



We fill the key positions of the digital economy

www.digilents.com



- 1 About Digilents**
How we work / Our range of services / Selected industries & references
- 2 Executive Search**
Managers and C-level positions from our executive network for your company
- 3 Premium Search**
Filling your vacancy with support from our in-depth understanding of roles
- 4 Digilents Experts Services**
Temporary access to interim managers, business enforcement teams and freelance experts
- 5 HR-Consulting & Suitability Diagnostics**
Talent Capability Evaluation and Personality Diagnostics
- 6 Case Studies**
Selected project references and customer testimonials
- 7 Your personal contact persons**
Many years of industry experience of management and advisory board members in recruiting top talent

What sets us apart

Most exclusive candidate network of digital talents in the DACH region



Most exclusive candidate network in the DACH region of digital talents (so-called "Digi-lents") in the field of e-commerce and digitalization



Long-term mentoring to ensure the best talent is cultivated and attracted to our network



Access to **exclusive executive high potentials** including profiles from top-tier strategy consultancies and/or hyper-growth startups



In-depth know-how with regard to role requirements and in-depth digitalization know-how through close integration with strategy consulting firm FOSTEC & Company



Experience in building **high performance organizations** and teams as well as actively coaching, training and mentoring our talent



Broad industry expertise for digital talent and reference access via an extensive partner network



Selected references

Extensive industry expertise with manufacturers and service providers

(RETAIL) BRANDS B2C



RETAILERS



(RETAIL) BRANDS B2B

PRIVATE EQUITY & CONSULTING

Digilents in figures

More than 1,500 successful placements since the company was founded

1

Network in the DACH
region

25.000

Candidates in our
exclusive network

> 90%

Satisfaction rate of
our customers

> 1.500

Successful since 2013
with over 1,500
placements



**F&C Cooperation Partner
Network**

> 25+

Years of industry
experience of the
management

The Digilents service portfolio

Solutions for the challenges of today and tomorrow

I EXECUTIVE SEARCH	II PREMIUM SEARCH	III EXPERTS	IV HR CONSULTING
<p>Experienced C-level positions and managers</p> <ul style="list-style-type: none"> ▪ Exclusive executive candidate network with proven experts ▪ Detailed professional candidate screening ▪ Ensuring cultural fit and required soft skills ▪ Access to candidate references ▪ Holistic management of the application process ▪ Personality tests and CV diagnostics (optional) 	<p>Professionals and experts for your digital business</p> <ul style="list-style-type: none"> ▪ Exclusive specialist network of digital talents (digi-lents) ▪ Role-specific adapted approach to search ▪ Detailed professional candidate screening ▪ Ensuring cultural fit and required soft skills 	<p>Interim Managers</p> <ul style="list-style-type: none"> ▪ High competence ▪ Confirmed track record ▪ Executive-Level Niveau ▪ Short term availability within 4 days <p>Freelance - Experts</p> <ul style="list-style-type: none"> ▪ Extensive exclusive network of experts ▪ Verifiable reputation & track record ▪ Project based mediation ▪ Experienced top experts <p>Business Enforcement Teams</p> <ul style="list-style-type: none"> ▪ Realization of sales and growth potential ▪ Relief for fixed costs ▪ Seasonal / project-related task forces 	<p>Personality Diagnostics</p> <ul style="list-style-type: none"> ▪ Detailed examination of the personal fit of a candidate ▪ Psychological aptitude diagnostics (e.g. Big Five, Dark Triad, etc.) ▪ Identifying potential risk factors and minimizing the risk of mis hirings <p>Talent Capability Evaluation</p> <ul style="list-style-type: none"> ▪ Identification and matching of skills and competencies ▪ Identification of need for action regarding personnel changes ▪ Strategic preparation of teams and business units for new challenges
<p>Experienced managers at top level</p>	<p>Permanent filling of your vacancies with top talents</p>	<p>Temporary staffing with experts & interim managers</p>	<p>Support with identification of Talent / Capabilities</p>

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At a glance

FEATURES

- Search in exclusive Digilents network of experienced C-level managers and high potentials.
- Selection based on measurable personal and professional success criteria.
- Demonstrable track record and verified reputation
- Customized, customer-specific process



TARGET PROFILES

- Chief Executive Officer (CEO)
- Chief Financial Officer (CFO)
- Chief Sales Officer (CSO)
- Chief Restructuring Officer (CRO)
- Chief Marketing Officer (CMO)
- Chief Digital Officer (CMO)
- Chief Human Resources Officer (CHRO)
- Director of / VP/ Senior VP



