

Anders Fleischer

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Profile

Anders Fleischer is an internationally active and recognized Executive Coach with 20 years' leadership experience in a variety of roles (coach, general manager, sales/marketing and operation). His main area of focus is executive one-to-one coaching with additional activities in team-building, facilitation and consulting. Having lived and worked in many different countries, he has a broad expertise with cross-cultural issues, in both business and people management

Tool and Case examples

Executive Coaching – One-on-one leadership coaching linked to client leadership style and overall business goals.

Teambuilding/Facilitation – Individual and team development around healthy and production team working approaches.

360 Feed-back – In-depth analysis and action planning based on feed-back from superiors, peers and subordinates

MBTI I & II – Personality profiling as a starting point for greater self awareness and team development

Consulting – Systemic approach to organisational development

Extract of Customer references

IMD (Institute Management Development) – Switzerland

UBS – Switzerland

World Economic Forum – Switzerland

Nokia – Finland

SwissLife - Switzerland

Unilever – Switzerland

Nestle - Switzerland

Allienz – Germany

DSM – Switzerland / Holland

Roche – Switzerland

A.P. Möller Maersk –Denmark

Shell – UK / Holland

Experience

RIGHThought GmbH

Coach/Managing Director

Oct '02 - present

Switzerland/Singapore

- Individual executive coaching around leadership development and performance optimization
- Combination of individual and team coaching, with focus on creating team coherence and optimal performance
- Extensive use of feed-back and personality tools in the creation of client self awareness.

Major achievement: Optimized the team working of Global HR leadership team for large industrial company.

Nokia Network

General Manager

Aug '01 - Sep'02

Singapore

- The GM had full business responsibility, with profit/loss, customer relationship and people management (group of 50).
- Through customer relationship management and operational excellence increased profit with 30% on a 100m Euro turnover.

Major achievement: Secured a long-term 250 MUSD new technology (3G) contract.

Nokia Network

General Manager/New Mobile Business Unit

Jul '99 - Jul'01

Singapore

- New Mobile Business (APAC) was a combined marketing and sales function established with to increase market share in the cellular equipment market.
- Successfully created and implemented a vendor replacement strategy in several markets.

Major achievement: Penetrated new market through vendor replacement with sale in excess of 120 MUSD

Nokia Network**General Manager/Operations**

Aug '97 – Jun '99

The Netherlands

- GM for operation in The Netherlands, Belgium and Switzerland.
- Successfully managed a heavy expansion of the business unit to over 500 employees
- Full P/L with a turnover of 130m Euro, Customer Contact, Strategic direction
- Seat on the Nokia company board of NL, B and CH.

Major achievement: Responsible for the roll-out of a complete GSM network with over 400 sites, from greenfield to soft launch in 10 month.

Nokia Network**Head of Operations**

Jul '95 – Jun '97

China

- Managed all service deliverables for network projects in P.R.China.
- Through focus on growth management & competence development expanded turnover from 10m USD in '95 to over 65m US\$ in '97
- Extensive customer contact over most of China.

Major achievement: Established a professional, well trained and largely local operations unit in mainland China.

Nokia Network**Project Manager**

Jun '94 – Jun '95

Norway

Nokia Network**Project Manager**

May '92 – May '94

Denmark

Electroluma**Project Manager**

Oct '91 – Apr '92

Denmark

PA Consulting Group**Management Consultant**

Sep '89 – Sep '91

Denmark

Education

Master of Advanced Business Practice (Cross Culture)

Dec '11 University of South Australia Zürich

Master of Social Science (Counselling)

December '03 University of South Australia Singapore

Bachelor of Business Administration (Logistic)

June '92 Copenhagen Business School Denmark

Bachelor of Science (Engineering)

July '89 Copenhagen Technical Collage Denmark

Training & Certifications

- Global Leadership Competence model – IMD – '09
- Management Research Group – LEA 360° Instrument - '07
- Management Research Group – Personal Direction - '08
- PDI - Profiler 360 tool
- MBTI I and II Personality Instrument – '02
- Strategy – Michigan Business School – '01
- Mobilizing People – IMD – '97
- Networker – Nokia Senior Leadership/IMD – '95
- Project Management – European Leadership School – '93

Languages

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|----------------------|----------------|
| - Danish | Mother tongue |
| - English | Fluent |
| - Swedish, Norwegian | Good |
| - German | Conversational |

Personal details and interests

- Married to Päivi
- Date of Birth 16.03.1964
- Swiss B Residence permit
- Interests include long distance running, mountain biking, travelling and cooking