



## MARKUS PORCHER

EXECUTIVE COACH

### EFFECTIVE HR MANAGEMENT

#### MOTTO

"My job is not to be easy on people. My job is to take these great people we have and to push them and make them even better." – Steve Jobs

#### MY SUPPORT FOR YOUR EFFECTIVE MANAGEMENT

- Bridging of urgent vacancies in your HR Management.
- Team development and leadership: national management, international leadership.
- Strategy realignment.
- Change and Transformation Management.
- Digitalisation of programs, processes and business models in HR Business Partnering International.
- Negotiations with internal and external stakeholders, co-determination / works council.

#### TOP 10: YOU NEED SOMEONE WHO

1. loves challenges and a passionate changer.
2. changes with heart and mind.
3. leads with assertiveness and results orientation.
4. mobilizes your management teams and lift "slumbering" productivity reserves.
5. regards humans as the starting point and center of digitalization.
6. inspires and motivates your people.
7. leads your teams purposefully, especially in challenging change situations.
8. adds experience of intercultural cooperation.
9. communicates openly and directly, internally and externally.
10. used to manage project budgets of over 5 million.

#### YOU CAN EXPECT

- Fast and pragmatic solutions.
- Clear and easy to understand implementations concepts.
- Negotiation with diplomacy.
- High integrity.
- Strategic and operational working style.
- Open and timely communication.
- Entrepreneurial mindset.
- A sense of national and international cooperation at all levels.

#### PROFESSIONAL EXPERIENCE IN

companies with innovative company cultures in IT, F&D, Public, Chemistry, Banking, Consulting

#### QUALIFICATIONS

- HR Leader with international Management and project experience
- Bachelor (BA) in business economy and computer science, plus MBA
- Certifications in Project Management, Mediation and Coaching

#### IF YOU WANT TO CHANGE YOUR MANAGEMENT EFFECTIVENESS, WE SHOULD TALK.

#### NOW.

#### IT ALL BEGINS WITH THE FIRST STEP.

Email:  
[mp@markus-porcher.com](mailto:mp@markus-porcher.com)

Call:  
+49 (152) 53 63 73 52