



Versatile. International.

Frank is a highly experienced global executive with deep expertise in Marketing & Sales, General Management, Human Resources and Talent Management. He is now working independently building Leadership, HR and Talent Management capability as well as supporting executives navigate through periods of significant change.

Frank has held various local, multinational and global leadership roles in different country organisations and Corporate Functions, predominantly in family owned and publicly traded global pharmaceutical companies. He has lived and worked in six different countries throughout Europe and in the US and has delivered work in 30 plus countries around the world.

These 25 years of international experience have resulted in his profound expertise especially in the following areas, which build the solid foundation for Frank's current and future work as consultant and executive coach:

Leadership in various cultures and cultural contexts

- Led global HR team of more than 1.000 employees, Boehringer Ingelheim, 2014-2015
- Developed, built and led Marketing & Sales and HR teams in different European countries and in the US: Boehringer Ingelheim and Roche, 1998-2013
- Created and led European HR function: Roche Diagnostics, 2007-2008

Large scale change

- Designed and implemented a corporation-wide OD program to support major re-sizing of the global organisation: Boehringer Ingelheim, 2014-2015
- Prepared consolidation of HR Services globally: Boehringer Ingelheim, 2014-2015
- Designed and implemented global recruiting platform, system and process: Boehringer Ingelheim, 2013-2015
- Transferred traditional German HR department into the (then) innovative Dave Ulrich three pillar model: Roche Diagnostics Germany, 2004-2006
- Integrated newly acquired companies into Roche Diagnostics, 2002-2010

Talent- and Succession-Management

- Consolidated and improved global talent & succession management process: Boehringer Ingelheim, 2011-2014
- Designed and implemented holistic talent & succession management process for Roche Diagnostics regionally and globally, 2007-2010

Learning and Development

- Designed and implemented a coherent series of global leadership programmes together with leading Business Schools: Roche Diagnostics, 2001-2002

Employer Branding

- Improved Boehringer Ingelheim's reputation as preferred employer in their most important markets USA, China and Germany, 2013-2015
- Created and led an Employer Branding function for Roche Diagnostics which raised their recognition as Employer of Choice from no.6 to no.1, 2004-2006

Frank has worked independently as a certified systemic coach and consultant since 2015. He consults and coaches in German and English.