft a common solution. **He has lead over 100 workshops involving high-level stakeholders, ranging from industrialists and policy makers to world-class physicists**. In many stand-off situations Thomas’ leadership helped to align participants. He leads such events with great sensitivity for both individual positions and group dynamics. Thomas’ inclusive approach to facilitation activates and engages participants in a playful manner, ensuring that all voices are really heard and considered and that participants move their organisations forward by implementing novel solutions.

SOFTSKILL TRAINING:

Thomas trains high-potential individuals in specific skills required to be an effective innovation leader. The topics include project, time and energy management, communication and presentation with impact, foresight as well as design thinking. In his trainings he combines a variety of proven methods based on techniques of experiential learning and co-creation. Participants acquire the mind-set of an innovator and the behaviour required to drive innovation in their respective context. They will be challenged and constantly go back and forth between experience, the application of new techniques and a reflection about the impact they can create.

CUSTOMERS & PROJECTS

Thomas has worked as a coach and trainer in a variety of settings since 1997. After training his peers at **Roland Berger Strategy Consultants**, he coached entrepreneurs, researchers and teams at **Manchester Business School**, and at **Technopolis Group**.

Since 2016 he has worked with the **European Commission**, the **German Federal Ministry of Research and Education** and the **Ministry of Economy and Technology**, **Bayer AG**, **Iglo GmbH**, **Knorr Bremse AG**, **Dream Global plc**, **Hengeler Mueller**, the **Max-Planck-Gesellschaft**, **Goethe University Frankfurt** and **Studienstiftung des deutschen Volkes**.

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COACH & TRAINER FOR LEADERSHIP & INNOVATION

- Thomas is a leadership coach, trainer and consultant **focusing on innovation and communication**.
- Listening carefully with an astute **analytical mind**, he unearths the potentials of every team and personality, empowering all to explore new ways of working.
- Thomas draws on **20 years of experience** in strategy consulting (Roland Berger, Manchester Business School, Technopolis) for public institutions and companies.
- He holds a **PhD** from the European University Institute (Florence, Italy) where he worked on international research collaboration and the consolidation of the European defence and security industries.
- Having lived and worked for more than ten years abroad, Thomas **speaks German, English and Russian fluently and safely navigates intercultural waters**.
- Thomas lives and works out of **Zurich**.

QUALIFICATIONS

- **Certified Co-Active and Leadership-Coach**, The Coaches Training Institute (CTI), Heidelberg and Barcelona
- **Graduate of ORSC-Fundamentals on Team-Coaching**, Munich
- **PhD on European cooperation in the security and defence industries**, European University Institute, Florence
- **BA in Philosophy**, Hochschule für Philosophie, München
- **Master in Business Administration**, European Business School (ebs), Östlich-Winkel, London, Buenos Aires
- Languages: **German** – mother tongue, **English** – Full professional proficiency, **Russian** – Professional working proficiency (State exam MGIMO, Moscow), **French, Italian, Spanish** – Limited working proficiency, **Hebrew** – Elementary proficiency
- **20 years of experience in strategy and policy consulting**, including more than 10 years as a leader of international teams