

Gabor HOLCH

Certified Management Consultant (CMC)
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Summary

Intercultural leadership consultant, coach, author and speaker who has served 100+ clients in 30+ countries. An expat since age 4, China-based since 2002 and working globally. Certified Management Consultant (CMC) in English and Mandarin, certified consultant at the management academies of global corporations and licensed in major assessment tools including DISC, the Predictive Index, NeuroColor and MBTI. Author of books including *Dragon Suit: The golden age of expatriate executives in China* (New York: Business Expert Press, 2023)

Activity Highlights

- Based in China between 2002 & 2022, currently alternating between Budapest & Shanghai with international travel
- Executive coach, workshop facilitator and consultant in intercultural leadership & communication skills
- Associate in European and American consulting firms, certified at corporate business academies
- Author of four books and about a hundred professional articles, keynote speaker & guest lecturer

Professional Experience

2005-present	Founder & Director , East-West Leadership™, Shanghai & Hong Kong <ul style="list-style-type: none">▫ Consulting, coaching & training practice with small teams in China and the EU
2023-present	Visiting Lecturer , Central European University, Vienna & Budapest <ul style="list-style-type: none">▫ Lecturing intercultural leadership at EMBA & professional development programmes
2009-2022	MBA Lecturer , Shanghai Jiao Tong University Continuing Education School <ul style="list-style-type: none">▫ Lecturing China-specific business subjects for expats and visiting MBA/EMBA groups
2011-2020	Associate Partner, APAC Business Development Director , Munich Leadership Group <ul style="list-style-type: none">▫ Developing, localising and delivering Asia-Pacific leadership programmes
2008-2010	Partner , Altius Ventures, Lipa City, the Philippines <ul style="list-style-type: none">▫ Started a strategy firm for partnerships between Philippine, China and EU firms
2003-2005	Lecturer , Salem International University (Informatics Group), Shanghai, China <ul style="list-style-type: none">▫ Taught Political Science, Intercultural Studies, Philosophy and Essay Writing
2002-2003	Associate Professor , Yuexiu College, Shaoxing, China <ul style="list-style-type: none">▫ Taught English as a Foreign Language and trained language teachers
2001-2002	Democratisation Officer/Head of Field Office , Organisation for Security and Co-operation in Europe (OSCE), Bosnia-Herzegovina <ul style="list-style-type: none">▫ Managed international development, government reform and civil society projects
2001	Consultant , International Institute of Communication, Budapest, Hungary <ul style="list-style-type: none">▫ Translated, localised and delivered training content for insurance experts
Oct.-Dec. 2000	Municipal Election Commission Supervisor , Organisation for Security and Co-operation in Europe (OSCE), Bosnia-Herzegovina. <ul style="list-style-type: none">▫ Supervised election procedures and international observers at municipal elections
Jan.-May 2000	Intern , Office for Drug Control & Crime Prevention, United Nations, Vienna, Austria <ul style="list-style-type: none">▫ Managed databases and prepared reports for the UN Terrorism Prevention Branch
1999	Researcher , Seymour-Cooke Ltd., Budapest, Hungary <ul style="list-style-type: none">▫ Research, reports and publications on the retail and catering industry in Hungary
1994-1997	English Teacher/Corporate English Trainer , Budapest, Hungary

Language Competency

Fluent: Hungarian, English, Mandarin Chinese
Good: German, Spanish, Italian
Intermediate Russian and **Basic** Japanese

Education and Relevant Training

1992-1997: BA, **English Studies, minor in Philosophy**, ELTE University Budapest, Hungary
1997-1998: MA, **International Relations and European Studies**, Central European University, Budapest
1999: **International Training Programme for Conflict Management**, Scuola Superiore di Sant'Anna, Pisa, Italy
1999-2000: MPhil, **Advanced International Studies**, Diplomatic Academy, Vienna, Austria
2001-2002: **Field Mission Training** on elections, governance, institutional management, security and first aid, OSCE
2008: **Certified Management Consultant (CMC)**, International Association of Management Consulting Institutes
2011: **ISO 26000 (Corporate Social Responsibility) Expert**, International Organization for Standardization (ISO)
2012: **Certified Analyst and Consultant** of the Predictive Index® System, Praendex Europe SA.
2012: **Certified MBTI® Practitioner** (Step I and Step II), American Management Association
2013: **Certified Facilitator**, SSAT (Sales Skills Assessment Tool) & CFS (Customer-Focused Selling), Praendex Europe SA.
2015: **Certified DISC Facilitator**, Persolog GmbH
2017: **WIAL Certified Action Learning Coach**, World Institute for Action Learning
2017: **NeuroColor Certified Consultant**, NeuroColor, LLC.
2018: **Certified Global DISC Consultant and Master Trainer**, ICQ Global
2024-2025: Certification course towards **Professional Certified Coach (PCC)**, International Coaching Federation (ICF)

Professional Affiliations

Associate Researcher, Guangzhou Institute for Asia-Pacific Economic Research, 2006-2011
Member, ACS&ALB, Leadership Club President, Toastmasters International Shanghai, 2007-12
Educational Cooperation Advisor for East Asia, Central European University (CEU), 2006-2009
Senior Consultant, ASI Consulting Group (The Netherlands), 2008-2011
Chair, European Union Chamber of Commerce in China Shanghai SME Forum, 2012-2015
Board Member, Certified Management Consultants Global Institute (Canada), 2015-2016
Member, China Association of Certified Management Consultants, 2008-currently
Associate, Grovewell Consulting LLC (USA), 2012-2019
International Affairs Specialist, International Aid Cooperation Organization (China), 2017-2019
Senior Consultant, Thrust Consult (The Netherlands), 2011-2020
Associate, Predictive Index (PI) Worldwide (USA), 2012-currently
Associate, Global Partners Training LLC (USA), 2017-currently
Arbitrator & Mediator, Shanghai International Economic and Trade Arbitration Commission (SHIAC), 2018-currently
Guest Lecturer, Shanghai University International MBA (2012-22), China Europe International Business School, CEIBS (2012), Marcus Evans MBA (2013), HULT Shanghai (2014-18), Karachi Institute of Business Management Executive MBA (2020), (Bangkok Chulalongkorn University (2023) Corvinus University Budapest (2023)
Board Member & Direct Member Representative, SIETAR Europa, 2024-currently

Major Publications

"International Organizations in the European Security Architecture: The Lessons of the Crisis in the Former Yugoslavia", *PRIME Research Papers* (StPetersburg, 1998)
"Overcoming the East-West Division: The Future of the EU's Bridging Function", *Bibó István Law College* (Budapest, 1999)
"The Asia Europe Meeting (ASEM), Seen as a Process", *The Diplomatic Academy of Vienna* (Vienna, 2001)
"Economic Relations and Political Dialogue between the European Union and East Asia", *ASEM Research Platform*, (Amsterdam, 2003)
HVG (*Weekly World Economy, Budapest, Hungary*): Regular articles as Shanghai Correspondent, 2003-2010
Economic Relations and Political Dialogue between the EU and East Asia (Book, VDM Verlag, Saarbrücken, 2009)
China: Everyone's Spiritual Guide, Original title "Mindenki szellemi kalauza Kína" (Book, Józseveg, Budapest, 2010)
This City is a Distant Planet, Original title "Ez a város egy távoli bolygó" (Book, Athenaeum, Budapest, 2018)
Articles in Chief Learning Officer Magazine, Asia Power Watch and EUROBiz Magazine since 2018
Dragon Suit: The golden age of expatriate executives in China (Book, Business Expert Press, New York, 2023)