



## Eric Poll

### Executive Coach & Consultant

Winterthur, Switzerland

Eric's basic belief is that given the opportunity, people will give their best. He is always intrigued and amazed by the things people can accomplish if felt they were trusted to do so.

Eric worked for 10 years in psychiatrics, has degrees in Social Science and Business Administration. All the work he has done during his career of more than three decades has concentrated around people and their ability to care, change and develop.

Before becoming a consultant, Eric worked in Training and Development in Dow Chemical where he led the T&D function in Europe. After that, Eric was the head of HR for Leica Geosystems for 10 years. In the same company, he also acted as an interim manager for IT, Strategic Marketing, and President of a Technology Division in the US.

Eric's clients value his ability to combine deep theoretical knowledge about the way people and organizations develop with a down-to-earth approach to development and change. This is based on real practical understanding of how organizations function.

Eric runs independent consulting assignments in leadership development, organizational performance management, and appreciative inquiry.

### Areas of Expertise

- Appreciative Inquiry
- Coaching for Performance
- Executive Coaching
- Human Resource Management
- Innovation
- Large Group Facilitation
- Leadership Development
- Organizational Change

### Professional Experience

- **Partner - Organisational Intelligence**  
Winterthur, Switzerland
- **Senior Consultant**  
Borderless Executive Research
- **Corporate VP HR**  
Leica Geosystems
- **European QP Coordinator**  
Dow Europe

### Education & Honors

- MBA
- Bachelors in Social Science
- Languages - Dutch, English, German

### Certifications & Affiliations

- **Business Reasoning Inventory** – Hogan Assessments
- **Team Assessment** – Hogan Assessments
- **MBTI Step I and II** – The Myers-Briggs Company



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