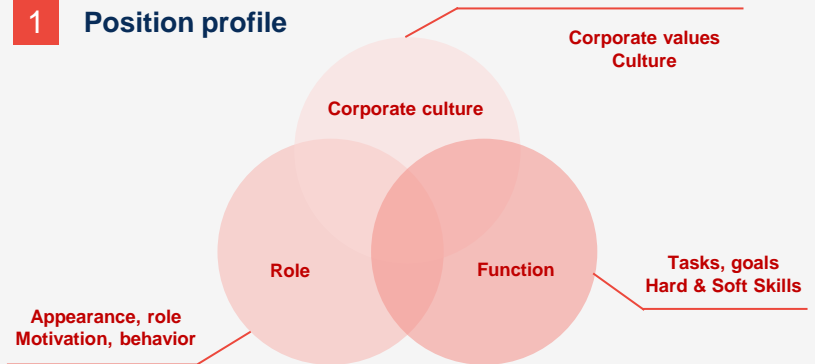
CLIENTS

- Shareholders
- Supervisory Boards
- Private Equity
- Banks / Funds
- ..

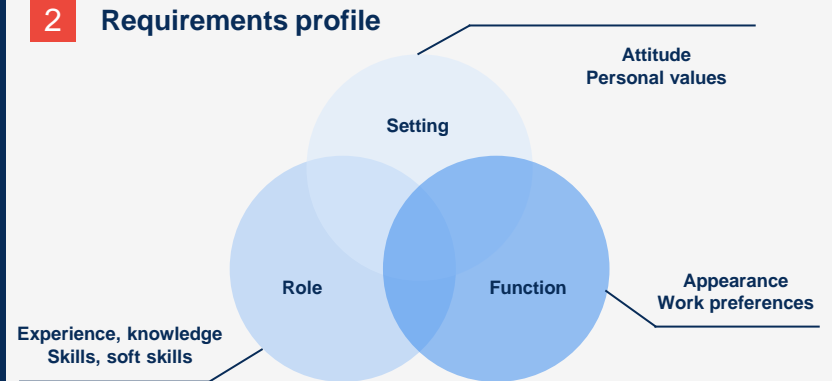


EXCELLENCE PROCESS

1 Position profile



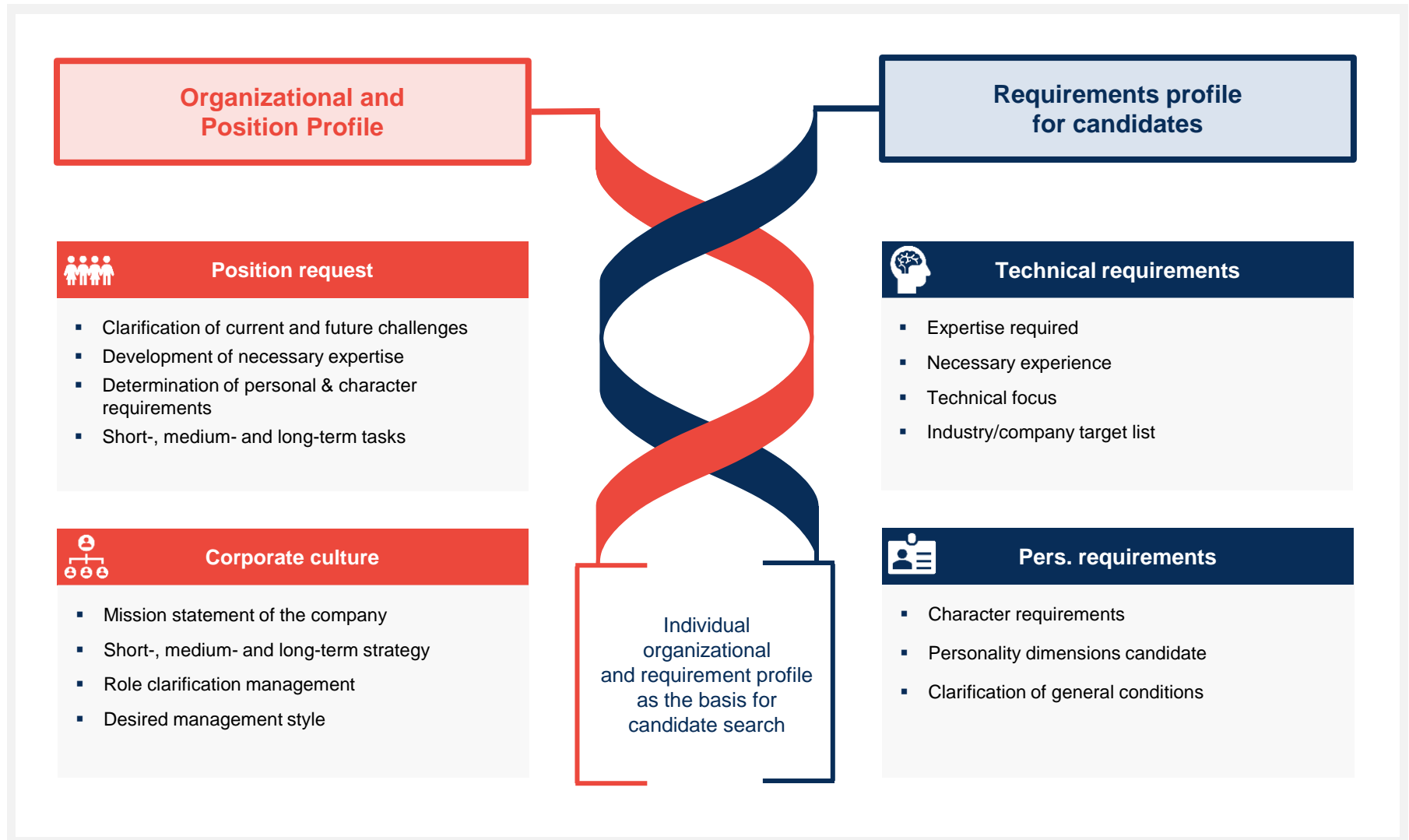
2 Requirements profile



3 Access to Executive Profiles



Our Mission: Merging Company and Candidate DNA



Project phases and Candidate-Journey along the staffing process



Executive Search // IV/V

Staffing Process in terms of Phases and Timeline

	PHASE 1 BRIEFING, RESEARCH & APPROACH				PHASE 2 QUALIFICATION & PRESENTATION				PHASE 3 CONTRACT NEGOTIATION & CLOSURE			
Week	1	2	3	4	5	6	7	8	9	10	11	12
Digilents	Briefing-Workshop	Candidate selection Contacting the candidate pool			Multi-level Qualification of the candidates		Presentation of candidate profiles	Support during interviews and case studies, if applicable Contract negotiations				Project-conclusion
		Weekly routine communication and continuous reporting / status updates.										
CLIENT SIDE	Briefing-Workshop	Weekly routine communication and continuous reporting / status updates.										
					Prioritization of candidates Scheduling interviews		Interviews Case studies, if applicable		Contract negotiations client		Project-conclusion	

TALENT CAPABILITY EVALUATION



Objective

- Identification of skills and competencies
