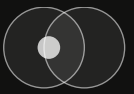




Frank Dannenhauer

EXECUTIVE COACHING · ORGANISATIONAL CHANGE · THOUGHT PARTNERSHIP FOR TECHNOLOGY LEADERS



PROFILE

youalreadyknow.ai

For more than twenty years, Frank has partnered with executives and leadership teams as a trusted advisor, thought partner, and coach — working at the intersection of strategy, organisational change, and human transformation.

His work is shaped by a long and distinguished career at Merck, one of Germany's leading pharmaceuticals and chemicals groups, where he led teams across more than 40 countries through demanding transformation programmes — strategy shifts, globalisation, mergers and acquisitions, downsizing and restructuring.

His passion is helping individuals and organisations reconnect with who they truly are — especially in the moments that test them most.

"The most powerful transformations happen not when we change the strategy, but when leaders find the courage to change themselves."

WHAT FRANK IS BROUGHT IN TO DO

- Coach executives through complex decisions, transitions, and high-stakes leadership challenges
- Partner with technology leaders on strategic direction and organisational change
- Guide teams through large-scale transformation — M&A, restructuring, and culture change
- Strengthen leadership alignment, presence, and collective accountability
- Help organisations translate awareness into disciplined, sustained execution

I BELIEVE

Real transformation begins inside. Strategy without self-awareness is incomplete. The most powerful changes in an organisation begin when its leaders are willing to examine themselves.

Challenging times are when it matters most. Helping individuals and organisations connect to their true nature is not a luxury — it is what makes the difference between enduring and breaking under pressure.

WORKING STYLE

Frank's style is grounded, direct, and deeply human. He brings both strategic rigour and genuine care to each engagement, balancing the precision of a seasoned executive with the patience of a skilled coach. He works across industries and cultures with equal ease, drawing on decades of first-hand leadership experience to ask the right question at the right moment.

CREDENTIALS

EDUCATION MBA · Executive Master's in Clinical Organisational Psychology, INSEAD

FORMER Senior Strategic & Operational Roles, Merck · Founder, Independent Coaching & Consulting Practice

INDUSTRIES Pharmaceuticals · Chemicals · Automotive · Agile Technology

LANGUAGES German · English · French

BASED Near Frankfurt, Germany · Works worldwide