

Axel Steiger

Axel Steiger is a talent management practitioner with more than 25 years related experience.

His consulting firm specializes in growing current and future leaders, identifying high potential leadership talent and sustaining organizations for the long-term through customized leadership and organization development approaches. He helps organizations design and implement selection and development processes, build competency models, and create change strategies. He also provides executive coaching, career planning and counseling and facilitates multi rater feedback assessments.

Axel brings to his consultancy an extraordinary set of skills and experiences developed over a career that include senior HR roles at Warner Lambert, PepsiCo, Kraft Foods and Philip Morris in Europe and in the United States.

A selection of his accomplishments is listed below:

Company-wide Leadership Models -Global implementations of Lominger® based talent management strategies, impacting processes such as performance management, succession planning, staffing, individual development and training. These large scale, multi-year projects impacted several thousands of managers in 60+ countries.

Executive Coaching - Participated in the development and implementation of an organization-wide executive coaching strategy. The comprehensive strategy addressed the business case for coaching and provided broad principles to guide application. In addition, an initial cadre of qualified coaching and development resources was identified.

The strategy was rolled-out across the globe for a multi-national consumer products company. He also served as a coach with numerous executives in Europe, Asia, Latin America and the United States.

Executive Staff Strategic Workshops -

Designed and facilitated executive team sessions utilizing sophisticated research-based analysis to identify strategic organizational capabilities critical to profitably growing the business. Individual 360 assessments were used to link personal competency development to long and short-term business success. This approach has been successfully used with region and country-level business teams and was adapted to work with senior functional teams with world-wide responsibilities.

Strategic Staffing & Selection - Assisted in developing and implementing organization-wide staffing strategies featuring targeted success profiles and competency based behavioral interviewing as well as training for HR professionals responsible for implementing the strategies locally.

Succession Planning Processes - Implemented company-wide processes for assessing and calibrating leadership talent for international organizations. Team-based reviews were utilized for identification and development of critical talent pools, including high potentials, resulting in long-term talent management strategies.

Axel is certified in all of the Lominger Products of the Leadership Architect® Suite of tools. He earned his degree in Political Economy from the University of Freiburg, Germany.

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