- Detection of need for action regarding personnel changes

Procedure

- Screening of existing competencies through systematic quantitative and qualitative methods
- Competency model adapted to the requirements of the digital economy

Benefits

- Ensuring the performance of the new hire
- Strategic preparation of teams and business units for new challenges

PERSONALITY DIAGNOSTICS



Objective

- Detailed examination of the personal fit of a candidate
- Uncovering potential risk factors

Procedure

- Recording the analysis needs of the client
- Implementation of psychological aptitude diagnostics (e.g. Big Five, Dark Triad, etc.)
- Creation of candidate profile and recommended course of action

Benefits

- Ensuring an optimal fit between candidate and organization
- Minimization of the risk of misfirings

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At a glance

FEATURES

- Search in Digilent's exclusive partner network.
- Proven professionals with appropriate references.
- Skill Check by Digilent's experts
- Customized, customer-specific process



ADDRESS

- E-Commerce Manager
- Online Marketing Manager
- Performance Marketing Manager
- Product Data Manager
- Sales Manager
- Product Manager
- Key Account Manager



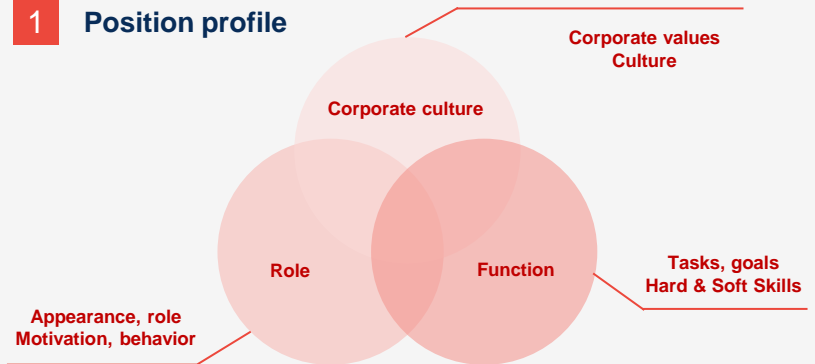
CLIENT

- C-Level and General Managers
- (VP) Executives from Sales, Marketing, E-Commerce and IT
- Business Development
- HR

