

## Responsibilities

### Entrepreneurial Experience

- President of „Mechanical Engineering“ operations North America with 6 Mio.US\$ in sales and 33 employees
- Creating of business strategy and planning with founding a legal Incorporation by US law
- Start up, development and growth a organization with functional departments as personnel and finance, purchasing, project management, mechanical and electrical design, engineering for robots and PLC, logistics, quality and sales
- Planning and execution of internal and external training, assign responsibilities to the team for “New Technology Champions”
- Creating an „Idea Management Program“ and establish an „Performance Review“ process with employee feedback on a 3 month regular basis for all employees
- Supplier development for local content and cost savings in USA, Canada und Mexico, Purchase of contracts and equipment from Mexico in a value of approx. 1 Mio. US\$ in 2004
- Extended search for customs build standard weld cell in Mexico and China with purchased cells from Mexico
- Establishing a customer base by technical expertise, trust and responsibility
- Responsibility for the whole cycle for equipment building
- Intercultural management, understanding for people, communication and motivation in different countries, acceptance in all levels of business
- Understanding and execution in sales, operation and after sales
- Department leader for project management with changing decisions for responsibilities, communication, personnel development, trust and feedback, job loyalty, motivation, technical understanding and performance