



Dr. Steffen Gaiser

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Languages

German, English



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PROFIL 

## Helping managers to become better leaders

For more than 20 years I have been supporting managers and companies in their development of leadership competence and leadership culture. With broad and scientifically based knowledge as well as a clear overview of what is feasible in the respective context, I support companies of different sizes – from SMEs to corporations – in different industries and regions through my work in their development. In this way I was able to acquire extensive experience in consulting our customers.

The feedback I receive from customers in Germany, Europe, and beyond highlights my ability to provide practical support against the background of well-founded models and to empathize with my clients and their situation.

Supporting managers and organizations as a partner at Profil M in becoming the best possible version of themselves is the most important source of energy for me in my work.

## My expertise for you

- Design of learning processes and development programs to further develop leadership quality
- Training and coaching of managers (from project managers to executive managers)
- Design and introduction of sustainable talent management processes as well as optimization of existing processes in this area
- Design of processes and tools for the analysis of potential and management diagnostics
- Executive assessment and consulting in central personnel decisions
- Development of teams into high-performance teams

## Special skills

- PhD in Economics and Social Sciences
- Trained and certified coach (German Coaching Association, DBVC)
- Certified MBTI® user
- Certified diagnostician (Hogan)
- More than 20 years of consulting experience in leadership development
- Several years of active leadership experience (project and line management)
- Project lead for customers

## Selected customers

- |                           |                               |
|---------------------------|-------------------------------|
| ▪ Boston Consulting Group | ▪ Landesbank Hessen Thüringen |
| ▪ Bayer                   | ▪ MTU                         |
| ▪ Bosch                   | ▪ ThyssenKrupp                |
| ▪ Hengst                  | ▪ UCB                         |

## Selected publications

- Fritz, A., Dr. Gaiser, S. & Dr. Reinecke (2014) in: Paschen, M. & Fritz, A. (ed.),  
Following articles:
  - Strategisches Denken als Kompetenz [Strategic Thinking as a Competence]
  - Kundenorientierung als Kompetenz [Customer Orientation as a Competence]
  - Unternehmerisches Denken und Handeln als Kompetenz [Entrepreneurial Mindset and Action as a Competence]
- Die Psychologie von Potenzial und Kompetenz [The Psychology of Potential and Competence]  
p. 229 et seq., p. 257 et seq., p. 238 et seq., Publisher Ph. C. W. Schmidt