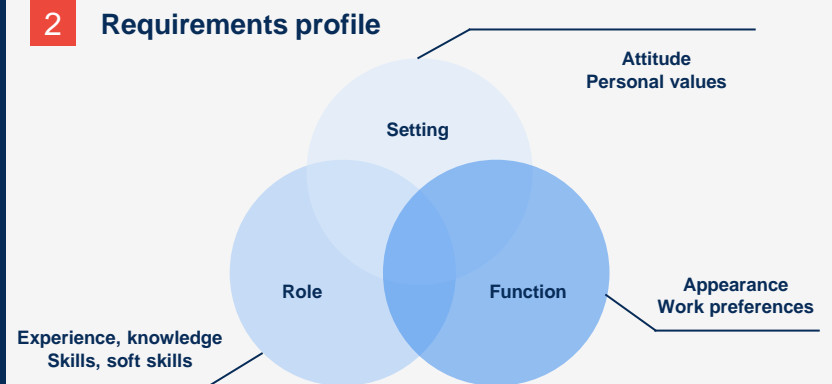


EXCELLENCE PROCESS

1 Position profile



2 Requirements profile



3 Access to subject matter expert profiles



Phase steps and Candidate-Journey along the staffing process



Premium Search // III/III

Staffing Process in terms of Phases and Timeline

	PHASE 1 BRIEFING, RESEARCH & APPROACH				PHASE 2 QUALIFICATION & PRESENTATION				PHASE 3 CONTRACT NEGOTIATION & CLOSURE			
Week	1	2	3	4	5	6	7	8	9	10	11	12
Digilents	Briefing-Workshop	Search Addressing the candidate pool Qualification of the candidates					Presentation of candidate profiles	Support interview and case study, if applicable Contract negotiations				Project-conclusion
		Weekly routine communication and continuous reporting / status updates.										
CLIENT SIDE	Briefing-Workshop	Weekly routine communication and continuous reporting / status updates.										
							Prioritization of candidates Scheduling interviews	Interviews Case studies, if applicable		Contract negotiations client		Project-conclusion

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At a glance

INTERIM-MANAGERS



Executives with strong leadership, digital & project management skills with a proven track record.

Areas of application

- Staff shortage at management level (partly in parallel with executive search)
- Project management
- Restructuring
- Process optimization
- Management (Digital + E-Commerce)

BUSINESS ENFORCEMENT TEAMS



Composition of powerful cross-expertise project teams with optimal skillsets

Areas of application

- Seasonal sales increases (high season)
- Locally limited or topic-specific short-term problems

FREELANCE-EXPERTS



Experts available at short notice with a strong focus on specific skills and extensive experience

Areas of application

- E-Commerce
- Amazon Commerce
- Digital-Marketing (SEO, SEA, Perf.-Mar.)
- IT Project Management
- Digital Market
- Product Data Management
- Know-How Transfer

Digilents Experts Services // III/II

Staffing process for freelancers and interim managers

DAY 1

DAY 2

DAY 3

FROM USE



Target definition

- Needs assessment & goal setting
- Placement in current corporate context
- Derivation of the expert profile according to professional, personal and corporate cultural requirements



Selection

- Search and pre-selection in the Digilents expert pool
- Quality and competence check and verification of fit by Digilents
- Conducting interviews including clarification of available capacities



Presentation

- Presentation of suitable candidates
- Client coaching regarding selection
- If necessary, organization of reference calls
- Contract conclusion

OPTIONAL

Talent Capability Evaluation
CV diagnostics (cultural fit)
(leads to lengthening of process)



