



# Rolf Pfeiffer

## MANAGING PARTNER

### OVERVIEW

His clients often say that Rolf helps them to increase their effectiveness and to achieve outstanding results by taking on new perspectives on their decisions and activities.

His executive experience includes a CHRO role driving a very successful post-merger integration in the pharmaceutical world and a successful restructure in the professional services world. He also brings 17 years of global executive development experience to the table, and this includes a combined 15 years' worth of managing partner experience.

### APPROACH

Rolf combines executive advisory, consulting and business experience into a characteristic blend that helps his clients navigate the dynamics of their organisational environment effectively. His clients value him for being highly pragmatic with a solid foundation in key concepts of organisational development, strategy formulation and personal change.

Rolf will likely ask at least one more question than you expected, and his clients benefit from vivid metaphors that he'll bring to the conversation.

Having worked with > 1000 leaders from all continents based on their 360s, he can quickly identify key stakeholders and how to enhance the leaders' impact in complex environments.

### CAREER HISTORY

Rolf started out in the consulting world for almost 10 years, with progressive responsibilities including an associate partner-level role as one of 12 regional HRDs globally for Accenture. He then moved into the pharma/biotech industry and was on his way to global executive roles when a management appraisal helped him to uncover what he really wanted to focus on: executive development. Upon completing executive coaching training, he started out with two colleagues in 2006 to build an executive development firm that now enjoys a market-leading position in Germany. From 2008 to 2019 he also was a senior coach and facilitator for the Center for Creative Leadership, working with leaders from all continents. He joined Bernotat & Cie (now S&P Executive Advisory Partners) as one of two managing partners in 2018.

Fellow of the Institute of Coaching (IOC), Harvard, and Co-Host of the IOC EMEA Roundtable.

Honorary positions include Chair of Commonpurpose Germany and Vice-Chair of the Foundation of the British Chamber of Commerce in Germany.

### PERSONAL

A German national, Rolf holds masters' degrees in business administration from TU Berlin and ESC Toulouse (now Toulouse Business School). He lives just outside Frankfurt with his wife, 2 children and the family dog. Rolf enjoys walking the dog, playing tennis (with family and friends), a good summer barbecue and vintage cars.