

MARC DECHMANN (1967)



EDUCATION

- 1989-1992: Academy of Economics Hamburg, Master
- 1992 - 1997: Phillips University of Marburg (Lahn), Occupational Psychology (Diplom)
- 2000 - 2001: Systemic Process Consultant (Milton Erickson Institute Heidelberg)
- 2011 - 2013: Certified international Professional Coach (ISO 17024) , ESBA Vienna
- 2022-2023: Existential Leadership & Coaching with Alfried Länge & Dr. Kuhlmann (Dimension 21)

LANGUAGES

- German (mother tongue)
- English, (professional fluency)
- French (conversational)

PROFESSIONAL EXPERIENCE

Kessels & Smit, The Learning Company, since 2015, Partner

A selection of relevant project work:

- Hamburg Süd - Transformation of a central unit with 200 employees (+ 200 freelancers). Due to merger situation: high speed factor. Co-creating the main business-processes - and create ownership to bring them to live (2016-2017).
- Lufthansa Technik - drive the transformation of a 2.300 employees unit through a mix of large-group leadership conferences and a leadership transformation involving a strong experimental focus in the working reality (2019 - 2025).
- WAGO Kontakttechnik GmbH (nach Schweizer Recht) & Co. KG - Leadership-development and transformation management for a modern less hierarchical and silo driven culture (2021-dto).

2006-2016 STILL Group (Hamburg)

Director Executive HR-Management & Organisational Development Transformation processes: e.g. organisational development process to foster effectivity and efficiency in connecting the Technology push with the market pull, involving R&D, Product Portfolio Management & Marketing and the sales functions.

2002-2006 T-Systems International (Frankfurt a.M.)

Vice President Personnel and Organisational Development

Development, implementation and driving the expert careers (global scope) for project managers, service managers, consulting and sales. Designing large group training experiences in the CAMPUS programs for the respective target groups.

1999-2002 COMMERZBANK AG (Frankfurt a.M.)

Project. Manager Leadership Development

1997-1999 Institute for Trainings- and Personnel Development (Cologne)

Senior Consultant

PROFILE

Marc brings to the table a broad experience and deep understanding of the challenges of international organisations. With a background in IT (T-Systems International), today's challenges of technical development are familiar to Marc. His contribution lies in inviting to focus on the economically meaningful questions. Clients value Marc for being very close to the organisation while creating energy to get to the next level for individuals, teams and organisations.