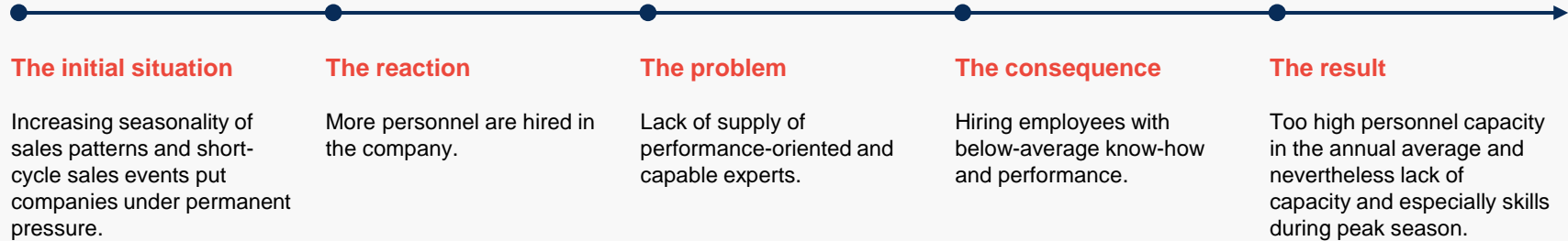
Support

- Regular exchange with expert and client on project performance

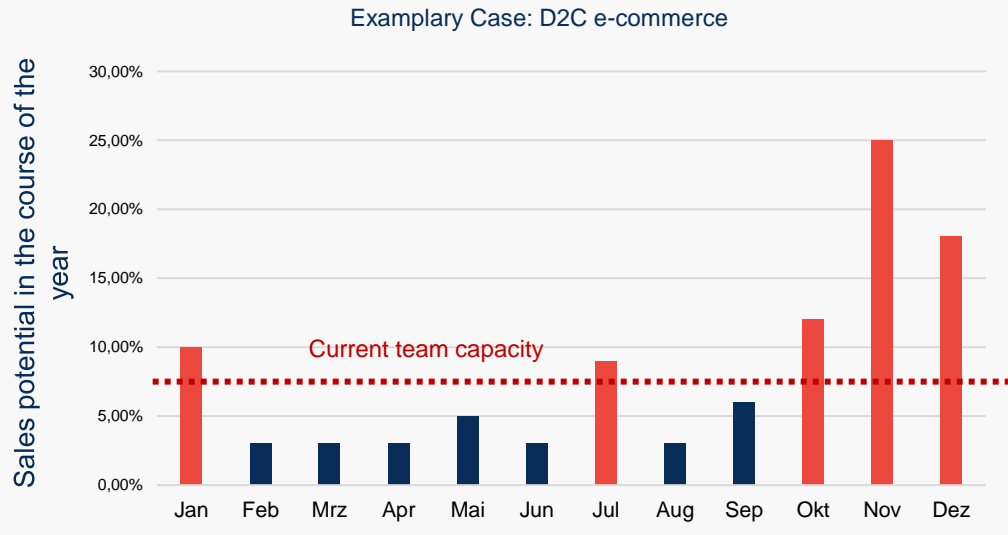
E-commerce Business Enforcement Teams // I/II | Digilents

Failure to realize revenue potential due to capacity imbalance

INITIAL SITUATION AND PROBLEM DEFINITION



 **Failure to exploit sales potentials and, at the same time, too high fixed costs with suboptimal performance.**



E-Commerce Business Enforcement Teams // III | Digilents

Optimierter Ressourceneinsatz durch Business Enforcement Teams

CONCEPT



- Temporary increase of workforce via expert teams
- Optimal combination of required skills
- Clear project planning with corresponding goal setting
- Complete focus on project implementation

BENEFITS



- Maximization of sales and growth potentials
- Optimal resource planning
- Know-How Transfer
- High-performance teams with a proven track-record
- Optimal use of resources

PRO-CEDURE



Phase 1

Analysis of status quo client & Needs assessment



Phase 2

Compilation & Deployment Enforcement Team

Capacity Analysis

Capability Evaluation (optional)

Objective & Task Def.

Drafting of Enforcement Team

Staffing and Briefing the Taskforce

Ex-Post Controlling

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TALENT CAPABILITY EVALUATION



Objective

- Identification of current skills and competencies
- Detection of need for action regarding personnel changes

Procedure

- Screening of existing competencies through systematic quantitative and qualitative methods
- Competency model adapted to the requirements of the digital economy

Benefit

- Ensuring the performance of new hires
- Strategic preparation of teams and business units for new challenges

PERSONALITY DIAGNOSTICS



Objective

- Detailed examination of the personal fit of a candidate
- Uncovering potential risk factors

Procedure

- Recording the analysis needs of the client
- Implementation of psychological personality diagnostics (e.g. Big Five, Dark Triad, etc.)
- Creation of candidate profile and recommendations for action

Benefit

- Ensuring an optimal fit between candidate and organization
- Minimization of the risk of mishires



RECRUITMENT OF NEW EMPLOYEES

Selecting the right employee for the right role is of paramount importance to the success of the company. Consequently, the applicant's skills must be matched with the requirements of the role.



INTERNAL PROMOTION

The decision to promote an existing employee to a new, more advanced role requires in-depth insight into the individual's skills to assess readiness for a new role.



TEAM PERFORMANCE & CAPACITY ASSESSMENT

The job performance assessment can be effectively completed through the talent capability assessment, as it enables the comparison of the current capability level with the level required for the role. This analysis also makes it possible to provide indications of the match between the strategy and the potential team performance.



