

# Consultant Profile Markus Schmidt-Tophoff

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- Partner and Managing Director
- Born 1964, Master in Psychology (Diplom-Psychologe)
- Prior to own consulting firm: 10 years leadership and management experience in consultancy and major industrial enterprise (*ifp*-Personalberatung, BASF AG). Experiences in HR and as leader in commercial function (Key Account Management Specialty Chemicals)
- Self-employed als change consultant and trainer since 2000
- Further professional training in organizational consulting (2-year course with TRIGON), systemic consulting (2-year course with Fritz B. Simon, Gunthard Weber) and group analysis (4-year course with Institut für Gruppenanalyse Heidelberg, D3G)
- Bilingual German/English with international experience and intercultural competence (i.e. North America, Asia, Middle East)

## Expertise (German/English)

- **Change management, strategy development**  
Process consulting, change architecture, facilitation of management retreats, change workshop, coaching
- **Leadership**  
Training and coaching for executives, experienced and new leaders in leadership, leading change, conflict management and personal growth
- **Sales/key account management**  
Customer strategies and negotiation coaching
- **Performance management**  
Development, implementation and training of performance managements instruments
- **Facilitation of workshops and large group events**
- **Management assessment and management audits**
- **Safety culture initiatives**  
With our behavioural approach „ja-sicher!“