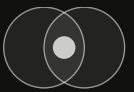




Rolf Schimrock

EXECUTIVE FACILITATION · COACHING · CULTURE TRANSFORMATION · LEADERSHIP DEVELOPMENT



PROFILE

youalreadyyknow.ai

For more than 30 years, Rolf has partnered with senior leaders globally as an advisor, facilitator, and coach — working at the intersection of leadership, culture, and execution. He creates environments where leaders step back, reflect, and engage in the conversations that are typically left unspoken.

His work is driven by a clear observation: sustainable performance is not primarily a question of strategy, but of leadership, mindset, and culture. He is fascinated by the connection between awareness and performance — when leaders become more conscious of how they think, act, and relate, new possibilities emerge.

"When self-awareness increases, clarity improves — and organizations unlock a different level of effectiveness."

WHAT ROLF IS BROUGHT IN TO DO

- Facilitate senior leadership teams through strategic inflection points and high-stakes decisions
- Design and lead culture transformation programs that shift mindsets and unlock performance
- Strengthen leadership alignment, communication, and collective decision-making
- Translate culture initiatives into measurable business outcomes
- Coach executives and leadership teams on self-awareness, presence, and impact
- Enable organizations to move from insight to disciplined, sustained execution

I BELIEVE

Real leadership starts with self. Strategy follows. Structure follows. Self-awareness is the foundation — everything else is downstream.

The answers are already within you. Leaders need conditions and courage to surface what they already know — not more frameworks.

WORKING STYLE

Rolf's style is grounded, direct, and outcome-oriented — balancing deep empathy with a clear focus on results. He works with a small number of clients at any given time, bringing full attention to each relationship. His approach draws on three decades of experience across industries and cultures, distilled into the discipline of asking the right question at the right moment.

CREDENTIALS

EDUCATION MBA, Wharton School · Postgraduate Economics, LSE

FORMER Senior Principal, AT Kearney New York · Founding Partner, Sustainomics

LANGUAGES English · German · French · Spanish · Portuguese