INTERNAL JOB TRANSFORMATION

Strategic changes often lead to the creation of new jobs and the elimination of existing positions. Consequently, existing employees must be assigned to new roles for which their capability profile must be assessed at management level.



OUTPLACEMENT OF EMPLOYEES

Strategic changes may lead to the elimination of functions, necessitating the termination of certain contracts. These terminations may entail severance payments, which can be averted by finding a suitable outplacement opportunity for the employee in question.

The decision-making process is supported by Digilents **Talent Capability Evaluation**

HR Consulting & Aptitude Diagnostics // III/VI

Testing Comprehensive Skills for a Dynamic Work Environment

1 Cognitive skills

Critical thinking

- Structured problem solving
- Logical thinking
- Understanding prejudices
- Searching relevant information

Planning

- Development of work plans
- Effective time management and prioritization
- Agile thought structures

Communication

- Storytelling and presenting
- Asking the right questions
- Synthesizing information
- Active listening

Flexibility

- Creativity and imagination
- Transfer of knowledge
- Changing perspectives
- Adaptability

Target achievement

- Personal responsibility
- Target orientation
- Dealing with setbacks
- Personal development

Entrepreneurship

- Courage and willingness to take risks
- Driving change and innovation
- Passion and optimism
- Unconventional thinking

Self-knowledge

- Understanding own behavior
- Control over own emotions
- Understanding of own strengths
- Integrity
- Self-confidence

3 Self-Management

2 Interpersonal skills

Initiate processes

- Role model function
- Learning from team members
- Creating inspiring visions
- Organizational skills

Build relationships

- Empathy
- Building trust
- Modesty
- Sociability

Teamwork and effectiveness

- Promotion of inclusion
- Motivating different personalities
- Resolving conflicts
- Collaboration
- Coaching
- Empowerment

Digital competence

- Digital understanding
- Digital education
- Digital collaboration
- Digital ethics

Use and introduction of tools

- Data analysis
- Statistical analysis
- Basic understanding of software development processes

Understanding digital business models

- Understand and apply data points
- Basic understanding of data security
- Technology introduction
- Introducing intelligent system solutions

4 Digital Literacy

HR Consulting & Suitability Diagnostics // IV/VI

Talent Capability Evaluation - Procedure

I QUANTITATIVES ASSESSMENT

II QUALITATIVES ASSESSMENT

III CAPABILITY EVALUATION

Scale	Subscale	Score	Max. score	Rel. Score	Weight	Max weighted score	Weighted score	Rel. Weighted score
Cognitive	Critical Thinking Score	17	30	56.67%	3	90	51	28.00%
	Planning and ways of working Score	14	30	46.67%	3	90	42	16.47%
	Communication Score	19	30	63.33%	1	30	19	7.48%
	Motiv. flexibility Score	19	45	42.22%	1	45	19	7.48%
Category Score		69	135	51.11%	8	355	151	47.59%
Interpersonal	Intaking processes Score	16	30	53.33%	2	60	32	13.91%
	Team dynamics Score	26	30	79.00%	2	100	79	30.47%
	Teamwork effectiveness Score	20	30	66.71%	2	70	60	28.00%
	Category Score	61	115	70.43%	6	230	162	31.48%
Self-leadership	Self-awareness Score	28	30	93.33%	2	100	96	38.74%
	Empowerment Score	19	40	47.50%	2	80	38	14.67%
	Target achievement Score	21	45	46.67%	2	90	42	16.36%
	Category Score	68	115	59.07%	6	270	138	18.91%
Overall score		238	383	62.14%	n.a.	750	428	n.a.

- Define comprehensive **role profiles** for positions to be filled and include associated key competencies.
- Development of a quantitative questionnaire on for the competence quadrants and questions according to the principles of the **Big 5 personality traits**.
- Development of an integrated quantitative **assessment instrument** for the competence questionnaire
- Linking the results with Digilents **Skill Matrix** according to the statistical correlation

POSTEC & Company // Case study evaluation template

Personal number: []
 Corporate Division: []
 Case name: []

Tools and Analysis Rating: []

Case Analysis Rating: []
 postip location: []
 Comments on candidate solution: []

Statistical Analysis Rating: []
 postip location: []
 Comments on candidate solution: []

Digital Business Models Rating: []
 postip location: []
 Comments on candidate solution: []

- Creating a customized **Case Study**, to assess the candidate's performance in the key competencies desired by the client
- Develop a template for the collection and analysis of qualitative data from case studies.
- Create a **numeric scoring template** to improve comparability of case performance
- Evaluation templates also include sample questions and an **execution guide** for the Case Study

