

Tilman Spohr



Management Consultant • Executive Coach and Sparring Partner • Transformation Companion

Following my international business studies and over 15 years in senior management roles — including CEO, Managing Director, and General Representative — I have worked independently since 2010 as a management consultant, facilitator, and executive coach, supporting organizations and leaders through demanding transformation processes.

I bring together top-level management experience, international consulting expertise, and hands-on leadership development — with strategic foresight, cultural sensitivity, and a systemic perspective. Clients value my combination of analytical depth, execution focus, and trust-based partnership.

Consulting Focus Areas

- Development and refinement of **purpose, vision, mission**, and corporate strategy
- Market, customer, competitive, and go-to-market strategies
- (Re-)organization, incl. facilitation of executive teams and team coaching
- Design of profitable business models and customer relationships
- **Transformation and change architecture**, incl. post-merger integration
- **Cultural transformation** and the development of high-impact corporate cultures
- **Leadership development**: programs, formats, and C-level sparring
- Industries: **Technology (IT, MedTech), Financial Services, Manufacturing, Services**
- Clients: **Corporates, mid-sized firms, start-ups — often private equity portfolio companies**

Coaching Focus Areas

- Personal and strategic alignment for senior leaders
- Leadership effectiveness, self-reflection, and role clarity
- High-level communication (e.g., board meetings, internal dialogues, client interactions)
- Stakeholder and conflict management (including international contexts)
- Resilience, stress management, and self-leadership
- Career development, professional reorientation, and life transitions
- Team development and leadership coaching in transformation environments

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Selected Professional Experience

- Founder and Managing Partner, **XVISORY GmbH** (since 2010)
- CEO, Chairman of the Executive Board, and Board Member (IT company)
- Managing Director, international business services group
- General Representative Germany, global insurance corporation
- > 10 years Senior Consultant at international management consultancies
- Lecturer at **Swiss Finance Institute, University of St. Gallen (HSG), Lucerne University of Applied Sciences**

Education & Certifications

- Master's degree in International Business (Diplom-Kaufmann)
- Vocational qualification in Insurance and Finance
- Certified Coach (**ICF, DBVC, IOBC**)
- Advanced training in systemic consulting, personality diagnostics, and leadership

Personal

Father of three adult children.

Passionate about nature, sports, social engagement, and intercultural exchange.

For many years, I was also an instructor and trainer for a ski instructor team — with a focus on technical skills, team leadership, and talent development.

Lifelong learner — inspired by people, cultures, technologies, and diverse realities.