



## Dr. Paul Schürmann

- Studies in psychology and business administration in Münster and Munich, Germany
- Ph.D. dissertation on "Changing Social Values and Consumer Behavior"
- Professional experience in market research and at two Munich-based consulting firms
- Additional training in transactional analysis and NLP (Master Practitioner)
- Licensed facilitator for MBTI®, HDI® and DISG®
- 1994-2007 Managing Partner at SHS Business Consultants in Munich
- Since 2008: Managing Partner (CFO) at Munich Leadership Group

### Focus of consulting and training work

- Leadership training in the context of integrated executive development programs
- Self-development training programs
- Team development for work and project teams
- "Train the trainer" seminars
- Executive coaching
- Designing change processes for organizations

### A few useful principles

On professionalism ...

Set your standards high and keep them high!

On change ...

To get new answers, you have to ask new questions.

On not losing touch with reality ...

Grant me

the serenity to accept the things I cannot change

the courage to change the things I can, and

the wisdom to know the difference.

On personal responsibility ...

You are responsible for the things you did not do when you would have been the right person to do them.

On personality ...

The key to a successful personal and professional life is to always be yourself rather than what others expect you to be.

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