



Andreas Jans, Ph.D.
Hogan Coaching Network

Leadership Development

Executive Coaching

Talent Management

Succession Planning

Change Management

Business Transformations

Background

Andreas has more than 20 years' experience in the area of Leadership Development and HR paired with strong business acumen and a multi-disciplinary background. He has extensive experience in executive coaching, talent and succession management, and change management. He lived in Europe, USA, and Asia. Furthermore, he has worked in 30+ countries.

Based on that he offers a unique blend by combining in-depth business insights with psychology to help executives and entrepreneurs, as well as teams and organizations, to create sustainable change in business results by 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 in addition to coaching programs for senior executives.

Professional Experience

Founder of For Performance, Leadership Development and HR Consulting
Global Head of Learning, Merck

Global Head of HR for Emerging Markets, Merck Serono

Global Head of Management Development, Merck

Progressive technical and management position, Daimler and Merck

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

Adidas, Airbus, Bank of Singapore, BASF, Bosch, Cargill, Cisco, Coca Cola, Covidien, Dell, Fresenius Kabi, Generali, GM, Goldman Sachs, Google, HP, Intel, Maersk, McDonalds, Microsoft, Munich Re, Philips, PWC, Samsung, SAP, Sheraton, Siemens, Swisscom, Syngenta, Tata, Unilever, Walt Disney