Teppie	Niedrig	Unvollständig	Durchschnitt	Überdurchschnittlich	Hoch	Bewertung der Kandidaten
Kritisches Denken	1 bis 6	7 bis 12	13 bis 18	19 bis 24	25 bis 30	17
Arbeitsorganisation	1 bis 6	7 bis 12	13 bis 18	19 bis 24	25 bis 30	14
Kommunikation	1 bis 6	7 bis 12	13 bis 18	19 bis 24	25 bis 30	10
Geistige Flexibilität	1 bis 9	10 bis 18	19 bis 27	28 bis 36	37 bis 45	19
Kognitiv	1 bis 27	28 bis 54	55 bis 81	82 bis 108	109 bis 135	69
Prozesse einleiten	1 bis 6	7 bis 12	13 bis 18	19 bis 24	25 bis 30	16
Beziehungen aufbauen	1 bis 10	11 bis 20	21 bis 30	31 bis 40	41 bis 50	35
Effizienz der Teamarbeit	1 bis 7	8 bis 14	15 bis 21	22 bis 28	29 bis 35	30
Zwischenmenschliches	1 bis 23	24 bis 46	47 bis 69	70 bis 92	93 bis 115	81
Selbsterfahrung	1 bis 10	11 bis 20	21 bis 30	31 bis 40	41 bis 50	28
Entrepreneurship	1 bis 8	9 bis 16	17 bis 24	25 bis 32	33 bis 40	15
Zielreichung	1 bis 9	10 bis 18	19 bis 27	28 bis 36	37 bis 45	21
Selbstführung	1 bis 27	28 bis 54	55 bis 81	82 bis 108	109 bis 135	68

- Summary and **evaluation** of the received qualitative and quantitative answers of all applicants
- Support** of the interview process by HR specialists from Digilents
- Inclusion of opinions of external experts as a supplement possible
- Creating a **pre-selection** to candidates by Digilents
- Applicant selection** is based exclusively on objectively collected data to the exclusion of subjective opinions



IDENTIFICATION OF POTENTIALS

- Identifying development potential in employees and teams increases employee retention and performance levels



INTERNAL ROLE CONVERSION

- Employees can perform at a higher level in other functions
- Redesigning roles can reduce costs, increase turnover rates and morale.



HIGH COSTS FOR MISCASTING

- Incorrect attitudes have cost implications on both the financial and interpersonal levels
- High turnover rates reduce team morale and efficiency



INCREASING THE TALENT DENSITY

- Hiring more suitable employees increases the talent density in the organization
- Higher talent density leads to increased team performance and efficiency



MEASUREMENT OF SOFT SKILL DENSITY

- Soft skills are difficult to measure and are rarely part of performance evaluations
- Soft skills can be a critical part of promotion decisions.



UNCOVERING KNOWLEDGE GAPS IN TEAMS

- Teams often lack certain skills that prevent optimal performance
- A capability analysis reveals knowledge gaps and enables adjustments to be made

HR Consulting & Suitability Diagnostics // VIVI | Digilents

Procedure regarding the introduction of suitability diagnostics solutions

Onboarding-Workshop



- Onboarding meeting with the client
- Needs analysis and detailed clarification of the objective of testing
- Advice on suitable testing procedures / scope of testing
- Elaboration of a candidate target profile
- Definition of personality-related success and risk factors

Implementation of testing and Quantitative evaluation



- Determination of the weighting of tested properties in coordination with the customer
- Conducting the test with candidate
- Quantitative evaluation of the test results
- Statistical classification of test results into relevant population samples.
- Creation of a basic personality profile of the candidate




Qualitative evaluation and presentation of results



- Creation of an individual personality profile based on defined weightings
- Elaboration of recommendations for action within the scope of the recorded objective
- Presentation of the results in personal exchange with our clients
- Discussion of profile-based opportunities and risks
- Feedback discussion with tested candidates on the test result

