



Consultant profile

Philip Dönhoff

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Philip Dönhoff supports companies and managers through change processes and periods of crisis. His holistic approach as a management consultant and systemic coach considers both hard, measurable factors, such as performance indicators and structures, and soft factors, such as values, behaviour and ways of working.

He sees consulting and coaching as typically including an offer to support clients through the different stages of a crisis or change, where required. His holistic approach therefore combines these two fields with operational management. As a consultant, he shares experience, knowledge and analytical expertise. As a coach, he addresses issues relating to the client's personality and their role as an entrepreneur or manager. As an operational manager, he takes a hands-on role and actively supports the implementation of development initiatives.

Experienced partners from an established network are brought in according to the task and the client's needs. This provides access to a wide range of skills, experience and qualifications.

Areas of expertise: management consulting

- Strategy development and implementation
- Change management and transformation
- Organisational development
- Project consulting
- Media and communications consulting

Areas of expertise: systemic coaching

- Support through change processes
- Reflection and sparring for managers
- Organisational and team development
- Conflict prevention and crisis management
- Individual, team and project coaching

Areas of expertise: operational management

- Project leadership and management
- Delivering change processes
- Interim management
- Business model development

Further areas of expertise

Sectors	Cross-sector, with a focus on media, industry and non-profit organisations
Typical clients	Medium-sized companies, organisations and managers
Client roles	Entrepreneurs, supervisory board members, C-suite executives, managing directors, department heads and team leaders
Geographical coverage	Berlin, Germany/Austria/Switzerland and Europe
Working languages	German / English
• Supporting change processes: change management and transformation • Strategy development • Executive coaching: reflection and sparring for managers and entrepreneurs • Coaching alongside projects • Team coaching / group coaching • Organisational development and optimisation of operational processes • Facilitation of workshops and team meetings	

About Philip Dönhoff

Philip Dönhoff has many years of leadership experience in companies operating nationally and internationally. His business practice rests on a solid foundation: vocational training in wholesale and foreign trade, a business administration degree specialising in marketing, an international MBA and, subsequently, training as a systemic coach.

In his professional field, the digital economy, innovation, change and development have traditionally been as important to success as a commitment to values and sound business practice itself. In this context, he has been shaped both by his practical experience of actively developing innovative markets and by his work in traditional management and the leadership of media companies. From the outset, Philip Dönhoff has worked in markets undergoing fundamental change driven by digitalisation. Looking at these developments through a digital lens, he has actively worked at the forefront of education, music, journalism, publishing and travel. Digital transformation remains relevant in these sectors and will spread to many other areas in the near future. The associated changes are the focus of his interests and work.

His professional experience is complemented by a wealth of experience from living in different cultural and social settings. Alongside his professional work, Philip Dönhoff lectures on "digital change" at universities in Berlin and is involved in various non-profit organisations. He also draws inspiration from his interest in travel, periods of study and work elsewhere in Europe and in the USA, and his early years in Africa. He currently lives in Berlin with his wife and two children.

Qualifications

- Systemic coach: certified by the artop Institute (Humboldt University, Berlin) and recognised by the DBVC.
- Executive MBA (Steinbeis Berlin, SDA Bocconi Milan, STERN BS-NYU New York), with the following specialisms:
- Leadership: leading and changing; the role of a modern leader and change agent, Mark McGregor
- Strategy development and strategic leadership, Prof. Dr. Markus Venzin (SDA Bocconi, Milan)
- Organisational development
- Innovation management, Prof. Volker Trommsdorff

- Diplom-Kaufmann (German degree in business administration), specialising in marketing: HAW, Hamburg
- Qualified wholesale and foreign trade merchant: Ferrostaal AG, Essen
- Military service with officer training (Munich)
- Over 20 years of hands-on leadership experience (large corporation, SME, start-up)
- Self-employed with his own company since 2010
- 10 years of experience advising companies
- Extensive experience with CSR projects and non-profit organisations
- Lecturer at universities on "digital change"
- Two native languages: German and English
- Grew up in Africa
- At ease in different cultural and social settings

Professional experience

- Chili Science Media GmbH, managing director (Berlin)
- Travelzoo Inc., General Manager Germany/Austria/Switzerland (Munich, New York)
- Netzeitung Gruppe, managing director (Berlin)
- ORKLA Media Sales GmbH (OMS), managing director (Berlin)
- Bertelsmann AG: STEP 21, project leadership (Hamburg); BMG Interactive, project management (Hamburg); BMG Entertainment, business development (New York)
- Ferrostaal AG, vocational training (Essen)

Coaching approach

Philip Dönhoff shows a high degree of consistency between his attitudes, behaviour and actions. A realistic assessment of himself has helped him develop values that he applies in the client's interests. He can direct his actions, emotions, motives, values and all his other abilities, experience and skills towards the client and their change issue. Within a systemic framework, he also considers the effects of change elsewhere in the company or organisation.

He has a sound understanding of the client's subject area and uses it in their interests. He works within the client's frame of reference and engages with the substance of the coaching on equal terms. His professional, methodological and practical knowledge and skills allow him to initiate and support change creatively. He develops methods and tools creatively as the situation requires and adapts them to the client's personality and circumstances to provide the best possible support during change.

Philip Dönhoff is interested in each person's uniqueness and approaches the client and their context without prejudice. His work is appropriate to the situation and attentive to relationships, treating those involved in the process with appreciation and respect. He is equally at ease with senior executives, at the workbench of an industrial company or in an artist's studio. His approach combines a broad perspective, systemic understanding and a strong capacity to empathise with different viewpoints.

Coaching capabilities

- Many years of personal leadership experience in companies of different types and sizes
- Several years of extensive consulting experience

- Understanding of management processes and knowledge of established leadership approaches
- Knowledge of the business environment and its key roles
- Authenticity, personal integrity, congruence and the capacity for self-reflection
- Systemic thinking and flexibility in addressing different subjects
- Social skills in working with others
- Varied personal life experience, including in cross-cultural settings
- A firm approach and a high tolerance for frustration
- A range of methods and flexible use of the methods appropriate to the situation
- Neutrality, including moral neutrality, freedom from prejudice, independence and openness
- Empathy, emotional understanding and the ability to listen
- Critical loyalty to the client and absolute discretion

Contact

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