



# Markus Spiegel

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## EXPERTISE

- Innovation execution and creating conditions for innovation teams to thrive
- Rapid innovation teams and organizational innovation fitness
- Organizational renewal, change and transformation
- Mastering Organizational Complexity and Simplification
- Leadership Development through Achievement Learning

## CURRENT FUNCTION

Self-employed consultant and partner at ICG Integrated Consulting Group

## PROJECT EXPERIENCE

Allianz, ASCOM, Bausch and Lomb, Bayer Pharmaceuticals, BMW Group, BMW Financial Service China, Boeing, Chick-Fil-A, Hewlett Packard Enterprise, HSBC, Iberdrola USA, ING, Lloyds, Marsh, Merck, Rich Products, Skandia International, World Fuel Services, Zurich Insurance

Markus Spiegel is passionate about 'Results Orientation' and helping our clients to transform their businesses with tangible and sustainable results. His professional main focus is to work with organizations to drive change by strengthening their innovation capacity and to help leaders create conditions where innovation teams can thrive. This includes accelerating time to market, validating innovation opportunities for their viability and potential, as well as strengthening innovation tools and capabilities. His PhD research was focused on "Organizational Innovation and Change in a Dynamic and Complex World" where he investigated highly successful and struggling Innovation Teams in Europe and the US.

In addition, he has worked with clients across industries to drive strategy execution, performance improvement, design and deliver result oriented leadership and talent development programs as well as major change initiatives. Prior to joining ICG, Markus performed two different roles within the BMW Group and worked for the past 10 years at Schaffer Consulting, our strategic partner in North America where he last was Partner. Now back in Austria he joined ICG after many years of collaboration.

Markus has published his research and work on the Harvard Business Review Blog Network, in the MIT Sloan Management Review, Forbes, Leader to Leader as well as a number of book chapters and journal papers in various academic publications.