

# Juergen Roithmeier

## Senior Executive Management

### Contact Details

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[See also LinkedIn Profile](#)

### Core competences

- Empathetic & resilient leadership
- Customer & service focus
- Strategy development & execution
- P&L, budget, asset management & international scaling
- Holistic, entrepreneurial mindset & business acumen
- Transformation, Change Management & LEAN operations

### Strategic Impact & Career Highlights

*Proven track record of transforming organizational challenges into scalable, high-performance service models and building deep-rooted stakeholder trust.*

- **High-Stakes Crisis Diplomacy & Trust Building (USA)** Spearheaded an emergency turnaround for a major US client during a critical project phase. Orchestrated on-site technical resolution while simultaneously rebuilding C-level relationships through transparent and proactive communication. **Result:** Transformed a crisis into a "Tier 1" partnership, securing long-term loyalty and future business.
- **Business Turnaround & Cultural Integration (Shanghai)** Stabilized a high-tension regional organization by implementing a people-centric leadership culture. **Result:** Successfully prevented talent attrition and transformed the unit into a benchmark for customer excellence.
- **Rapid Scaling & Operational Excellence (Global Support)** Built and scaled an international "Rapid Response" unit from the ground up—growing from **7 to 100+ specialists** within 24 months. Established a proactive service-support framework. **Result:** significantly reduced operational downtime for the customers and measurably higher employee satisfaction.
- **Human Capital Optimization & Service Standards (Education)** Engineered a global training ecosystem that drastically shortened "**Time-to-Productivity**" for new hires. **Result:** This strategic initiative lowered turnover rates and ensured a consistent 5-star service standard across the organization.

## Professional Career Details

Period	Role	Responsibility	Location
2026 2022	<b>TGW Logistics Group</b> Director of MINDtastic direct report to Group CEO	Leading TGW's global education, training and personal development program with a strong Stakeholder Management	Austria, Europe, China, USA
2022 2017	<b>TGW Logistics Group</b> Director Global Controls Realization	Leading the department (150+) and coordinating international Controls departments globally Defining product strategy and leading end-to-end realization of control systems across international markets with customer focus. Scalability, Digitalization and IoT/Software Integration	Austria, USA, Spain, UK, Germany, Italy, France, China
2017 2016	<b>TGW Logistics Group</b> CEO & COO TGW China	Full P&L responsibility — leading all operational, commercial and organizational functions of TGW China and Asia market	China, Shanghai
2016 2013	<b>TGW Logistics Group</b> Ramp Up Manager Controls (direct report to Group COO)	Establishing and scaling a global organization across continents — building international teams, standardizing processes, and driving performance through a period of significant company growth	Austria, Germany, USA, UK, Spain, Brazil, China
2013 2010	<b>ZAUNER Group</b> Director Controls	Establishing a department from the ground up in mainly new market segments business case development, team building, and integration into an established corporate structure	Austria
2010 1995	<b>TGW Logistics Group</b> Various Leadership & Technical Roles	Progressive growth from Technical Engineer to Department Manager; instrumental in the company's expansion from 200 to 1,000+ employees during this decade.	Austria, Germany, Italy, Spain, France, UK
1995 1991	<b>VOEST Alpine</b> <b>Siemens</b>	SW Development for industrial plants	Austria Germany

## Strategic & Operational Leader

**Collaborative leader** with 30+ years of management expertise, featuring 15+ years in senior executive roles (Director level) and extensive international experience, including 1.5 years CEO/COO in Shanghai with P&L responsibility

Formed, **developed** and **coached** international, **multidisciplinary** and very **diverse teams**.

Appointed by the CEO to insource the controls scope, I took a people-first approach – focusing on the right talent acquisition and mentorship to build a resilient, high-performing global community with lasting operational stability.

**Wide experience** from sales support to **operations** to **service** and general **project realization, strategy, M&A projects** incl. post merge. Created sustainable **customer value**.

**Passion for transforming, growing and optimizing complex** teams and businesses. Started, grew and established a global team with common standards in processes and technology to act as a global community. Developed and executed a strategy for a **global workload sharing** for 500+ employees.

As CEO/COO of TGW **China**, held full P&L responsibility while navigating cultural complexity, building local **leadership** capacity, and aligning a **diverse team** with **global company standards**.

Ability to **work towards a bigger picture, deliver results** and to **inspire people** (WHY, WHAT and HOW) Collaborated within an extended executive team on four 5-year strategy cycles—from initial analysis through definition to final execution.

Designed and directed 'MINDtastic', TGW's **global education** and **development program** – setting new benchmarks in holistic personal growth and leveraging technology to create a world-class learning environment for 5,000 employees.

Deep **intercultural experience** across continents and an **active, empathic communication** style.

## Education (excerpt)

### Continuous Professional Development

2024: Leadership Excellence - Refresher Series  
2023: Mindful Leadership (2 day)  
2021: High Performing Teams (3 days)  
2015-2018: Leadership Excellence (12 days)  
2012: Certified Safety Training (2 days)  
2009: Leadership and Management Professional (15 days)  
2005: Leadership and Management Advanced (8 days)  
2003: Leadership Training (2 days)  
2002: Future-Leadership Training (12 days)  
1985 – 1990: HTBLA - Electrotechnical College (Wels, Austria)

### Languages:

German (native), English (full professional proficiency, written and spoken)

## Personal Data:

Date of birth: 29<sup>th</sup> May 1970 in Grieskirchen (Austria)  
Citizen: Austrian  
Children: 3 (born 1997, 2000, 2000)  
Mobility: fully internationally mobile  
Sport: Golf, Soccer  
Interests: Executive Education in Club Management