

Profile & Portfolio

Darius M. Ghiai

Master Organizational & Clinical
Psychology

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Darius Mathias Ghiai...

...is founder and owner of “COMMITIS- International Leadership Development & Change”, based in Germany and Associated Fellow of the Ashridge Business School in UK.

His passion and expertise is consulting, facilitating, teaching and coaching companies, teams and executives in the fields of “Leadership”, “Organisational Change”, “Team Development” and “Personal Growth”.

His Master in Organizational and Clinical Psychology, Corporate and Sales functions, several years of experience in consulting, facilitating and coaching, combined with continuous learning are providing the platform for his professional services. Darius’ business career includes serving 5 years in the function of the Global HR Manager Leadership Development for a namely internationally operating pharmaceutical and chemical company, being responsible for Corporate Leadership, Consulting, Coaching, Organizational and Team Development

Earlier, he followed the call to take the position as COO of an internet start-up company, where he was responsible to build the sales force and strategy, and to coordinate all HR related issues. Before, 7 years of Sales and Sales Team Leadership experience in financial services allowed him to enter business life and develop his entrepreneurial skills at an early stage and parallelly to his studies.

Approach

Our approach is based on involvement and interaction of the respective parties, believing in the resources to be found in individuals and teams to develop appropriate solutions to current and future challenges.

Providing knowledge and expertise where necessary, our work is to a large extent based on creating and providing processes to our clients to find their best way to work towards the desired goal.

Proper analysis, employing the whole range of tools and methodology appropriate, from interviews over workshops to online surveys, is the foundation of any proposals and planning of activities to serve the client's need to the best.

Our work is characterized by a systemic and holistic approach, as well as by a high degree of involvement and interaction in all client centred interventions on the way to achievement and growth.

We understand ourselves as your partner in all Strategic, Organizational and Leadership Development processes, to foster your interests with our expertise and support or performance and growth.

For further information we would like to invite you to visit us at www.commitis.com – or writing us under info@commitis.com – we are looking forward to getting in contact.

Portfolio

Organizational Development

Consulting on strategy & implementation, concept & facilitation of workshops and trainings, coaching of key persons, "Organizational Diagnostics"

Change Management

Consulting on strategy, communication & implementation, concept & facilitation of workshops and trainings ("Organizational Diagnostics", "Change Leadership Training & Coaching", "Organizational Change Facilitation", "Team Change"), coaching of key players in the organization from "C"- level downwards

Leadership Effectiveness

Consulting on "Corporate Leadership Development" strategies and programs, concept, implementation and delivery of tailored "Leadership Development" trainings and workshops, individual coaching

Team Development

Concept & facilitation of workshops on "Team Building", "Team Development" and "Conflict Resolution" ("Mediation")

Individual Potential Analysis/ 360° Feedback Profiles

Education

- Master in Clinical and Organizational Psychology
- Certified/ trained in
 - Certified "Virtual Facilitation" Expert
 - Certified "The Leadership Circle" Facilitator
 - Certified HOGAN Assessor
 - Certified Insights MDI/ Insights Discovery Facilitator
 - Certified Team Leadership Facilitator
 - Systemic Master Coach TRIGON
 - Systemic Master Coach NLP
 - Change Leadership/ Organizational Development
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Darius M. Ghiai- Professional Landmarks:

Since April 2007:

Teaching Associate at Ashridge Business School, UK

Since August 1998:

Founder and owner of COMMITIS, Leadership Development & Change

(www.commitis.com)

International consulting, facilitation, training and coaching in the fields of organizational development, change, leadership development, team development and executive/ professional coaching. Individual Potential Assessment/ 360° Feedback

December 2001- December 2006

Global HR Manager Management Development at Corporate HR/ Management

Development for a big German globally operating Pharmaceutical & Chemical Corporate

- Development and global implementation of the global “Merck Leadership Curriculum”
- Responsible for development and facilitation of the individual development interventions for the global talent program IMP (International Management Program)
- Development, implementation and facilitation of need- specific designed consulting and training programs for the different business units
- Assessment, selection and coordination of external coaches and trainers for the leadership programs and the coach pool
- Continuous improvement of the programs in place
- Organizational consulting and development (i.e. Change Management, team development, implementation of 360° feedback together with the unit of talent assessment etc.)
- Set up, consulting on and coordination of regional and international HRD projects

Overview Clients

Audi AG	Mounting Systems GmbH
Balda Medical GmbH	Ortho Clinical Diagnostics GmbH
BASF SE	Otsuka Pharma GmbH
BAYER Healthcare Vital GmbH	PHD inEurope GmbH
BILFINGER SE	Porsche Consulting GmbH
CHC GmbH, Merck Consumer Healthcare Holding GmbH	ROCHE Diagnostics
CSA Group Europe GmbH	SAMAS Deutschland GmbH
COVIDIEN EMEA	SANDOZ Industrial Products GmbH
DANONE Deutschland GmbH	SARTORIUS Corporate Administration GmbH
DHL Global Logistics	SELLIGENT IT Solutions
DOC Ortho GmbH	SIEMENS Healthcare GmbH
ELANCO (Eli Lilly)	Spital Thurgau AG, Schweiz
E.ON AG	Software AG, darmstadt
ERGO Versicherungskonzern	SOKA- Bau, Wiesbaden
ESA/ESOC (European Space Agency)	Solarvalue AG
Frankfurt Messe GmbH	Syngenta
GMP Compliance, UK	Sparkasse
HEXAL AG	TÜV Italia
IPSEN Pharma GmbH, Deutschland	TÜV Rheinland
IMPAG AG	Kinder- und Jugend gGmbH, Volkswohlbund Berlin
JANSSEN CILAG GmbH, Deutschland	WAGO Kontakttechnik GmbH & Co.KG
JANSSEN Pharmaceutica N.V., Belgien	WIPRO Industries Inc. (USA, UK)
JOHNSON&JOHNSON Medical DACH	Wörwag Pharma GmbH
KION Group AG	Wolters Kluwer Europe
Leadwise GmbH	+
Leuchtpol gGmbH	+
MANROLAND Druckmaschinen AG	+
Merck Selbstmedikation GmbH	
Merck- Serono	
MERZ Pharmaceuticals	
MERZ Consumer Care	
Messe Frankfurt GmbH	