

Profile and Portfolio

Markus Kotzur

Degrees in Business Coaching & Change Management, and Business Administration, Training Supervisor (CCI)

Languages: German and English



Education and professional experience

- Dual education: Office Management Assistant (CCI), Training Supervisor (CCI) and degree in General Business Administration
- Degree in Business Administration, with focus on HR Management, Change Management, and Process Management, University of Applied Sciences, Wernigerode, Germany
- Master's degree in Business Coaching & Change Management, University of Applied Sciences, Hamburg, Germany
- 15+ years of experience in HR at international companies and corporations, including more than 10 years in management positions, most recently as CHRO and Labor Director at AHG Allgemeine Hospitalgesellschaft AG, Dusseldorf

Consulting focus

- Change Management
- Organizational Development
- Restructuring
- Labor Relations
- M&A and Post Merger Integration
- Compensation & Benefits
- Implementation and optimization of HR processes

On request we can provide you with an extract of successfully completed projects.

HR Interim Management

We can help you find the best way to overcome capacity shortages in operational or strategic HR management. As HR interim manager at your company, we view ourselves as part of your organization. Together with our years of professional experience at different corporate groups and businesses and in various arrangements, this allows us to work successfully and deliver sustainable results.

We are also happy to support you during the operational implementation of a customized solution developed jointly with you beforehand.

Training

Alongside our consulting and HR interim management services, we also offer a large number of training options on topics including the following:

- Leadership
- Communication
- Appearance and self-marketing
- Argumentation and discussion
- Conflict management
- Time management

Our training is offered as in-house training sessions and seminars, individually geared toward the needs of your organization and your employees. Upon request, we can also develop completely new, customized training options for you – a perfect building block for your staff development activities!

Coaching

Our business coaching offers you professional support to tackle specific tough situations, crises, or decisions, or to work toward goals and advance your professional and personal further development.

Just as every individual is different, there is a wide range of situations that call for coaching. Here are a few examples from our coaching practice:

- Processes of change within an organization
- Taking on a new task, function, role, or position
- Developing or further developing leadership skills
- Overcoming conflicts
- Personality development and developing potential
- Handling professional (and personal) problems
- Career planning, reorientation, further development, etc.

We can tackle your topics in individual, group, or team coaching sessions, with the latter option only available for groups with related professional functions or as part of a specific system, such as an entire team or department. Team coaching typically focuses on organizational, personality-related and task-related topics.