

# Gregor Mainusch.

## Professional Profile

More than 20 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:**

- 1999 - 2001            Consultant, Aachen  
*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*
- 1997 - 1999            Citiversicherung, Düsseldorf  
*Assistant for the Board of Directors at the insurance organization for Citibank Germany with direct responsibility for the German service and total quality sector*
- 1996 - 1997            Baumgartner und Partner, Sindelfingen/ Organizational Dynamics, Burlington  
*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*
- 1992 - 1995            CCT Beratungsgesellschaft, Hamburg  
*Management consultant for Dr. Brauner, one of the leading German business psychologists and chairman of CCT consulting in Hamburg*

- **Higher education:**

- 1991 - 1994            Universität für Wirtschaft und Politik, Hamburg  
*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)*

- **Professional education:**

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

- **Languages**

German:	native
English:	fluent
Italian:	conversant

- **Personal details**

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