



### Executive Search OnBoarding.

50 % of all executive placements fail.  
Because it's done wrong.

#### What I do.

I find and acquire the "right one" AND resolve the deadlock in the new executive's warm-up phase and accelerate it significantly.

First I pierce through to the requirements of the job, including all hidden issues and the true, informal expectations to the new one.

Then I do not rely on a database but on the deep trust of executives connected with me thanks to more than 20 years of collaboration and on the experience of their actual abilities and values. I can judge with real depth who is suitable for which position and then I find and convince the right one.

AND: I also take responsibility for the successful rooting. I remain a sparring partner, a devil's advocate, coach and catalyst all the way into the performing phase. That is the crucial point.  
Guaranteed and without additional costs.

#### What ´s your benefit.

A performing executive, permanently generating good results, versus high costs for the golden handshake and re-headhunting, internal and external loss of time and reputation because of a repeated replacement.

You need  
THE  
perfect  
new one.



### Executive Sparring Coaching Counselling.

Such a highly-paid manager has to cope by himself.  
But he can't (always).

Particularly not if he is already under observation and has already received a „warning card“.

#### What I do.

Stabilising the current, mostly tense situation

this is almost always the starting-point - it rarely begins with everything being fine and in a relaxed atmosphere. fast extinguishment of trouble spots and generating quick wins which show that the get-well-track has been found. I'm in the boat for implementation as well, taking the responsibility and sharing the risk - after successful stabilisation I provide active guidance for the next steps - there were reasons for the crisis - now we get down to the root cause and consequently provide permanent stability and measurable success

#### How.

Safe-Space-Environment - nobody is aware of it - nobody sees it - sensitive and confidential with guarantee that nothing leaves the room  
holding up the mirror - unfiltered - without flattery - true  
devil's advocate for the necessary next steps - making procedures waterproof  
methodical single coaching - learning and improving the craft - how exactly do I go about it  
catalyst and counsellor between the parties - neutral

One of your  
managers  
does not  
perform.



### Management Team Acceleration.

Acceleration of a group of lone warriors in one direction with maximum output,  
plenty of enthusiasm and ultimate energy release.

#### What I do.

I bring issues to the surface, pick up every stake-holder, call things what they are,  
ease the tension, stabilise the interaction and release unexploited energy.

No smooching. No war. Just good, solid fusion.

Also stabilising individuals of the team and getting them to perform again quickly  
(see also Executive Sparring Coaching Counselling)

#### What ´s your benefit.

Pressure release - less micro-management and adjustments of individuals

No more mutual finger-pointing

Intended course corrections finally becomes reality

Permanently good results AND reliable statements and forecasts

Stabilising your own position - enhancement of your standing

Your managers  
have to  
improve  
their  
collaboration.

### Timo Ringlein.

I get people to do the right things right.

Because I grab them at the core. Because they allow me to.

Because they buy into it. Because they trust me. Because they benefit from it.

#### Experienced.

8 years of Executive Coaching & Sparring & Counselling and Management Team  
Acceleration at Avaya Bea Colt Dell Hitachi OpitzConsulting EMC NetApp NextiraOne Novell  
Symantec TelefonicaO2 and others

8 years as Sales Director and Executive Board at CISCO Germany

IMD Lausanne and INSEAD Fontainebleau

CEO at InformaTec Inc.

Key Account Manager Hewlett-Packard

Graduate Engineer (University of Applied Sciences) - Dipl.-Ing.(FH)

#### How do I do it.

I ask the right questions.

Precisely, to the point, at the right time.

With guts and keen sense of what's really going on.

I push in the right moment. With significant momentum.

I have groundbreaking methodical expertise. Craft. Ability. Talent. Perseverance.

#### My Playground.

only ICT - only in D - A - CH

