

The ITB Team



Dr Martin Schürmann

Senior Manager

Training and further education

- **Graduate psychologist**
- **Business Coach** (dehner academy)
- **Organisational development** (professio)

Main focus

- **Management diagnostics** | Design and implementation of development and selection processes for various target groups
- **Management development** | Design of development processes for (junior) managers
- **Strategic HR development consulting** | competence models, talent management, requirements analyses
- **Test procedures** | Design and continuous development of personality questionnaires
- **Coaching** | Support for managers in professional change processes

Selected reference projects

- **Major international bank** | Project management: Development centre for executives and project managers
- **Retail company** | Design and implementation of diagnostic procedures for succession planning
- **Insurance** | Revision of assessment centres for internal/external candidates (senior management)
- **Public transport** | Development audits for high-ranking executives and top project managers
- **Chemical industry** | Remote site assessment procedure, incl. online tests and follow-up coaching

Management experience & interests

- **Head of management development** in a nationwide retail company
- **People Lead** at ITB Consulting
- **Publications** on **New Work** and **self-management**
- **Committees:** GPM German Association for Project Management e. V., Forum Assessment e. V.