

Gregor Mainusch.

Professional Profile

More than 15 years' experience in international HR Development, training & learning, talent management and succession planning for large and mid-size global companies in the pharmaceutical, medtech, b2b and consumer goods industry; leadership responsibility for reside and global remote teams. More than 20 years' experience in organizational development, change management and management consulting.

Major achievements:

Design and delivery of global leadership and talent development programs, including set-up of international development center.

Set-up of competency based corporate university programs for general management and corporate alignment trainings with further regional roll-out and adaption for Asia and US.

Project lead for global employee survey with worldwide standardized action to results workshop process and trained facilitators.

Implementation of LMS as validated global training and learning platform.

Design, delivery and global roll-out of corporate culture programs and organizational change initiatives.

Process setup and implementation of global succession planning with talent identification and roll-out of related IT systems.

- **Current position**

since 2015

Vitra International AG, Birsfelden | Learnpilots, Freiburg

Corporate Leadership Development & Organizational Change Lead and Leadership Development Trainer and Learning & Development Consultant (freelance professional)

- *Global OCI organizational culture survey with results to action workshops*
- *Leadership competency development program to foster organizational change*
- *Team development initiatives to support cross-functional collaboration*
- *Employee dialogue and leadership review to address individual 1:1 level*
- *Counselling to develop global L&D platform*

- **Work history**

...with focus on **HR Development:**

2013 - 2016

SICK AG, Waldkirch

Learning & Development Consultant

- *Development counselling for executives and supporting team development*
- *Setting up corporate leadership and talent development curriculum*
- *Corporate competency model development to foster company strategy*
- *Employee engagement survey to drive cultural change initiatives*

2011 - 2012 F. Hoffmann-La Roche Ltd, Basel

Global Succession & Talent Management Lead, Pharma

with major focus on

- *Global talent management process responsibility in Roches' and Genentechs' Pharma division with over 45,000 employees worldwide*

2008 - 2011

Institut Straumann AG, Basel

Director Learning & Development at Corporate Human Resources

with major focus on

- *Corporate competency development*
- *Corporate university*
- *Global leadership development and management programs*
- *International talents and graduates program*
- *Global on-boarding training and corporate alignment programs*
- *Worldwide employee survey*
- *SAP Learning Solutions*

2004 - 2008

Boehringer Ingelheim Pharma, Biberach

Manager Human Resources & Organizational Development Team

Biberach (head of) with major focus on

- *Leadership development for R&D and biopharmaceuticals*
- *Succession planning and potential identification, talent management*
- *International management development*
- *Organizational change*
- *Business process excellence*
- *Corporate culture*

2003 - 2004

Boehringer Ingelheim Austria, Vienna

Head of Group HR Development and Recruiting (including Central and Eastern Europe) with major focus on

- *Restructuring and implementation of new HR development processes and standards*
- *Recruiting esp. for biopharmaceuticals*

2001 - 2003

Boehringer Ingelheim International Headquarters

HR Planning and Development Manager at Corporate Division

Human Resources with major focus on

- *International HR succession and development planning*
- *International management development*
- *Corporate university*
- *Corporate competencies*
- *MBA programs and executive education*
- *International trainee program and internships*

... with focus on **Management Consulting:**

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| 1999 - 2001 | Consultant, Aachen
<i>Management consultant with the banking and service sector while pursuing my ambition to build a special consulting service network for corporate social responsibility and social entrepreneurship</i> |
| 1997 - 1999 | Citiversicherung, Düsseldorf
<i>Assistant for the Board of Directors at the insurance organization for Citibank Germany with direct responsibility for the German service and total quality sector</i> |
| 1996 - 1997 | Baumgartner und Partner, Sindelfingen/ Organizational Dynamics, Burlington
<i>Management consultant and trainer for total quality programs and for holistic change management process at Baumgartner & Partner, the German licensee of ODI • Organizational Dynamics Incorporated</i> |
| 1992 - 1995 | CCT Beratungsgesellschaft, Hamburg
<i>Management consultant for Dr. Brauner, one of the leading German business psychologists and chairman of CCT consulting in Hamburg</i> |

- Higher education:

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| 1991 - 1994 | Universität für Wirtschaft und Politik, Hamburg
<i>Academic studies in the field of sociology and business administration with major focus on relationships between structure, culture and strategy of companies, final degree in business administration (Diplom Betriebswirt)</i> |
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- Professional education:

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| 1990 - 1991 | Sandvik Italia, Milan
<i>Assignment in Italy as a management assistant for the marketing department of Sandvik Italy's headquarters</i> |
| 1988 - 1990 | Babcock-Borsig, Berlin
<i>Business trainee program</i> |

- Languages

German:	native
English:	fluent
Italian:	conversant

- Personal details

Age	53, born on 4 January 1967 in Berlin
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- Selected insights

Leadership- and Team Development



Talent development



Workshops with senior executives

