COACH PROFILE

Dr. Thomas Knoop

Executive coach for boards, managing directors and HR leaders

Berlin & online · English and German

Leading as a human



About me

I have led for more than twenty years, in roles where decisions had consequences for people, organisations and outcomes. I therefore know how rare honest feedback becomes as responsibility grows. In coaching you find a confidential space and a counterpart who quickly understands your working world. This experience flows into my questions. That is how solutions emerge that are your own and therefore hold up in everyday life.

How I work

My coaching is situational and concrete. We work through your real situations together: preparing a difficult conversation, exploring ways to resolve a conflict, thinking through a decision under pressure or reordering priorities. Which method fits emerges from your situation. My work is systemic and grounded in depth psychology, and I draw on approaches from Internal Family Systems (IFS).

Who I work with

C-level
Decisions under uncertainty, presence in front of the board, energy and clarity at the top.

Managing directors and founders
Delegation, your own role as the company scales, leading among equals.

HR leaders
Leadership development, coaching programmes, succession and cultural change.

New leaders
The first 100 days, leadership identity, stakeholder management.

Client voices

"I come out of every session with clarity, courage and competence."

CEO, via ProvenExpert (translated)

"I recommend him without reservation as a coach for demanding leadership questions."

Jochen Delfs, Delfs & Partner (translated)

"With his authentic manner, Thomas always challenged me in a positive way."

Sven Falkenburger, AutoScout24 (translated)

AT A GLANCE

1,000+	coaching sessions
100+	clients
20+	years of leadership

RATINGS

★ 5.0	Google
★ 4.78	CoachHub 895 sessions
★ 5.0	ProvenExpert

ECA

COACHHUB CERTIFIED COACH

STANCE

Leadership grows first from inner stance, and only then from method.

Fields of experience

Industry and technology
More than twenty years of leadership responsibility in international industrial and technology companies, with an eye for the tension between specialist depth and the leadership role.

Digital transformation
First-hand responsibility as Chief Digital Officer, through technological change at Philips and in building a digital corporate start-up.

Law firms and partner teams
The dynamics among co-owners, from my own entrepreneurial experience and from working with several partner teams. Leading among equals follows its own rules.

Succession and family businesses
Working with young CEOs after a family succession, between loyalty and their own claim to lead.

Innovation and product responsibility
Product, portfolio and innovation decisions from my own responsibility. They take the courage to decide on incomplete information.

Career

Lichtvision Group
Co-founder and member of the management team, today Head of Business Development. Lighting design with six international locations.

Philips
Senior Director, international leadership roles in product management and segment leadership, nine years abroad.

INTEGRATED Innovation & Design
Managing Director.

Zumtobel AG
Senior Vice President, head of a business unit.

Waldmann
Chief Digital Officer, building the SaaS start-up LIZ Smart Office.

Qualifications

- Trained as a systemic coach and Expert Level Coach, Coaching Akademie Berlin
- Certified coach, European Coaching Association (ECA)
- CoachHub Expert Coach and CoachHub Ambassador for Germany
- Trainer (train-the-trainer), facilitator and conflict coach for leadership teams
- Lecturer at ISM Berlin and Hochschule Bremen
- Continuing training in Internal Family Systems (IFS)
- Author of „Als Mensch führen“ and „Peter mag keinen Frosch zum Frühstück“ (German)

CONTACT

coaching@thomasknoop.com
+49 30 841 832 04
thomasknoop.com
linkedin.com/in/thknoop
Markobrunner Str. 20
14197 Berlin

FORMATS

One-to-one coaching over several months

Sparring for managing directors and C-level

Conflict coaching for leadership teams

Facilitation of strategy workshops

LANGUAGES AND LOCATION

English and German
in Berlin and online

Intro call

30 minutes · no obligation · confidential

Book directly

As of October 2026