

Curriculum Vitae
Service Profile

HOLGER

**Human and Organisational
Development**

*„Clarity creates orientation. Orientation creates direction.
Direction creates momentum.
Momentum creates development.“*

Holger Crimmig
NAVIGATOR FOR HUMAN & ORGANIZATIONAL JOURNEYS



EXPERTISE

Holger - Free Thinker | Strategist | Pioneer

„With a clear mind and an open heart, Holger accompanies people and systems in discovering their hidden qualities – and walking their own path with conviction.“

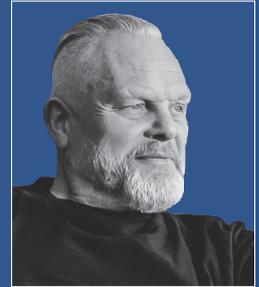
Holger combines analytical thinking with a deep sense for people and interconnections – with the sole purpose of accompanying people and systems in their own development. Over 40 years as an entrepreneur and freelancer have taught him that experience is not a possession, but a tool in service of others.

As co-founder, shareholder and COO of Boa Vista Catering, he accompanied international large-scale events with up to 7,000 participants for 15 years. As CEO of the legendary event location Café Schöne Aussichten in Hamburg, he was responsible for one of the city's most defining venues for over two decades. During this time, he shaped events and projects for companies and personalities who defined their era – international corporations, media houses, cultural institutions and global music icons. These years formed him not only as an entrepreneur – but as a person who knows what it means to be reliable under real pressure.

After four decades, his role today has a precise name: **Navigator for Human & Organizational Development**. In his advisory work, he accompanies organizations from industry, logistics, healthcare, finance and the public sector – from owner-managed family businesses to large corporations. Not as a driver, but as an experienced, independent companion who leaves the helm where it belongs: with the people themselves. Always guided by the same compass: people at the centre, development as the goal. The fact that his company has been called iNavigare.com for over twenty years was no coincidence.

An unusual foundation underpins this work: tradesman, social educator, diving instructor and rescue diver, and independent entrepreneur – professions that place the human being and their threshold moments at the very centre. Built upon this: qualifications as a systemic organizational developer, business coach, trainer and certified corporate mediator. Complemented by nearly two decades as a CAPTain® Certified Consultant in potential analysis and aptitude diagnostics. Inspired by Ken Wilber's Integral Theory and Frederic Laloux's vision of rethinking organizations from the ground up, and currently certified as an AI Transformation Expert: Holger remains at the intersection of proven depth and forward-looking practice.

PROFILE



Holger
3 children

”

A learning organization is an organization that is continually expanding its capacity to create its future.

Peter M. Senge

“

AWARD



CONTACT

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because shift happens

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MEMBERSHIP

Coaching Forum Schweiz
Verband systemisch-lösungsorientierter Coach



CORE PHILOSOPHY

Holger - freedom | personal responsibility | self-determination

„Holger accompanies people and organizations in finding their own truth and direction – and summoning the courage to act on it.“

His work is rooted in systemic thinking that bridges science, practice and lived wisdom. Holger draws from the insights of leading thinkers – among them Dr. Joe Dispenza (neuroscience), Bruce Lipton (epigenetics), Peter M. Senge (learning organization), Frederic Laloux (living organizations) Ken Wilber (integral theory) as well as von Glaserfeld, Watzlawick and von Förster (constructivism). These influences are not a program – they are a stance.

Decades of travel across all five continents – often for months at a time, far off the beaten path – have shown Holger not only the world, but above all the human being within it: in all its diversity, depth and universal longing for meaning and connection. The study of classical philosophies, Eastern wisdom traditions and diverse cultures is for him no academic exercise – it is lived insight that sharpens his perspective and permeates his work.

With analytical clarity and a deep understanding of systemic interconnections, he accompanies complex processes of change – without pushing, without oversimplifying. His focus is not on solutions from the outside, but on uncovering what is already present within the person and the organization.

Holger lives the values of freedom, responsibility and self-determination – not as concepts, but as daily lived practice. As a father, as a global wanderer, as an entrepreneur, as someone who carries contemplative practice as the foundation of his life – the unity of thinking, feeling and acting is for him not a destination – it is the path.

