

Markus Eckhart



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Summary

Founder & partner of various companies and projects, building on 20+ years of practical experience in large, international companies. Focus on topics with personal, practical competence as well as novel approaches and solutions. Cooperations with partners who enable further innovations with complementary competences. Specialisation in unconscious biases and countermeasures to increase results through better decisions.



Background

20 years of corporate experience

16 years of management & personnel responsibility

Member of international management teams for

Languages

Professionell level and working languages: EN, DE

Basic level: FR, IT, ES

Knowledge transfer

Own formats (excerpt):

- Understanding the language of numbers: finance basics
- Financial knowledge for associations
- De-Biasing Leadership
- De-Biasing Finance
- Decide better consciously: De-Biasing step by step

Teaching activity:

- Diploma course Marketing & Sales
- in-house academie B2B Marketing

Keynotes & in-house impulse lectures

Self-employment & cooperations

Founder & owner

2019 -

Mind your business, Vienna

Mind your business is an owner-managed management consultancy aimed at medium-sized and large companies.

Mind your business specialises in creating effective decision-making processes and integrated steering mechanisms for better target achievement.

- Established a practice-oriented management consultancy and a partnership model for longer-term collaborations
- Combines extensive knowledge about unconscious biases with effective measures for better decision making and preparation
- Supports individuals as a certified coach, in business sparring or in mentoring processes
- Developed innovative workshops and online formats

Co-Founder & partner

2021 -

human work, Vienna

human work supports companies, teams and individuals in combining economic success and mental health.

human work combines many years of psychotherapeutic and business experience for deeper and sustainably effective solutions.

- Built innovative team workshops and longer-term business support based on complementary competences.
- Initiated new formats for knowledge building and exchange as well as the human work podcast
- Launched dual coaching as an effective support for managers

Co-Founder & partner

2021 -

Unternehmerhilfe, Vienna

Unternehmerhilfe supports Austrian SMEs that are in crisis or want to professionalise their business.

Advisors with extensive, practical experience pass on their expertise in several stages.

Co-Founder & partner

2021 -

Strg+V, Vienna

Strg+V helps associations and NPOs to become more financially competent through established workshops and webinars. Consulting services enable the establishment of professional structures for effective management of the organisation.

Co-initiator of a network of independent management consultants:

- Complementary competences enable further interface offers
- Additional resources allow the handling of larger projects

Competences

Business Leadership
Process Improvement
Project management
Solving complex issues

Efficiency improvement
Transformation
Leading intercultural teams
Empathy
Team development

Knowledge transfer
Analysis & depth
Structuredness
Decision making
Management of Unconscious Biases

Education

Master
Business Administration
University of Vienna
Master
History
University of Vienna
1st section
Law
JKU Linz

Continuing education

Selective excerpt:

- Certified systemic coach, E.S.B.A.
- Agile basics, Borealis
- L2 leadership program, Borealis
- Machine learning, University of Washington
- Leadership program, Frost & Sullivan
- Inspiring Leadership through Emotional Intelligence, Western Reserve University
- Inclusive Leadership, Catalyst
- Successful Negotiation, University of Michigan

Professional Milestones - Summary

Goal- and implementation-oriented business leader with a long track record in Austrian top 10 company. Focus on decisions, holistic view and interfaces in organisations based on more than 16 years of leadership and responsibility in management teams.

Combines conceptual skills and process orientation with high personal competence in cooperation with others.

Founded Mind your business in 2019 to support companies in setting up and expanding professional structures and processes for better decision-making and in the area of controlling & finance.

Head of Strategic Marketing & Services
Borealis Headoffice, Vienna

2017 - 2019

As a member of the *Marketing Leadership Team*, I was responsible for strategy & implementation, customer segmentation, Marketing academy, market and competitor intelligence and innovation implementation. I led and managed *Commercial* and *Marketing Excellence* initiatives for the marketing function (approx. 170 people) within the Polyolefins Division (5+ billion EUR sales).

- Successfully implemented lead management processes and CRM roll-out in the marketing division.
- Achieved turnaround in achieving targets from 2017 in commercialisation of innovations
- Delivered Commercial Excellence improvements of 9.2 MEUR in 2018
- Successfully promoted the focus on sustainability in the Polyolefins Board and marketing strategies

Controller Polyolefins & Business Optimisation
Borealis Headoffice, Vienna

2015 - 2017

I was part of cross-functional core teams responsible for the S&OP processes of *long-term planning* and *business optimisation* for the Polyolefins Division vis-à-vis the Board. I redesigned decision-making processes and led structural improvement initiatives to optimise results.

In *Business Finance*, I was responsible for the core processes of reporting and evaluation for the division (EUR 5+ billion turnover).

- Realised significant improvements in results from 2015 onwards as a core team member in Business Execution
- Shape the 2025 strategy as streamleader Finance and designed the framework for the implementation of the resulting projects
- Reduced over 75% of reports in the division by 2016 through strict prioritisation and decision focus
- Integrated business case results into planning and reporting processes for the first time and eliminated inefficiencies through a novel approach

Controller Polyolefins Business Center
Borealis Headoffice, Vienna

2012 - 2015

In the Polyolefins *Business Centre management team*, I managed the implementation of the new strategy and centrally aligned processes in the division.
In the *CFO project I-13*, I redesigned roles, competency requirements and reporting for the Business Finance division.

- Established an integrated concept for long-term site and asset optimisation in the area of business portfolio management
- Initiated and managed the division's first advanced analytics projects and created appropriate resources and competencies
- Significantly increased the quality of business cases for the Board by introducing and leading a business sparring format
- Managed the cost reduction of more than 20 MEUR in the Supply Chain area

Technical skills

SAP, Business Warehouse
CRM Software

Trello, Slack

Python, MS Azure
(Basics)

MS Office

Further engagement

Honorary Auditor of the
Association

Pro bono Mentor -
University of Vienna

Ethics Ambassador-
Borealis

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Manager Business Planning & Investments

2009 -2012

Borealis Headoffice, Vienna

I was responsible for the implementation and further development of the *central financial processes* Planning & Forecasting, Performance Management and Investments in the Group (EUR 7-8 billion turnover). I worked with the C-level of the group and led one of the 10 cross-functional excellence projects.

- Created the basis for the Group's successful performance management in the coming years with KPI Excellence
- Shortened the quarterly rolling financial forecast by 65% while improving effectiveness
- Implemented a radical change to the annual planning process, which received more than 80% approval
- Reduced investment cash flow by more than 50% after the financial crisis through strict portfolio management

Asset Development Controller Polyolefins

2008 - 2009

Borealis Operations, Schwechat

- Developed integrated asset portfolio management concept that is still used for investment management today

Hub Controller Central Europe

2005 - 2008

Borealis Operations, Schwechat

- Built effective business partnering in Central Europe by redesigning the finance organisation with customer and process focus

Group Controller Corrugated Division

2004 - 2005

Mondi Packaging, Vienna

- Managed over 50 production sites in financial matters and implemented new divisional reporting standards according to IFRS

Head of Controlling

2000 - 2004

Alstom Power Austria, Vienna

- Established effective management of the four business units in the 2001 liquidity crisis through an integrated cash flow management system

Financial Director Hydro Generator Business (interim)

2001 - 2002

Alstom Switzerland, Birr

- Responsible for the budget process with seven worldwide locations as well as the consolidation of monthly results