



## CV Darius M. Ghiai

### **Personal:**

Date of Birth: 09.March 1968

Nationality: German

University Degree: Master in Psychology

### **Business Background**

- Since 04.2007 Visiting Professor Ashridge Business School
- Since 01.2007  
**Founder and Owner of COMMITIS, International Leadership Development and Coaching ([www.commitis.com](http://www.commitis.com))**
- 1999- 12.2006:  
**Founder and Owner of DMG Consulting, Leadership Development**
- 2001- 12.2006  
**Global HR Manager Management Development / Corporate HR/ Management Development at Merck KGaA, Darmstadt**

### **Tasks/ Achievements:**

- Development and Implementation of the Global Leadership Curriculum for the MERCK Group
- Modification and supervision of parts of the IMP, the International Management Program for Middle Management of the Merck Group, focus on individual development of the talents
- Conceptualization, implementation and supervision of divisionally customized German and international Leadership Development- and Training programs
- Selection, supervision and evaluation of external Trainers, consultants and coaches, contact to international Business Schools
- Organizational consulting and development (e.g. Change Management, Performance Management, 360° Feedback, Team Development Processes etc.)
- Delivery and facilitation of specific trainings and workshops
- Regional and international Projects on HR Development programs

**Further business relevant activities**

- **2000 – 2001**
  - **Interimsmanagement COO in an Internet Start- Up, responsible for HR and Sales (Conception, Implementation, Marketing, Leadership)**
- **1989 - 1996**
  - Self – employed Financial Consultant for „Kindermann & Partner“ in Stadthagen and „Allgemeiner Wirtschafts- Dienst“ (AWD), Bielefeld; financial brokers
  - Sales Director Germany East for the „Regionale Beratungsunion“ (RBU) in Rinteln and Magdeburg (Financial Broker), Leadership for up to 25 Sales Managers, conceptualization and facilitation of trainings in the fields of Sales, Motivation and Products.
  - Serving as paramedic instead of army service

**Further Qualifications:**

- Languages: German: mother language, English: professional level, French: basic level
- Qualified therapist holding the `Primary`- und `Advanced` Certificate in Rational Emotive Behavioural Therapy after Albert Ellis, Institute for Rational Emotive Therapy, New York City, N.Y.
- Licensed trainer “ISIGHTS DISCOVERY“, Typology- and Communication
- Licensed Coach with “TRIGON“ Organizational Development, Austria
- Member of the “ICF“- International Coach Federation

Darmstadt, August 2007