

# Manager profile

## Interim Manager and Consultant

### Person

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#### Zeiss, Stefan

Master of Industrial Engineering and Management  
Nationality: German  
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**Building bridges, changing perspectives and more.  
Achieve sustainable goals consistently!**

With many years of practical and international professional experience, I am an assertive interim manager and consultant. I support companies in bridging longer vacancies in management. For sustainable changes, restructuring or if sales and EBIT need to be increased, I am available as a consultant or project manager and I support the implementation. Success is often based on consistent implementation. The necessary measures are often known, but there is often no plan and therefore no implementation. For consistent implementation, that's what I stand for! I am experienced in achieving the best results with few resources and good planning.

## Manager Profile

### Expertise

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> **30** years sales, marketing, aftermarket, service  
> **24** years of **management experience** (3 direct reports, 15 employees; sales of up to EUR 50 million at individual business level (turnkey plants))

**6** years in interim management + consulting

**Co-author** of a specialist book, chapter "Aftermarket business Is Superseding Traditional Sales"

Industry experiences:

- Mechanical and plant engineering (automotive, plastics -, fire protection industry, flow technology)
- Communication technology / ICT
- Electrical engineering

### Competencies & Characteristics

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Education and experience allow me to **quickly understand companies and business models and to achieve short-term, sustainably results.**

Skills:

- CEO and division management
- Chief Transformation Officer (CTO, i.e. for the strategic restructuring of business models)
- Change-Management
- ESG: CSRD / Corp. Sust. Reporting Dir.
- Market & service-oriented structuring
- Organizational – and process development
- Sparring partner and consultant
- Creative, customer- and solution-oriented in project business and component business
- Experience in intercultural environment
- Proven negotiation skills
- Enthusiasm and persuasion

### Examples from my mandates

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Activities in the **corporate environment** as well as with **international medium-sized companies**:

- As operational managing director, a special situation stabilized, the company relocated and realigned during ongoing operations.
- CSO: Realignment of a German subsidiary after insolvency: SWOT analysis, strategy development and implementation. Achieved a sustainable turnaround from a negative ROS in one year and created additional new jobs. (Parent company: Italian private equity company)
- Division Manager Aftermarket Sales and Service: Market development for special machines, after takeover from an insolvency. Achieved sustainable sales and high EBIT in the first year for this German subsidiary. (Parent company: American PE company)
- Business development consultant: market analysis, strategy development and implementation. International B2B market development in electrical engineering, for a foreign subsidiary of a German company
- Turnaround management for international, sustainable market development, after change of ownership in the B2B components business. (Parent company: Swiss PE company)