



Florian Pollner

Principal & Founder,
Lumena Partners

Florian partners with CEOs, executive leaders and boards unlock performance: creating strategic clarity, shaping modern, human-centric organizations, and guiding leaders in transition

Florian partners with individual leaders, their teams, and entire organizations to raise their capacity for change and unlock human potential.

Drawing on over 25 years advising leaders and organizations globally, he provides rigorous yet pragmatic counsel—whether through executive transitions, strategic assurance, team effectiveness and conviction, leadership development or organizational design and transformation.

As a McKinsey Partner across Europe and Asia, Florian served leaders and leading enterprises in 30+ countries, leading the People & Organization Practice in Switzerland, co-founding the Center for Asian Leadership in Singapore, and heading McKinsey Academy across EMEA. He cultivated a global network of leaders, practitioners, and trusted partners, enabling him to convene the right expertise for each client's unique needs.

Florian holds a doctorate from SDA Bocconi Milan and degrees from RSM Rotterdam and EPFL Lausanne. A dual Swiss-German citizen, he lives near Zurich with his wife and two children, with a second home in Bangkok—maintaining deep connections to Asia.

Beyond his practice, he thrives on exploring new geographies, and is drawn to modern arts, and to mid-century modern and brutalist architecture—structures that reveal rather than conceal their purpose.