



Thorsten Guhr

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Date of birth: 1964-04-29

Nationality: German

1. Career and Achievements

PAWLIK Consultants GmbH
Consultant, Coach and Trainer

since Mar. 2017

Pawlik Alliance Partner in the expertise areas coaching, training, culture change, learning architecture, leadership performance, personnel diagnostics, process management, talent management and sales excellence

GUHR CONVERSULTING
Management-Consultant and Executive Coach

since Jan. 2010

Consulting and coaching of managers and management teams in the context of an holistic management-process-architecture-approach; diagnosing the management effectiveness of individuals and teams, of specific organisational units or an overall organisation; trainings related to all elements of a management-process-architecture (MPA); coaching of managers and management teams during the completion or optimisation of their management processes and in cases of practical transfer into real life; integration and adjustment of MPA in/with standardized management systems (ISO 9001, ISO 14001, BS 18001, etc.)

AIDA CRUISES, Rostock
Director HESS Policy & Compliance

Dec. 2010-Feb. 2012

Responsible for Health, Environmental, Safety and Security (HESS) policies and compliance, external and internal auditing, fleet training, risk management and strategic maintenance of the company's Integrated Management System; representative of AIDA Cruises in international organizations, governments, industries, classification societies, maritime trade organizations and various government and non-government organizations.

GERMANISCHER LLOYD AG, Hamburg
Head of Corporate Quality
Senior Vice President

Mar. 2007 – Dec. 2009

QOHS (Quality, Occupational Health and Safety) Management-Representative of Germanischer Lloyd Group; since July 2007 Chairman of the Quality Committee of IACS (International Association of Classification Societies); responsible for a team of 22 auditors, process- and OHS specialists as well as coordinating an international team of more than 30 Quality Managers with regional responsibility.

GERMANISCHER LLOYD AG, Hamburg
Head of Division Strategic Sales
Vice President

Oct. 2005 – Dec. 2007

Initial organisation and setup of a coordinated global sales force and integration of a Strategic Sales Division into a traditional Classification Society;
Starting with a team of 30 employees and finally responsible for a total staff of 100.

MARKEM GmbH, Krefeld
Key Account Manager
OEM Sales Manager Germany

Sep. 2000 – Sep. 2005

Responsible for customer relationship management for all German manufacturers of packaging machines and packaging lines, system integrators, distributors, agents, consultants and engineering offices, with an annual turnover of app. 4 million EUR.

DNV GERMANY GmbH
Operations Manager Germany
Certification of Materials and Components
District Manager
Certification of Materials and Components
Management Trainee

Feb. 1996 – Aug. 2000

AMP DEUTSCHLAND GmbH
Sales Engineer
Electro-mechanical interface devices

Jan. 1994 – Jan. 1996

2. Military Career

FEDERAL GERMAN NAVY
Career Officer
Final rank: Lieutenant Commander

Jul. 1982 – Dec. 1993

3. Education

MASTER OF MANAGEMENT
Malik Management Zentrum St. Gallen

Jun. 2009 – Feb. 2011

DIPLOM INGENIEUR
(Master degree in mechanical / naval engineering)
University of the German Armed Forces Hamburg /
Technical University Hamburg-Harburg

Oct. 1983 – Jul. 1987

4. Training

INTERNATIONAL SAFETY MANAGEMENT

Germanischer Lloyd Academy
Designated Person Ashore (DPA) Training

Oct. 2011

MANAGEMENT

Malik Management Zentrum St. Gallen
Management Praxis Online (MPO modules 1-20)
Effective Quality Management
Corporate Strategy
Management of Complexity – Open Syntegration

Jul. 2008 – Aug. 2009

Nov. 2007

Sep./Nov. 2006

Jul. 2003

COACHING

Führungsakademie Baden-Württemberg

Sep. 2009 – Jan. 2011

QUALITY MANAGEMENT EOQ

Quality Auditor, certified
Quality Manager, certified
Deutsche Gesellschaft für Qualität (DGQ)

Jul. 2009

Jun. 2009

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

OHS Management Representative / Internal Auditor
Deutsche Gesellschaft für Qualität (DGQ)

Nov. 2008

5. Other skills

German: native speaker
English: fluent, written and spoken
French: fluent, written and spoken

Experience of WINDOWS, MS OFFICE applications and MindManager

6. Privat

Married: son (19)

Hamburg, 22.04.2017

