

BJÖRN SCHIGT Dutch/Swiss, 1977

Leadership Development & Performance Enhancement
Personality & Leadership Assessments
Human Capital Development



+41 43 37 75 065
bjorn.schigt@stratzr.com
stratzr.com
Kilchberg (ZH), Switzerland
[linkedin.com/in/schigt](https://www.linkedin.com/in/schigt)

PROFILE

I coach & develop leaders for performance and job satisfaction, grounded in leadership, change and transformation science, as well as my own professional experience. Before I started STRATZR in 2016, I enjoyed an international career under the wings of global industry leaders. I have successfully fulfilled executive, operational and consulting roles around the globe, leading teams between 40 and a 100 in size, managing projects up to 500mn USD and 150mn USD turnover. The combination of top level professional experience, an excellent track record and a profound educational background, provides my clients with the depth and breadth they should expect to progress to their best self.

LEADERSHIP DEVELOPMENT & COACHING: EMPLOYMENT & EDUCATION



Owner/Leadership Coach & Development
Coaching, Consulting & Assessments stratzr.com ↗
2016 – present | Switzerland



Ex.M. in Consulting & Coaching for Change
Oxford University SBS & HEC Paris | 2019-2020
Thesis: *How CEOs perceive their responsibility for establishing psychological safety in the MT*



Founder Human Capital Development & CoachTech
StewardBright.com ↗ PROGREZR.com ↗
2022 – present | Switzerland



- Coaching Certification: ICF PCC, Erickson Coaching International Marshall Goldsmith, Global Coach Group, New Ventures West
- Assessment Certification: Hogan



Creator Psychological Safety Excellence Assessment & Program for Leaders psychologicalsafetyexcellence.com ↗

EXECUTIVE CAREER: EMPLOYMENT & EDUCATION



Director Commercial Excellence Europe
Nr 3 global building materials player | crh.com ↗
03/2015 – 07/2016 | Netherlands



The Wharton School, **Marketing Metrics: Linking Marketing to Financial Consequences** | Philadelphia



Executive, operations & consulting roles
Nr 1 global building materials player | lafargeholcim.com ↗ | 11/2004 – 02/2015
Head Customer Excellence Europe | 02/2014 – 02/2015



Harvard Business School, **Competing on Business Analytics and Big Data** | Boston

Head Commercial Performance Emerging Europe in Slovakia | 07/2012 – 01/2014
Director Marketing, Sales & Logistics Azerbaijan | 01/2011 – 06/2012



IMD, **Senior Leadership Program** | Lausanne
IMD, **Senior Management Program** | Lausanne
IMD, **Leadership Seminar** | Lausanne

Executive Assistant to EXCO Member | 11/2008 – 01/2011



London Business School, **Corporate Finance Modular Program (3 modules)** | London

Executive Assistant to Area Manager Europe | 05/2008 – 10/2008



CEMS (Community of European Management Schools), CEMS Master in International Management | 1999-2003

Senior Consultant Commercial Strategies | 11/2004 – 04/2008



CEMS Exch. Semester, University of St. Gallen | 2001



European building services & maintenance | engie.com ↗



CEMS Exch. Semester, UCL, Louvain la Neuve | 2000

Business Systems Manager | Axima Building Services United Kingdom | 03/2003 – 10/2004
Assistant to Head Customer Support | Axima Management Services Europe in Switzerland | 11/2001 – 03/2003



CEMS Exch. Semester, CBS, Copenhagen | 1999



Global construction equipment player | hilti.com ↗ **Market Research in Liechtenstein** | 03/2001 – 08/2001



Rotterdam School of Management, M.Sc. BA | 1995-2001
Major in Marketing Management & Strategy Management



European marketing & publishing | dpgmedia.nl ↗ **Marketing Management Assistant Belgium** | 08/2000 – 02/2001

COACHING, ASSESSMENT & DEVELOPMENT CERTIFICATIONS



International Coaching Federation
Professional Certified Coach/PCC



University of North Carolina Chapel Hill
Positive Psychology
10/2019 | no expiry date



Erickson: Art & Science of Coaching
Erickson Certified Professional Coach/ECPC



Yale University
Introduction to Psychology
10/2019 | no expiry date



Hogan Personality Assessments
HPI, HDS & MVPI certified



New Ventures West
Certification Foundations for Integral
Development



Marshall Goldsmith
Stakeholder Centered Coaching Individual
& Teams



Global Coach Group
Certified Leadership & Team Coach

GIVING BACK



St. Gallen University/CEMS
Graduate Mentoring | 2019

LANGUAGES

Fluent: Dutch (native), English, German
Intermediate: Swiss German



Volunteer Start-up Mentor East Africa
Berlin & Nairobi
enpact.org | 08/2017 – 07/2018

