

BJÖRN SCHIGT Dutch/Swiss, 1977

Leadership Development & Professional Coaching
Personality & Leadership Assessments
Human Capital Development & Tech
Executive Career Transition



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PROFILE

I specialize in coaching and developing leaders to enhance their performance and job satisfaction, drawing upon a foundation of leadership, change, and transformation science, along with my extensive professional background. Prior to founding STRATZR in 2016, I enjoyed a distinguished international career within the sphere of global industry leaders. My journey has seen me excel in executive, operational, and consulting roles across various corners of the world, where I've led teams ranging from 40 to 100 individuals, managed projects with budgets of up to \$500 million and turnover of \$150 million, and spearheaded the PMI rebranding and commercial initiatives in a \$6.5 billion acquisition. The synthesis of my high-level professional experience, an exceptional track record, and a comprehensive educational foundation equips my clients with the depth and breadth they rightfully expect to advance towards their optimal selves

LEADERSHIP DEVELOPMENT & COACHING: EMPLOYMENT & EDUCATION



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



Master in Change Leadership
University of Oxford & HEC Paris | 2019-2020
Thesis: *How CEOs perceive their responsibility for establishing psychological safety in the MT*



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



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

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

EXECUTIVE CAREER: EMPLOYMENT & EDUCATION



Director Commercial Excellence Europe – SVP
\$6.5bn Post Merger Integration Team Member
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 | holcim.com ↗
11/2004 – 02/2015



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

Head Customer Excellence Europe
SVP, Switzerland | 02/2014 – 02/2015
Head Commercial Performance Emerging Europe – SVP, Slovakia | 07/2012 – 01/2014



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

Director Marketing, Sales & Logistics Azerbaijan – VP | 01/2011 – 06/2012
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
Senior Consultant Commercial Strategies | 11/2004 – 04/2008



CEMS (Community of European Management Schools), **CEMS Master in International Management** | 1999-2003
CEMS Exch. Semester, University of St. Gallen | 2001
CEMS Exch. Semester, UCL, Louvain la Neuve | 2000
CEMS Exch. Semester, CBS, Copenhagen | 1999

European building services & maintenance | engie.com ↗
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



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

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

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 founded a construction-tech startup that, while ultimately unsuccessful, provided me with invaluable experience in dealing with investors, external partnerships, technological development, and a heightened focus on customer needs.

While serving as a Commercial Director in Azerbaijan, I took the initiative to propose a comprehensive overhaul of the corporate HQ's commercial organization in Europe. This involved enhancing skills and competencies assessment across job families, designing individualized development programs, and implementing more effective incentive structures. After receiving approval from the Executive Committee, I was entrusted with developing and leading the 'Commercial Organisation Excellence' initiative for Europe. Overseeing a team of 100 professionals spanning 15 countries, I successfully guided 400 members of the commercial workforce through this transformational program.

Amid the global financial crisis, I received unwavering support from my superior, who oversaw Emerging Europe, Russia, and Azerbaijan. This backing enabled me to lead a pivotal shift in our reorganization strategy for Eastern Europe and the CIS/Caspian region, emphasizing market dynamics over asset-centric perspectives. Despite facing significant resistance from area managers, we successfully crafted and executed a plan that prioritized the well-being of the workforce. This initiative not only yielded substantial cost savings but also equipped these regions to adeptly navigate future market uncertainties. Moreover, it instigated a fundamental shift in strategic thinking, moving from a country-centric approach to a more comprehensive continental perspective.

At the age of 39, I concluded my intensive and successful corporate career with the goal of mastering and excelling in a second career as an entrepreneur focused on leadership and human capital development. My aim is to match, if not surpass, the level of expertise I attained in my previous role, drawing on my solid executive experience, a highly pertinent Master's degree, ongoing professional development, and a vision to elevate leadership development through coaching to new heights.

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

My inherent curiosity and love for exploration have fuelled my passion for travel. I have had the privilege of visiting 70 countries to date. However, following my departure from the corporate world and the frequent travel it entailed, I have found a new appreciation for my home country, Switzerland, and reconnected with it primarily through cycling, covering a 30,000 kilometers in the past four years

Greetings, I'm Björn, an accomplished leadership coach based in Zurich, Switzerland. My focus is on partnering with senior executives in multinational corporations spanning diverse industries and profiles.

With a career spanning 17 years, I've worn various hats as an executive, consultant, and in operational roles. My journey has led me to reside in seven countries and work in over 50, across all continents.

In 2020, I proudly completed my Master's in Change Leadership from HEC Paris and the University of Oxford. Additionally, I devoted 12 months to coaching training, obtaining professional certification as a coach and becoming a certified Hogan assessor.

My rich professional background, coupled with my extensive educational foundation, provides me with a multifaceted perspective on both the theory and practice of effective leadership. Working with leaders from diverse cultural backgrounds has endowed me with a profound understanding of the challenges and opportunities inherent in today's globalized leadership landscape.

However, my ultimate goal as a coach extends beyond knowledge-sharing. It centers on making a meaningful impact on the development of leaders. I firmly believe that every leader possesses the potential to drive positive change in their organizations and communities. It is my passion to help them unlock that potential and realize their full capabilities as leaders.

With utmost dedication to your leadership journey,

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
PROGREZR
dashboard for professional coaching



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 in Change Leadership
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 SVP
\$6.5bn Merger Integration Team Member
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:

- SVP Head Customer Excellence Europe 14-15
- VP 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