

Konrad Lenniger – Executive Coach Profile



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My USP:

- **Extensive Executive Coaching experiences on the highest levels for Fortune 500 and DAX 30 companies since 2002**
- **Working on a Global level in 9 industries since 1985**

Deep and broad knowledge of the industries in different functions:

As a top management and change management consultant, strategy advisor, designer and project head in International change and Senior leadership education projects.

Global, as a designer and facilitator for Top leadership education (until 2014), assessments and programs; today as a full time Executive Coach and Top Management Assessor.

Solid experiences as a consultant, trainer, facilitator and executive coach:

Strategy development, market and competition analysis, design, research & development, manufacturing, factory development and ramp up, sales, service, after sales, assessments, leadership development, etc..

Full consulting experience in restructuring / change management as well was HR / talent management:

- Full education and projects at Cap Gemini, Bad Homburg, Germany and Boertien & Partners in Amsterdam, Netherlands for Fortune 500 firms.
- Head big projects for the car industry, the financial sector and telecommunications.

Long-standing own executive level experience:

- Managing Director and CEO for over 10 years
- Since 2010 also Board Advisor for fast growing Small Cap Companies

Professional background as an Executive Coach, topics and attitudes:

My first coaching certifications were according to ICF standards (International Coach Federation) - level MCC, accompanied by additional qualifications at AC (Association for Coaching), EMCC (European Mentoring and Coaching Council), KornFerry International and BMW according to the highest standards in the industry.

As the first executive coach in Germany I was certified in 2005 by the worldwide leading Onboarding specialist Dr. Michael Watkins (Harvard University, IMD, INSEAD) in "Transition Coaching / First 90 Days / 7 Seismic Shifts / Your next move" at Genesis Advisers in Cambridge, MA, USA and still work closely with him.

Further, special certifications, such as "Adaptive Coaching" und "Accelerated Transition" followed.

In order to be always up to date regarding the world wide trends, methods and developments in Executive Coaching and the industry, I maintain a full International network with leading firms and learning partners. I.e. **ATD** – Association for Talent Development, USA (largest Global organization); **EMCC** – European Mentoring and Coaching Council; UK and **IECF** – International Coach Forum, New York. Once a month I travel to regular meetings in Switzerland, the United Kingdom and the US to meet the colleagues from KornFerryHayGroup, Executive Core, Genesis Advisers, Heidrick & Struggles and Mannaz for professional exchange and learning sessions.

Management topics:

Topics like "Neuroscience", "Design Thinking", "Resonant Leadership", "Scrum and Agile Leadership", "Digitization", "Disruption" and "Industry 4.0" as well as concepts like "VUCA - decision making in environments which are "V-olatile, U-ncertain, C-omplex and A-mbiguous" appeal to me in the context of modern leadership scenarios for your benefit.

Vocational Stations:

- **International Executive Coach (2002 until today)**
Focus: Top Management Fortune 500 Firms
- **Founder and Managing Director Training Systems (1994 – 2001)**
Focus: Research, Consulting, Training and Coaching for DAX 30 and Fortune 500 Firms
- **Founder / CEO psychonomics - Today: YouGov (1991 – 1994)**
Focus: Market Research, Brand building; Psychological Analysis, etc..
Rekown Product: BrandIndex; Introduction „Great Places to Work“ in Germany
- **Director for International Collaboration - Kolpingwerk – Headquarters Cologne (1985 – 1987)**
Focus: Coordination of Development Aid and Cultural Exchanges in over 30 countries; Representation of the association at the Federal Government, the European Union and the United Nations
- **Director Bildungswerk – Regional Office Soest - Kolping-Bildungswerk Paderborn (1984 -1985)**
Focus: Coordination of regional Adult Education initiatives, a Political Academy and Vocational Training Centers

Expertise and References:

Focus areas in Executive Coaching across 9 industries Global since 2002:

- Focus Coaching
- Onboarding / International Transition Coaching
- Executive Presence
- Senior Leadership Development
- Change Management
- Team development
- Sparring (a combination of Top Management Consulting and Executive Coaching methods for topics like strategy, change management, leadership, etc.)

Target coachees: C-level, EVP, SVP, VP, Partners, Directors and High Potentials

- **Mobility** BMW Group, PAG – Premier Automotive Group, Daimler, Adient, Continental, Federal Mogul, Lear Corporation, Textron-Kautex, Siemens, Tower Automotive, Weber Hydraulik
- **Financial** Allianz, AXA, Credit Suisse, Morgan Stanley, Permira, Talanx
- **Trade / Logistics** TUI, Fiskars, Karstadt, Kaufhof, OBI, Mediamarkt, FedEx
- **Communications** Bertelsmann, Siemens, Vodafone, Deutsche Telekom, Nokia
- **IT / Telecom** Hewlett Packard Enterprises, T-Systems, Dell EMC, Cisco
- **Savoury** Bayer, Coca-Cola, Starbucks, Coperion – K-Tron
- **Utilities** BASF, EON, Evonik, Henkel, LafargeHolcim, TetraPak, WFS
- **Life Sciences** Bayer, Johnson & Johnson, Merck, Sandoz, BSN Medical
- **Consulting** McKinsey & Company, Roland Berger, Horvath & Partners

How we will work together:

Your individual Coaching process:

- In our first discussion about your challenges, we will clarify which issues in which context you want to discuss and work on. In this first communication we will see if the "chemistry" is right between us.
- Then you will decide if a fruitful collaboration is promising and feasible for you.
- When we get together, as the first step we will define how your individual coaching process will be. Structurally, we will discuss how often and for how long in each session we will meet.
- And - of course we will also find measurements and milestones how you for yourself as well as your stakeholders can recognize your progress regarding the improvements you want to achieve.
- Your goals and your success are the sole measurements for our successful collaboration in Executive Coaching. I am curious about who you are, curious to find out what you want to achieve and love to support you best in reaching your goals with a broad variety of methods.
- However, the implementation into your practice is yours. To just gain new insights in the coaching sessions is not enough. Your action counts. As one of the most important success factors in executive coaching, the will and willingness of the coachee (you), to quickly implement the discussed strategies, approaches and solutions into your daily environment has a proven impact and makes the difference.

The setting according to your needs and goals:

- Of course I am happy to come to you and meet you on site or elsewhere, anywhere in the world.
- You are also very much welcome in my office in Cologne.
- Especially with large distances, it is opportune to conduct some coaching sessions virtually. (video-conferencing, Skype or over the telephone).
- Experience shows that a virtual coaching session with a duration of 1-2 hours is most effective.
- However, the best impact and collaboration in virtual coaching can be seen if a personal meeting to initially get to know each other well has been conducted as the first step.
- On top - in preparation for major events as part of your coaching or at events as part of change management projects I shall be also very happy to support you on site. Anywhere.

What's best for you is what matters.