

Summary

Change should be rewarding. Enabling transformation as a satisfying experience is my passion. Finding the right balance between enabling people and challenging them is very often a key to success. Measuring change, making data about progress available and putting up the right incentives can reduce the cost of change significantly.

I successfully completed several large-scale change initiatives, while either holding line positions or working as a consultant. I practice change management in a hands-on fashion. Being familiar with the leading methodology frameworks for achieving viable change, I often adjust the standard methodologies to meet the needs of a specific situation.

Excellent communication skills help me to achieve buy-in to organizational change from diverse stakeholder groups. I love working with people from all age groups and backgrounds, from the front-line employee to members of the board. Improving the communication between technology and business is one of my core strengths.



Experience

04/2008 to date: Acoyvis, Mauritius (since 2010)

Founder and principal consultant

Acoyvis provides management consulting services in Africa and Europe, helping organizations to navigate large-scale transformation, technology integration, mergers & acquisitions and restructuring initiatives. Selected projects:

Africa:

- Financial Services (2016): IT Governance Training for board members of banks in West Africa.
- Telecommunication (2010): Change Management enabling the deployment of a new core system to a 3.500 strong target group for a mobile phone operator in South Africa.

Europe:

- Pharmaceuticals (2017): Business Intelligence solution deployed to a global target group of more than 1500 people in the finance community.
- Consumer Goods (2012): Program management for the time-bound post-acquisition integration of a manufacturing company in France.

01/2016 to date: Cim Finance, Mauritius

Independent (Non-Executive) Director

Cim Finance is a regulated deposit taking company and the largest consumer finance provider in Mauritius. In addition, Cim Finance is engaged in leasing, factoring, credit protection and a range of credit card issuing and acquiring services.

10/2007 to date: Fraunhofer Society, Germany

Member of the Board of Trustees at Institute for Intelligent Analysis and Information Systems (IAIS)

The Fraunhofer Society is a research organization with 67 institutes, each focusing on different fields of applied science. Focus of research at the IAIS includes big data, machine learning, intelligent data and knowledge analysis.

04/2006 to 03/2008: Lufthansa Systems, Germany

VP Corporate Strategy

Lufthansa Systems is a leading provider of IT services in the aviation industry employing 1.900 globally.

- Implemented a process for strategy development focusing on transforming strategy into action,
- Streamlined the investment portfolio, acquired relevant technologies to supplement the product portfolio in several M&A deals,
- Introduced standardized quality reporting and established the needed governance.

12/2003 to 03/2006: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Germany

CIO (Chief Information Officer) and member of the Executive Team

GIZ is a state-owned enterprise dedicated to assisting the German government in international cooperation and development. Revenue exceeds 2 billion euros. GIZ employs more than 17.000 people in over 130 countries.

- Developed and implemented a well-received IT strategy for the global organization,
- Established a new IT governance and introduced an IT Balanced Scorecard,
- Delivered a document and knowledge management solution to 4000 users,
- Co-chaired the ICT for Development initiative and evaluated projects in the Philippines, Tanzania, Uganda and Vietnam.

01/1998 to 11/2003: Accenture, Austria/Switzerland/Germany

Manager

Accenture is a Fortune Global 500 company offering management consulting and professional services focusing on strategy, digital, technology and operations.

- Managed the time-bound deployment of a complex Management Information System for a large central European bank in a post-merger crisis,
- Improved banking and fund administration processes for various large banking corporations
- Led the development and roll out of a methodology awareness training for 1.400 Accenture employees

09/1981 to 12/1997: Savings Banks Organization

The Savings Banks organization is the largest retail banking group in Germany, encompassing 600 legal entities and employing about 250.000 people.

11/1994 to 12/1997: Savings Banks Foundation for International Cooperation, Slovakia/Czech Republic/Romania

- Local Representative to Slovakia and the Czech Republic, headed a fact-finding mission to Romania on behalf of the German Government,
- Established corporate academies for the local banks,
- Initiated and fostered relationships to the representatives of German donors, the local Central Banks, the IMF, the EBRD and other donor organizations.

10/1993 to 10/1994: East German Savings Banks Association, Germany

- Developed a personnel development strategy and respective in-house consulting services,
- Advised the management of Savings Banks in recruitment, management and personnel development to support the transformation to a market economy.

09/1981 to 09/1992: Retail Banking roles, Germany

- Deputy Manager International Department,
- Internal Auditing.

Education

2008 to 2010: MBA – University of Chicago Booth School of Business, London-Chicago-Singapore

1986 to 1992: Graduate Savings Banks Economist, Bonn, Germany

Professional Affiliations

2013 to date: Fellow of the Mauritius Institute of Directors (MIoD) (<http://www.miod.mu>)

2012 to date: Member of the Southern African-German Chamber of Commerce and Industry (<http://suedafrika.ahk.de/en/>), Johannesburg, South Africa

2005 to date: Member of Toastmasters International – Plateau Toastmasters, Ebène, Mauritius

1995 to date: Member of The International Alliance for Women (<http://www.tiaw.org>). I served as a member of the board for this US based not-for-profit organization between 2000 and 2004.