



1

## Marc Dechmann, Kessels & Smit Germany

Economy WAH/ Occupational Psychology, Process-Facilitator and Coach

### My fascination and passion...

... is „to move the mountain” with individuals and teams, is to think beyond the obvious, is to foster and grow meaningful relation between people and organizations. Finally it is about unleashing the energy that carries people and organizations to decision “to move the mountain” and to execute these ideas into a better reality.

In my more than 20 years of professional practice I witnessed both: to have responsibility in various industry-segments and types of organizations (e.g. Consulting, Financial Services, Telecommunications and machine-building industry) and to inspire and move individuals/ organizations in transformation processes. My fascination is, that there is not the “one right solution”, if you are in search of the remarkable and the exceptional. It is more about the search for the longing and sources for inspiration of the people, who eventually will make the difference and to utilize those.

The longer I have the honor to work for organizations with such people, the less I focus on the “standard-management-bravado”. Though a good theory is very practical and helpful, the big step ahead lies more in engaging with intense learning and development. That is, when you set yourself ambitious targets, when you really strive to make it work, when you dare - and finally when you are proud of your achievement. Then we face the remarkable. How can we create a frame for this way of engaging and working?

Warmly,

Marc Dechmann

### contact

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# Marc Dechmann, Kessels & Smit Deutschland

Economy WAH/ Occupational Psychology, Process-Facilitator and Coach

## Professional Background:

### Personal data:

- Born in 1967, married, two kids

### Professional Career:

- **Kessels & Smit - the learning company**  
Major topics:
  - Transformation Projects
  - New Leadership Lab
- **STILL Group** - Head of HR-Development and Organizational Development, Executive HR-Management and deputy head of HR STILL Group
  - Facilitation of diverse projects in organizational development
  - Introduction of best-in-class Employer Branding
  - Talent-Management and Leadership Development
- **TELEKOM** - Head of HR- and Organizational Development T-Systems Int., e.g.
  - Introduction of expert career paths for Consulting, Sales, Projectmanagement and Servicemanagement
  - Implementation of an integrated Performance- and Development Process
- **COMMERZBANK** - Head of Leadership Development Projects
  - Introduction of career paths and competency models
  - Organizational Development - outsourcing recruiting
  - Facilitation of Teams and departments, individual Coaching
- **ift - Institute of Trainings- und Consulting-Services** - Consultant and Projectmanager
  - Selection of Staff, Multirater-Feedback-Systems
  - facilitation of trainings and workshops

### Education (selection):

- Studies of Economy (WAH) with focus on Marketing
- Diplom-Psychology with a focus in Occupational Psychology
- E.g. Education in Process-Facilitation/ Coaching in the Milton Erickson Institute
- E.g. Education in Professional Coaching at ESBA in Vienna (Certified Coach: ISO 17024).

### Main areas of professional engagement (selection):

- Coaching and Teamdevelopment
- Facilitation and Consulting in Transformation Processes
- Leadership Development
- Development Center
- Talentdevelopment and Performance-Development