



**Andreas Jans, Ph.D.**  
Hogan Coaching Network

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**Leadership Development**

**Executive Coaching**

**Talent Management**

**Succession Planning**

**Change Management**

**Business Transformations**

**Background**

Andreas has nearly 20 years' experience in the areas of Leadership and Management Development and HR paired with strong business acumen and a multi-disciplinary background. He has extensive experience in talent and succession management, leadership development, and change management as well as executive coaching. He has lived in Europe, the US and Asia. Furthermore, he has worked in 30+ countries.

He offers a unique blend of in-depth business insights and psychology to help executives and entrepreneurs, teams and organizations create sustainable change in business results. He assists them in forecasting performance and addressing gaps in an effective way.

Andreas has successfully led and created value in business transformations and change management initiatives, acquisitions and talent management processes and senior executives coaching programs.

**Professional Experience**

*Founder of For Performance, Leadership Development and HR Consulting*

*Global HR Business Partner, Merck Serono*

*Global Head of Management Development, Merck*

*Progressive technical and management positions, Merck and Daimler*

**Education**

M.B.A, Business Administration, University of Giessen

PhD, Business Administration / Psychology, University of Giessen

Masters, Coaching and Consulting for Change, INSEAD

**Client Experience**

Pharma and Biotech, Health Care, Automotive, Chemicals, NGOs, Academic Organizations, IT, Trading and Professional Services