

Effective leadership. Implementing change **with a human touch.**

**I support executives and organisations in implementing change
in practical, people-centred and sustainable way.**

Marco Hainz
Consulting | Training | Transformation



Typical challenges in practice

- X Management isn't really reaching teams**
- X Change meets with resistance**
- X Collaboration isn't working as intended**
- X Measures fizzle out without having any lasting impact**

How I can support you specifically

Management & Leadership

Developing effective leadership skills.
Clarity in role, attitude and communication

Collaboration & Teams

Improving communication and
collaboration.
Building trust and responsibility.

Transformation & Change

Supporting change processes.
Helping people adapt to change.

Sales & Performance

Developing effective sales strategies.
Linking leadership and sales.

How I work

Practice rather than theory

I have held management positions for many years myself and know the reality of corporate life.

People at the heart of everything

Change only works if people are on board.

Impact rather than actionism

No measures without a lasting impact

Clarity → **Development** → **Implementation**

Experience that delivers impact

At a glance

Over 20 years in sales and service
Over 10 years of management experience
Responsibility for up to 120 staff members
Responsibility for turnover of up to €50 million
Extensive experience in training, coaching and developing executives

Cross-sector experience

Industry & Mechanical Engineering
Retail & Services
Technical Capital Goods
Public Sector

Practical experience

Sales Director
Regional Manager
Manager
Consultant
Trainer

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