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Company	Position	Customer testimonials and references
	Performance & CRM-Manager	<p data-bbox="1188 349 1748 428"><i>Through Digilents, we were able to successfully fill key positions in our e-commerce team with suitable experts, thus expanding our expertise in this area..</i></p> <p data-bbox="1188 464 1661 514">Mark-Oliver Dittrich Managing Director // Biovegan GmbH, Bonefeld</p>
	Marketplace Manager Amazon	
	Key Account Manager Amazon	
	Key Account Manager Amazon Vendor	<p data-bbox="1130 621 1835 792"><i>Digilents is characterized by a high degree of reliability as well as always quick and convincing solutions in personnel matters. The distinctive customer-oriented action and the convincing solution orientation are decisive for us in long-term business relationships. Digilents convinces with an excellent network of experts, short ways and a lean design. Our expectations regarding the quality of the cooperation and the candidates have always been exceeded.</i></p> <p data-bbox="1130 828 1787 878">Wolfgang Hertel Vice President Human Resources // Metabowerke GmbH, Nürtingen</p>
	Key Account Manager 3rd Party eRetailer	
	Marketplace Manager Amazon & eBay	
	Performance Marketing Manager	
	Senior Marketplace Manager	<p data-bbox="1188 978 1787 1106"><i>As a young company, it is crucial to have an experienced partner at your side who, in addition to technical expertise in the field of e-commerce, also has the necessary management experience to form the right mix of employees into a team.</i></p> <p data-bbox="1188 1142 1748 1192">Daniel Behres Managing Director // RECARO Gaming GmbH, Stuttgart</p>
	Head of Product Data Management	
	Head of Market Intelligence	
	Head of E-Commerce	
	Key Account Manager E-Commerce	
	E-Commerce Manager	

Company	Position	Customer testimonials and references
	Key Account Manager Amazon Vendor	<p><i>Digilents works very efficiently and professionally - the company approach is extremely pleasant and provides a better understanding of the right cultural fit. We have a long-standing partnership with the key players on a wide variety of projects. Digilents has a perfect feel for the needs of the digital world, where digital entrepreneurship and HR expertise must go hand in hand. I would engage the Digilents team again anytime.</i></p> <p>Dominik Bors Managing Director// factor-a part of Dept</p>
	Chief Operating Officer Chief Technology Officer	
	Head of B2B E-Commerce Head of Market Intelligence & Pricing Product Data Distribution Specialist	
	Inhouse Salesforce Consultant	<p><i>Digilents has supported us in filling numerous positions for our global e-commerce team. From the conception of the job profile to the search and follow-up, Digilents has been a reliable partner that has always exceeded our expectations.</i></p> <p>Tobias Koerner Senior Vice President of Global Sales // GARDENA / Husqvarna Group</p>
	Head of E-Commerce	
	Senior Technical Product Data Manager	
	Head of E-Commerce	

Company	Position	Customer testimonials and references
	Associate Partner	<p><i>For our private equity investments, Digilents is a reliable partner for the staffing of the C-level as well as proven experts. Human capital at top level makes the difference in the intense competition. Through Digilents' network, we have been able to fill both interim and permanent positions quickly and reliably with professionally and personally suitable candidates.</i></p>
	Chief Financial Officer (CFO)	<p>Matthias Heining Managing Partner // FineXX Unternehmensbeteiligungen GmbH, Stuttgart</p>
	Senior Consultant	<p><i>Digilents regularly supports us in identifying high potentials for our strategy consulting boutique FOSTEC & Company. We especially appreciate the fast delivery of profile longlists through their sophisticated system. Furthermore, Digilents is an expert for us when it comes to aptitude diagnostics regarding candidate profiles.</i></p>
	Chief Executive Officer (CEO)	<p>Anja Polzer Head of Talent Acquisition // FOSTEC & Company GmbH, Stuttgart</p>

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Many years of industry experience of management in recruiting top talent

Founders on Digilents Advisory Board

Experienced digital entrepreneurs with extensive track record in industry

Markus Fost

Advisory Board and
Shareholder
Digilents GmbH

markus.fost@digilents.com



"Curiosity, reliability, performance orientation and entrepreneurial thinking and action characterize our working style - day after day."

- Over 18 years of relevant experience as a consultant and executive in the industry, including.
 - CFO - Toy Manufacturer
 - Director E-Business - Power Tool Manufacturer
 - Independent Partner - Tier 1 Strategy Consulting
- Founder and CEO of FOSTEC & Company // FOSTEC Ventures
- Various advisory and supervisory board mandates
- Expert for e-commerce, online business models and digital transformation with a broad experience in the fields of strategy, organization, corporate finance and operational restructuring.

Adrian Hotz

Advisory board and
shareholder
Digilents GmbH

adrian.hotz@digilents.com



"We not only have the opportunity, no we also have the responsibility to seize the opportunities of our time."

- Over 16 years of relevant experience as a speaker, founder and entrepreneur, including.
 - Founder - Digilents GmbH (formerly CEC Connect eCommerce)
 - Founder - factor-a (today DEPT Marketplaces)
- Keynote speaker at numerous e-commerce & digital events
- Entrepreneur with a special feel for the most important issues of the future. After his studies, he founded various companies, which he has successfully built up and developed. The basis of his success is his clear forecasts combined with his willingness to take risks.



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