POWER STATEMENT

- Organizational development can only succeed if it is connected with intelligent talent development.
- The most crucial success factor in talent development is leadership.
- It is essential to define measurable parameters by which success can be assessed.
- Employees need a clear „vision of the future,“ an attractive and motivating goal.
- Each employee interprets goals differently; clarity through leadership is crucial.
- Leaders must be strong and have integrity to lead convincingly.
- Investments in training are investments in the future.
- Conflicts must be competently managed to foster productive impulses.
- In everyday work, it's not the concepts that count, but the ability to implement them.
- Positive magnetisms create development opportunities and retain talent.

PROFILE

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Nobody is smart enough to be wrong all the time.“

Ken Wilber

“

AWARD



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REFERENCE PROJEKTS

- Consulting for management on topics related to strategy and organizational development, leadership and professional staff development, potential assessments, mission statement development, leadership guidelines, communication, and corporate culture.
- Conducting recruitment procedures and potential analyses for specialists and executives in various departments.
- Analyzing and evaluating strategic human resource risks, and developing human resource strategies to secure company success, with focus areas including: competitive pressure, knowledge retention, transfer and handover, demographic management, leadership development, talent management, employee development, trainee programs, employee recruitment and retention (Employer Branding, „Fight for Talents“), employee recruiting for 45+.
- Consulting and coaching for departmental and divisional managers, organizational development, and implementation of succession planning in various companies and departments.
- Design, planning, and execution of team development programs and workshops.
- Employee surveys and evaluation of feedback.
- Review of employee satisfaction analyses and development of improvement measures.
- Development of job descriptions and job postings across various departments.
- Planning and organization of services for visual documentation of projects, processes, and organizational developments through innovative real-time painted protocols (Graphic Recording), knowledge maps, and data visualization.
- Development and delivery of seminars on „Leadership with Coaching Tools“ and „Cooperation in Teams.“
- Development and delivery of Leadership Training , consisting of four practical seminars.
- Development and delivery of the exchange platform „Forum Leadership.“
- Development of various consulting, training, and coaching concepts, as well as the development of the training catalog for Stadtwerke Akademie (2008-20).

Further reference projects available upon request.

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The ability to observe without judgement is the highest form of human intelligence.

Jiddu Krishnamurti

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CERTIFICATE



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MEMBERSHIP



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EXPERIENCE

- **Since 2023** Initiator of Like-Lions.com - become wise andstrog Focus: parent and youth | Development worldwide
- **Since 2020** Initiator of MindHeartSync.com - „Align Your Energy“
Aligning Mind & Heart in Daily Life and Business | worldwide
- **2015-2017** Senior Change Management Consultant at Andronaco-Gastro.de | Hamburg
- **2008-2020** Lecturer, Educational Architect, Coach, Trainer & Consultant at StadtwerkeAkademie.de | Tübingen
- **Seit 2008** Founder + CAPTainCertifiedConsultant bei DigitalAssessments.com | Sheridan
- **2003-2008** Co-Founder & Managing Director at VIEL Consulting.com | Hamburg
- **2003-2008** Co-Founder & Managing Director at V.I.E.L Travel & Events Ltd. | Hamburg
- **Seit 2003** Founder & Managing Director at iNavigare.com LLC - Because Shift Happens | Sheridan
- **1992-2006** Co-Founder & COO at Boa Vista Partyservice GmbH | Hamburg
- **1982-2005** CEO at SchöneAussichten.com Hospitality and Event Venue | Hamburg

WORKING ASSOCIATIONS

- Coaching Forum Schweiz - Association of Systemic Solution-Oriented Coaches
- CAPTain Network for Competency-Based Training and Coaching
- German Association for Coaching and Training e.V. (DVCT)
- Professional Association of Diving Instructors (PADI)
- Divers Alert Network Europe (DAN)

FREELANCER REFERENCES (2003 BIS HEUTE)

