

## **Hermann Fischer, M.Econ.**

Faculty Member Lorange Institute of Business Zurich



### **Teaching and Research:**

Psychology, Human Resources Management

Hermann Fischer is a Business Psychologist based in Geneva, Switzerland. He completed a B. Econ. (Psychology and Economics), Hons. B. Econ. and an M. Econ. in Organisational Psychology, followed by a two year internship, and currently is Managing Partner of BPI. He specialises in leadership development and change management within multinational organisations, focusing on individual and teams. After an organisational career as Consulting Psychologist with a major international insurance company, he concentrated on a consulting career. Organisational assignments typically include strategy sessions, organisational development and restructuring. Individual assignments typically include one-to-one coaching, leadership development and team building.

Over the last two decades, he has participated in leadership development initiatives with companies such as PwC (globally), Jabil Circuit (USA), Alcatel (France), Ciba (Switzerland), ING Group (The Netherlands), Generali (Italy), Grundfos (Denmark), Vestas (Denmark), Anglo American (SA), De Beers Group (SA), Baxter (USA), Swiss Life (Switzerland), Thyssenkrupp (Germany), Akso Nobel (The Netherlands), Deloitte and Touche (UK), Unilever (Russia), Tetra Pak (Switzerland/Sweden), Volvo Car Company (Sweden), Nokia (Finland), Grundfos (Denmark), Fresenius (Germany), Swarovski (Austria) and Mahindra (India). He works at executive and senior management level as well as with high potential programmes.

His cross-cultural experience was gained from working in Western and Central Europe, Scandinavia, South East Asia, the Near East, Africa and India over the last

25 years. He also acted as an Executive Coach on a one-to-one basis with several of the above multinationals such as Anglo American Corporation (UK), De Beers Group (SA), to name only a few. As a partner in BPI, most of this work involves the facilitation of customized executive programmes for prestigious global companies.