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[hello@northofneutral.com](mailto:hello@northofneutral.com)

## bio • wolfgang gattermeyer

Wolfgang's strength is the combination of a business focus, his engineering background and decades of experience of what it takes to help organizations and individuals change. He applies his outcome oriented coaching both to team as well as to individual mandates.

Prior to becoming an executive coach, Wolfgang spent 23 years with Accenture, of which he served 13 years as a Partner. His client base included blue chip companies like Triumph, Effem, Mars, Henkel, Colgate or Nestle where he designed and implemented successful change programs. Wolfgang also created and lead Accenture's Change Management practice in German speaking markets. Under his leadership the practice grew to over 400 consultants, providing services like Organizational Design and Development, Leadership Development and Journey Management.

Wolfgang has worked as an executive coach and strategic advisor since 2005, with assignments in Europe, the Near East and the US. He is a senior coach at INSEAD's Global Leadership Center and has partnered with other leading business schools, both in the US (i.e. Wharton) and Europe (i.e. ESMT Berlin). His coaching philosophy is: if you want to change, you can. Wolfgang's depth of listening, breadth of perspective and strategic, whole-systems thinking is grounded in his longstanding work with a global set of clients from multiple sectors, industries and disciplines.

Wolfgang holds a diploma in industrial engineering from the University of Esslingen (Germany) and in Clinical Organizational Psychology from INSEAD. He has trained as a high performance business coach in the UK and is certified to use a wide range of psychometric instruments. He has published articles and books on Change Management. Besides being an executive coach Wolfgang is active as a restructuring and turnaround manager in an owner operated approach. And he currently holds six external board memberships in the professional services field and the manufacturing industry.

Austrian by birth, Wolfgang is fluent in German and English and lives with his wife and four daughters near Frankfurt, Germany. A risk taker with a generous heart, Wolfgang might take his 911 for a spin on the Autobahn, try his luck at poker, or engage in and drive local charity organizations.