Adidas | Ace of Base | Aigner Fashion | Apple | Anne Clark | AOL | ARD | Art | AMD Production | Andronaco | Aperto | Bayer | Becken Estates | Berenberg | Biomarkt Grünstreifen | BMW | BNP Paribas | Burda | CCS | Cushmann & Wakefield | Debitel | Deichbrand Festival | DE International | Demaplan | Edding | Eppendorf | eplus | Fiege Logistic | Fielmann | Fond Of | Frontline | Grasser Demeter Hof | Heinemann Shops | Hurricane Festival | Ingenieurbüro Kreeb | KKH | Komm.Pakt.Net | KPCatering | Kühne | L'tur | Laewetz Stiftung | Lima Highvoltag | Lindschulte | Lörcher Bau | Maas & Peither | Maersk Linie | Mediq | Microsoft | NovoNordisk | Orthomol | Otto | Pangora | Peek & Cloppenburg | Planworx | Regionalwerke Bodensee | RPC | Safran Helicopter Engines | Sara Lee | Schülke & Mayr | Schwarzkopf-Henkel | Simgator | Smith & Nephew | Sonnen | Sparkassen Versicherung | Stadtwerke Ludwigsburg-Kornwestheim | Swisspower | Tchibo | TietoEnator | Triple A | T-Systems | Union Investment | Venice Fashion | V.I.E.L Coaching + Training | von Rundstedt & Partner

PROFILE

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The world, as we perceive it, is our own invention.

Heinz von Förster

“

CERTIFICATE



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EDUCATION + TRAININGS

- **Certified AI Transformation Expert**, AI Competence Academy (<https://www.my-aica.com>)
- **HeartMath® Practioner and certified HeartMath® Interventions™ Mentor** (HeartMath® Institute, <https://www.heartmath.com>)
- **Certified Epigenetic Transformation Coach** (HealVersity, Munich)
- **Studying WILDFIT® Program - The Return to the Path of Vibrant Health and Vitality** (Eric Edmeades, <https://www.mindvalley.com/wildfit>)
- **Studying Syntropic Farming, Ecological Agroforestry in Permaculture Design for Coastal Regions** (La Loma Viva, ES-Gualochos/Motril)
- **Certified Meditation Instructor, „The Art and Science of Meditation of Various Origins and Methods“** (Efficient Coach, <https://efficientcoach.com>)
- **Studying Integral Theory Life Program - “The Definitive Framework To Living An Integral Life”** (Ken Wilber <https://integrallife.com>)
- **Studying „The Formula“, „Redesign Your Destiny“, „Making Your Mind Matter“** (Dr. Joe Dispenza, <https://drjoedispenza.com>)
- **Studying „The Emotions Code“** (Dr. Bradley Nelson <https://www.bradleynelson.net/>)
- **Studying “Energy Medicine”** (Dr. Alberto Villoldo, <https://thefourwinds.com>)
- **Studying „Become Unshakeable Challenge“, „Unleash The Power Within“** (Tony Robbins, <https://becomeunshakeable.com>, <https://upwnow.com>)
- **Certified Business Mediator** (Academy von Hertel, Hamburg)
- **CAPTain Certified Consultant** Licensed user of CAPTain assessment tools for potential and suitability analysis, employee selection, and assessments DIN 33430 (CNT Cooperation, Hamburg)
- **Certified Systemic Organizational Developer and Process Consultant** (five4success, Stephanskirchen/Oberbayern)
- **Certified NLP Master Practitioner** (V.I.E.L Coaching + Training, Hamburg)
- **Certified Business Trainer** (V.I.E.L Coaching + Training, Hamburg)
- **Certified Management Coach** (V.I.E.L Coaching + Training, Hamburg)
- **Certified Business Coach** (V.I.E.L Coaching + Training, Hamburg)
- **Certified Rescue Diver and Examinated Diving Instructor** (PADI Europe, CH-Hettlingen)
- **Studies in Industrial Engineering** (University of Applied Sciences, Hamburg-Bergedorf)
- **Examinated Social Pedagogue** (School of Social Pedagogy, Hamburg)
- **Trained and certified heating engineer and pipe installer** (Henry Juul, Hamburg)

PROFILE



We're in completely new territory ... rewiring the brain, reconnecting to a new concept & ultimately it changes us from the inside out.

