

Coach Profile

Dr. Conor John (CJ) Fitzsimons



Nationality: Irish

Residence: Baden-Baden since 1999

Languages: English, German

Areas of expertise:

- Executive & leadership coaching
- Project management
- Team development
- Trouble-shooting
- Research and Development

Corporate and Management Experience

As a coach and consultant, CJ's career includes the facilitating the cultural and team process for a financial systems integration project during a three-way merger in the chemicals industry and developing a cross-company project management process for a German automotive company and one of its Tier-1 suppliers. CJ's business career includes serving as the Core Technology Program Manager at ABB in Switzerland, leading a team based in Switzerland, Germany, Sweden, USA and Italy. Earlier, he managed a knowledge management project for integrated turbine design, recognized by Sun Microsystems as one of the Top 10 IT projects worldwide in 1996. He was also awarded two patents. Prior to ABB, CJ headed a component of the UK government's Engineering Applications Initiative and developed from scratch a collaborative network of over 600 researchers from academia and industry. Previously, he managed the University of Dublin contribution to two European projects after being appointed Technical Director of the Numerical Institute at the age of 25.

Academic Qualifications

Ph.D. in Mathematics
B.A. in Mathematics

Training

Performance Coaching, Performance Consultants (John Whitmore), UK
Psychodrama and Organizational Development, Moreno Institute Stuttgart, Germany
Enneagram Teacher in the Narrative Tradition (Helen Palmer), Gesellschaft für Enneagramm, Germany
Structural Constellation Work with Matthias Varga von Kibed, Munich, Germany
Cross-Cultural Conflict Resolution with Birgitt Williams, All-In-One-Spirit, Germany

Certified Performance Coach and Consultant (Petzold's Integrative Approach), cct
Hornberg, Germany (recognized by the DBVC)
Open Space Technology, All-In-One-Spirit, Germany
Assessments: Vroom and Hogan

Coaching Education and Certification

Certified Performance Coach and Consultant (DBVC)

Coaching Approach

CJ's take on coaching is based on a simple equation $p = P - i$ (or performance is Potential less imbalance). In other words, sustainable high performance is achieved through a balance in life that allows potential to emerge.

The main focus of CJ's work is to help clients develop a vision of what life balance looks like for them – either individually or in a team setting, identify the sources of imbalance and develop strategies to overcome these.

CJ brings over 20 years of leadership and 7 years of coaching experience into his coaching conversations.

Other Activities

Co-editor and author of "Internationales Projektmanagement – interkultureller Zusammenarbeit in der Praxis" (Beck Verlag, 2004)

Co-creator of "lead & live", an integrated leadership development program

Regular contributor to magazines on leadership, project management and coaching