

Martin Herrmann

Martin Herrmann holds a degree as an M.D. from the University of Freiburg. After his studies he first worked as a medical doctor at the Klinik Roseneck in Prien (associated with the Medical Department of the University of Munich) where he focused on the application of communication theory in psychosomatic medicine.

In 1993 Martin joined the DiBianca-Berkmann Group as Managing Director for its European operations working on large-scale business re-invention. After the DiBianca-Berkman Group was acquired by CSC Index in 1994 he worked as Vice President for Cultural Transformation in Europe.

In 1997 Martin founded his own company, Herrmann & Associates, a global network of senior consultants and coaches, focusing on the integration of strategic, operational and cultural skills to help organisations create outstanding results. Parallel to his consulting work Martin developed ChallengeX, an innovation in the field of leadership education. ChallengeX is a direct result of his research in methodologies for organisational change. It uses the paradigm of complexity in co-operation with the Complexity and Management Centre of the University of Hertfordshire Business School and Richard T. Pascale.

Martin's clients so far have included Novartis, Bayer, GE Capital, BP Amoco, Shell, British Gas, Diageo, BMW, EADS, Airbus, MMO2, Bae Systems, Eurofighter, Eurocopter, Goldman Sachs, Zurich Insurance, University of Munich, City of Munich.

Martin has co-authored the German edition of Surfing the Edge of Chaos – Chaos ist die Regel.