Dr. Joe Dispenza



MEMBERSHIP



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ENTREPRENEURIAL REFERENCES (1982 BIS HEUTE)

24 Hours of Le Mans | Adidas | Ace of Base | Aigner Fashion | Apple | Anne Clark | AOL | ARD | Art Directors Club | Arte | Artur Andersen | A&Z | Avantgarde München | Audi | Baader&Baader | Bacardi | Bang&Olufson | Barclay Bank | Bearing Point | Beiersdorf | Berenberg Bank | Berlinskomm | Berlin Tattoo | Bertelsmann | Bijou Brigitte | BMG Ariola | BMW | Boss Hoss | Bremen Tattoo | Bremshey&Doming | Brigitte Trend Tour | Bruce Hornsby | Bruce Springsteen | Calvin Klein | Cartier | Cavalluna | CBS | CDU | Chanel | Cinemaxx | City Comp | Club Meridien | Colleen | Colleen B. Rosenblatt | Claude van Damme | Conoco Philips | Conrad, Gley&Thieme | Daimler Chrysler | Das Unterhaltungsbüro | Das Werk | David Thomas | Depeche Mode | Der Spiegel | Der Stern | Detlev Louis | Deuteron | Die Ärzte | Die Grünen | Dieter Bohlen | Die Welt | Die Zwei | DPA | D+S Online | DTB | Echo Verleihung | Economia | Edelcomp | EMI Electrola | Elephant Seven | Engel&Völkers | e-plus | ESL-One | Eurythmics | FC St. Pauli | FDP | Ferragamo | FIFA-WM 2006 | Finn Air | Fischer Reisen | Fleetwood Mac | Flughafen Hamburg | Frank Otto Medien | GAL | GEO | Georges Michael | Georges Rech | Gerkan | Mark&Partner | Greenpeace | Glaxo-Wellcome | Goldener Hirsch | Grey Hamburg | Gruner&Jahr | Gunter Lambert | Hamburg 1 | Hamburg-Mannheimer | Hamburg Messe | Hamburger Abendblatt | Hamburger Kammerspiele | Hamburger Morgenpost | Hamburger SV | Hamburgische Landesbank | Hamburg Tattoo | Hälsen&Lyon | Happag Lloyd | Harry Belafonte | HBO | Hi Life | Hypo Vereinsbank | Ingenieurbüro Kreeb | James Brown Band | JET | Johnson&Johnson | Jones Long&Wootton | Jung von Matt | Kabel1 | Karl-May-Spiele-Segeberg | Kelian | Kinderschutzbund | Knopf, Nägeli&Schnackenburg | KNSK/BBDO | Kodak | Konstantin Wecker | KPMG | Langnese Iglo | Lenny Kravitz | Linette | Louis Vuitton | Lufthansa | Magic Video | Manfred Man | Mannesmann Mobilfunk | Marc Cain | Marius Müller Westernhagen | Marktex | MAT | Marlboro BBQ Städtetour | Marlboro Diner Städtetour | Marlboro Full House Club Städtetour | Medac | Media Markt | Michael Häkkinen | Microsoft | Mike Singer | Mobil Oil | Model Management | MTV | Musikparade | National Geographics | NDR | Neue Leben | Nexus Events | No Angels | Nordcapital | Objektiv Film | Öger Tours | OK Radio | Orbit Records | Otto Kern | Otto Versand | Panasonic | Parmigiani | Peter Gabriel | Phillips Consulting | Phönix TV | Phoenix Werke | Playboy | Polydor | Polygram | Premiere TV | Prinz Stadtmagazin | Prisma Computer | PRO 7 | PWC | Radio 107 | RCA Records | Red Hot Chili Peppers | Reemtsma | Rene Lezard | Rick Astley | Riekmers Linie | RMS Städtetour | Robbie Williams Tour | Rodrigo y Gabriela | Roland Berger&Partner | RTL | SAT 1 | Saturn | Schöner Wohnen | Scholz & Friends | Schwarzkopf International | Schwarzkopff TV | Sega Videos | Senator Film | Sony Electrics | Sony Music | Sothebys | SPD | Spex | Springer & Jacoby | Stars for free | Stilwerk Berlin | Stilwerk Hamburg | Studio Hamburg | Suzanne Vega | TECIS | Tempo | The Proclaimers | The World of Hans Zimmer Tour | Titu and Tarantula | Tobis Film | TODs | Tom Cruise | Tom Reimer | Tribute to Bambi | TUI | UFA | Unilever Bestfoods | Vanessa von Bismarck | Versace Berlin | VH 1 | Virgin Records | Viva TV | Volvo Catena | VOX | Warner Brothers Vision | WDR | WEA Music | White Christmas Tour | Wolford | Wolfgang Joop | WWF | Thai Cong Quach | Tchibo | ZDF | ZZ Top | u.v.m.

PROFILE

”

If you change
the way you look
at things, the
things you look at
change

Wayne Dyer

“

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