



## **Stephen Bruce Harrison**

- High performance global leadership
- International „Blue Chip“ experience in Great Britain and Germany
- Chemical Engineering Masters degree from world class University
- I have earned a reputation for delivering complex projects on time, to budget and with the expected benefits

## **Together we can make it happen!**

I love sharing ideas, being a champion for change and getting the right things done.

### **So, what do I bring to the team?**

- Servant leadership and agility
- Focus and strategic execution
- Authenticity with direction and purpose

### **And how do I bring that to the team? By...**

- Inspiring the will to win
- Facilitating and coaching with compassion
- Sharing meaning and hope around the team

### **Leadership... we see the word everywhere. Who ever talks about ,followership'?**

**As a leader, I know that I am a link in the chain. I know that I must also watch, listen, respect boundaries, serve and follow...**

- market dynamics and customer requirements
- current strategy, investor concerns and legal requirements
- the needs of the people I am leading and... my heart

**I believe that sustainable high performance comes from who we are and how we live and work, in addition to what we know. After all, what I know today is going to be history tomorrow, but my inner values are here to stay.**

# CURRICULUM VITAE – STEPHEN B. HARRISON

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## OVERVIEW

Expertise	Project management, Sales and Marketing, Teamleadership, Strategy development and execution, P&L oversight, Profitable growth, customer focus, R&D, SHE, Supply Chain
Industry sectors	Automotive, Environmental, Digital, HighTech, Analytical instrumentation, Laboratory, Chemical, Oil and Gas, Food processing, Pharmaceutical
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## PROFESSIONAL CAREER

- Oct 2017 – **sbh4 GmbH, Managing Director**  
Coaching, consulting, interim management
- Retained advisor to private equity fund
  - Certified empathic coach using NVC
  - Recognised practitioner of The Personal Agility System®
- 2007 – Sept 2017 **Global Head of Specialty Gases & Specialty Equipment**  
**Linde Gas, Munich, Germany**  
Leadership of an international team who directed regional business units in a matrix structure. Achieved global market share leadership. Growth consistently over-performed vs market.
- Major initiatives included:
- Business strategy development & execution for high value specialty gases & equipment
  - Business development and project management
  - Global HiQ® branding implementation and related cultural change
  - Team building & development, in my team and through the matrix
  - Development and execution of market communication strategy
  - Leadership of global best practice transfer network
  - Product development, project management and R&D programme management
  - Supply chain transformation for competitive advantage
  - Production and R&D capex investments to secure sustainable market competitiveness
  - Use of digital technology for customer focused innovation & use of Agile methods
  - Leadership in environmental market products and applications
  - Multiple product registrations according to EU legislation
  - Organisational restructuring and acquisition integration
  - Use of servant leadership style to promote culture of trust and international collaboration
  - Introduction of Agile principles to business development projects
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- 2003 – 2007      **Global Director - Scientific Market, The BOC Group (FTSE 100 company), Windlesham, UK**  
Business leadership in safety, service, operations and commercial strategy. Programme delivery and project execution in collaboration with regional business managers and other global functional teams.
- Major achievements included:
- Year on year profit margin improvement
  - Regularly exceeded profit growth budgets
  - Implementation of price surcharge for hazardous materials
  - SAP implementation (SHE, commercial, production and supply chain) in Canada and Thailand
  - Growth strategy implementation in Poland
  - Transformation from product focused to market focused sales strategy
  - Acquisition and integration of business in Poland and Canada
  - Capex investments for production in South Africa and Thailand
  - Business strategy development and project management for market entry and growth in China
- 2000 – 2003      **Marketing Manager - Industrial Products, BOC Ltd, Guildford, GB**  
Responsible for product strategy, market research and market communication to achieve growth and customer proximity. Awarded European innovation prize for the development of a customer web site.
- 1999 – 2000      **Business Change Manager, BOC Ltd, Guildford, GB**  
Development of change management plans for acquisitions, divestments and business process optimization. Project management with all members of the national leadership and management team.
- 1997 – 1999      **Specialty Gases Commercial Manager, BOC Ltd, Guildford, GB**  
Team leadership and responsibility for commercial processes, customer advice and relationship management. Execution of pricing, quotation management and conversion of sales enquiries.
- 1994 – 1997      **Environmental Applications Development, BOC Ltd, London, GB**  
Strategy and programme execution for innovation in the European market. Knowledge transfer to sales teams worldwide. R&D project management. Awarded two European innovation prizes and inventor of three patents.
- 1991 – 1994      **Process Engineer, BOC Ltd, Guildford, GB**  
Process optimisation in BOC production facilities and design / commissioning of new production plant for external customers. Capex investment project management.
- 1990 – 1991      **Food Applications Sales Engineer, BOC Ltd, London, GB**  
Customer applications sales and technical consultancy.
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## EDUCATION

1995	Chartered Chemical Engineer: CEng, MChemE
1986 – 1990	Chemical Engineering, Imperial College of Science, Technology and Medicine, University of London, GB Master of Chemical Engineering Honours Degree: MEng, ACGI Marketing and Management, in addition to core Engineering programme Prize: Courtaulds Chemicals Industrial Award Prize: Innovative application of digital Technology
1989	Intern: Courtaulds Chemicals Ltd: Process design
1988	Intern: BP Chemicals Ltd: R&D
1987	Intern: Plastech Ltd: Composite materials: purchasing and supply chain

## TRAINING (Examples)

2017	Empathic coaching, CCEL Training
2017	The Personal Agility System®, Saat network GmbH
2007 – 2017	Linde: Various leadership and management training
2016	CTI, Stuttgart: SCR Systems for automotive exhaust gas after treatment
2014	Hill & Knowlton PR Agentur: Communication with external media
2008	London Business School: „High Performance People Skills for Leaders”
2001	Cranfield School of Management: „Marketing for Senior Managers”
1990 – 1997	BOC: Management development programme

## PUBLICATIONS (Examples)

2015	Petroleum Technology Quarterly: <i>Monitoring and Controlling Emissions in Europe</i>
2013	Gas Analysis Conference, Rotterdam, NL: <i>Global automotive emissions legislation trends and their impact on gas analytical techniques in the automotive industry</i>
2011	LCGC Europe: <i>Drug Discovery Advances Inextricably Linked to Specialty Gases</i>
2011	Laboratory News: <i>Gases and gas handling in the laboratory environment</i>

## LANGUAGES

English (native)  
German (fluent)  
Portuguese (good)  
French (good)



Stephen B. Harrison  
Gelting, January 4th 2018