WORTH MENTIONING

I am a founder of a construction-tech startup, which has failed, but it has given me loads of experience in the field of investors, external partners and tech development, as well as customer focus

As a Commercial Director in Azerbaijan, I decided to propose the corporate HQ to improve the commercial organization of Europe as a whole, in terms of skills & competencies assessment per job family, individual development programs and more effective incentive schemes. The ExCo gave me green light to develop Commercial Organisation Excellence for Europe and 400 commercial workforce went through the program under my leadership with a team of 100 people across 15 countries

During the global financial crisis, my boss who headed Emerging Europe, Russia & Azerbaijan, gave me full support to approach the reorganization of Eastern Europe and CIS/Caspian from a market perspective, rather than an asset perspective. I received serious resistance from the area managers, but we managed to present and implement a plan, which was friendly for the workforce, led to significant savings and prepared the areas to deal with future market turbulence

I quit my corporate career due to toxic environments, distracting corporate politics, which did not inspire me anymore. I have always wanted to taking up the challenge to run my own company. Leadership coaching & development has had my attention since I started working and I believe that leaders can benefit from the roles that I have and the background, science, training, and experience I bring to the table

PERSONAL INTERESTS

I enjoy an active lifestyle & sports, such as running, cycling, snowboarding, fitness, hiking

Photography is my passion and I take mostly snapshots of nature

I like cooking, a good glass of wine, and reading mostly about leadership, mindfulness, philosophy, sociology, psychology and history

I like to write posts on my site stratzr.com/posts ↗ to share my experience and knowledge

Gardening I find meditative just like working with construction tools, there is always a project

And due to my explorative nature, I need to travel: I have visited 70 countries up till now. However, due to Covid restrictions, I have re-discovered Switzerland and cycled almost 15'000 km across the country

My name is Bjorn and I am an experienced leadership coach based in Zurich, Switzerland. I work with senior executives in multinationals across various industries and profiles.

I have a 17-year track record as an executive, consultant and in operational roles. I have lived in 7 countries and worked in 50+ on all continents.

In 2020 I have graduated from HEC Paris & the University of Oxford where I completed a Master's in Consulting & Coaching for Change. I have also spent 12 months in coaching training and am a professional certified coach and Hogan assessor.

Both my professional and educational backgrounds have given me a broad and nuanced perspective on the theories and practices of effective leadership. While working with leaders from diverse cultural backgrounds, I have developed a deep understanding of the challenges and opportunities that come with leading in today's globalised world.

But my ultimate goal as a coach is not just to share my knowledge with others, but to have a positive impact on the development of leaders. I believe that every leader has the potential to make a positive difference in their organizations and communities.

And it is my passion to help them tap into that potential and achieve their full potential as leaders, Björn



46, Swiss/Dutch national, EN/D/NL
Lived in 7 countries, worked in 50+

3 Master Degrees from HEC Paris, Rotterdam
School of Management & CEMS

Exec & leadership education from Harvard, LBS,
Wharton & IMD

Loves creating, sports & outdoor life

2023

StewardBright
human capital development



psychological
safety
excellence



STRATZR
ascend to your summit

StewardBright - Founder
Human Capital Development: Training,
Assessments, CoachTech

International Coaching Federation
Professional Certified Coach (PCC)

Erickson Coaching International
Erickson Certified Professional Coach

Psychological Safety Excellence
Program & assessment for leaders

Master Consulting & Coaching for Change

University of Oxford/HEC Paris 19/20
Thesis: *CEOs & psychological safety in the management team*

Hogan Assessments
Personality & leadership assessments

Marshall Goldsmith
Certification Stakeholder Centered
Coaching & 360

New Ventures West
Certification Foundations for Integral
Development

STRATZR – Founder
Leadership Development &
Performance Enhancement

2016



Director Commercial Excellence Europe
Nr 3 global building materials player
based in the Netherlands 15-16

**Executive, operations & consulting roles
based in Switzerland, Azerbaijan & Slovakia**
Nr 1 global building materials player:

- Head Customer Excellence Europe 14-15
- Head Commercial Performance Emerging Europe based in Slovakia 12-14
- Director Marketing, Sales & Logistics Azerbaijan 11-12
- Exec Assistant to EXCO Member 08-11
- Exec Assistant to Area Manager Europe 08
- Sr Consultant Commercial Strategies 04-08

European building services & maintenance
Business Systems Manager
Axima Building Services England 03-04
Assistant to Head Customer Support
Axima Management Services Europe
based in Switzerland 01-03

Global construction equipment player
Market Research in based Liechtenstein 01

2001