



## LUKAS VON HÖRDE

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## THINKING PARTNER FOR LEADERSHIP & STRATEGY IMPLEMENTATION

Lukas von Hörde is an independent consultant and trainer **focusing on team and strategy development, change management and the implementation** thereof.

In his engagements, Lukas draws from **15 years of experience in the international energy and engineering business**. 8 years thereof in Sales.

In order to pursue his passion for people, Lukas left the power industry as **Head of Sales for the Middle East** leading an international team and achieving annual turnovers of up to 1 billion EUR.

Among other positions, Lukas was also **construction site manager** for a power plant in Australia and a Six Sigma in house consultant (black belt) leading a variety of major, international change projects.

Spending 11 years abroad (USA, Belgium, Australia) and leading numerous operations in Asia and the Middle East, Lukas has developed great interest and a good feel for intercultural communication.

## FOCUS & EXPERTISE

### INDIVIDUAL COACHING & TEAM DEVELOPMENT:

From years in international project business, Lukas knows just how important efficient, agile, authentic and diverse teams are for corporate success or any other venture.

To achieve this not only depends on an authentic and trustworthy leadership style, but also on a powerful team with deep trust, a feeling of safety, great self-knowledge and continuous, relentless feedback.

Especially when reality gains of you and the operational stress starts to impact professional relationships between all team members.

Courageous, determined but also with ease and humor, Lukas takes inventory together with his clients of all parties involved including individual objectives and needs, before determining and agreeing with everybody involved, the actions that need to be taken to optimize both team and results. The egos of the individuals always subordinate to the result.

### STRATEGY IMPLEMENTATION & CHANGE MANAGEMENT:

Almost anyone can define a vision and develop a Strategy how to achieve it. But does the plan also fit to the culture, values and inner needs of the company? The majority of its employees?

With the neutrality of an external observer and the experience of a Six Sigma change agent, Lukas together with his clients challenges and analyses how deep the planned changes reach, what is needed to implement the measures. Achieving real accountability and change in behavior, no superficial consensus. A vision and strategy that is not only known to everyone but also lived by everyone.

## QUALIFICATIONS

- **Co-Active Coach**, The Coaches Training Institute, Heidelberg
- **ORSC Fundamental Training**, Munich
- **Executive MBA**, University of Mainz (Deutschland), University of Texas, USA & University of Dalian (China)
- **6 Sigma Black Belt**, Orlando, FL, USA
- **Mechanical Engineer Dipl.-Ingenieur (FH)**, Rosenheim, Deutschland
- **Deutsch & English** (native), Spanish & French (conversational)
- **Over 12 years international management and leadership experience**

## CUSTOMERS & PROJECTS

In the last year Lukas was engaged for a number of clients and projects, among others with **Goose & Friends, Iglo GmbH, Knorr Bremse AG, Mannheim Business School, Technopolis Group, Roche, Sage, Westernacher**