

Juergen Roithmeier

Senior Executive Management

>> *Stay Hungry. Stay Foolish* <<

Visionary Senior Leader with 30+ years of experience directing global operations and €100M+ projects for industry leaders. Leveraging a global 'people-first' leadership philosophy to drive corporate growth, operational excellence, and agile transformation. Combines a strong foundational background in industrial automation and software development with 20+ years of executive leadership in scaling global operations.

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What I Believe In – What is in for you

Leadership over Management: I lead teams – I don't just manage them. My focus is on people: recognizing individual strengths, investing in growth, and building a high-performing culture where commitment and talent can flourish.

Customer Centricity: Everything starts with the customer. Without a clear benefit to the people we serve, there is no compelling reason to act.

The Long Game: Short-term wins matter, but lasting success is built on sustained investment in people, processes, and culture – driven by personal commitment, hard work, and a healthy portion of luck.

Presence & Authenticity: Leadership means being present – on-site in the office, with the team. You have to be where the magic happens.

Invisible Excellence: True service is the result of invisible, perfect systems allowing the human touch to take center stage. I create back-end operational precision, so the front-end experience feels seamless and high-performing for every customer.

Technology as an Amplifier: I embrace technology and AI as tools that amplify human performance, not replace it. Shift perspective, think creatively, decide fast, and stay willing to adjust. The revolution of today is the standard of tomorrow.

The Bridge Builder: I thrive at the intersection of cultures, disciplines, and perspectives. Building bridges – between people, teams, continents, or strategy and execution – is where I am most at home. And when the path forward is unclear, I would rather decide and adjust than wait for certainty that rarely comes.

Resilience & Wit: I take the work seriously – but not always myself. Resilience and a sense of humor have been my most reliable companions through turbulent times.

Culture Creation: Above all: listen actively, challenge constructively, support unconditionally. A positive mindset doesn't just reflect culture – it creates it.

What brought me here - Professional Career

I started where the machines are - writing code and **commissioning automated industrial plants**. Those **hands-on years** taught me how complex systems truly work, and that **technology** matters most when it **serves people**. At TGW – then a small, ambitious company – I also took my first steps in leadership. It was where I learned to back myself, and to trust the people around me.

Mid-career, I joined **Zauner** to build a controls department **from the ground up** - developing the **business case**, assembling the **team**, and **integrating a startup** unit into an existing structure. It shaped me in ways I still draw on today. It was where I learned that genuine **investment in people** – their growth, their confidence, their **potential** – is not a soft option. It is the most direct path to **lasting performance**.

That thread - understanding systems, developing people, and creating environments where both can perform at their best - ran through everything, long before I could fully name it. Over nearly 30 years with TGW Logistics Group, **growing** alongside a company from less than 200 people to close to 5,000, it only deepened. **Leading across cultures**, countries and continents, I learned that **diversity** of perspective is not a complexity to manage - it is a competitive advantage. Keeping a sharp focus on customer value while developing the **individual strengths** of every team member became the foundation of how I lead.

In my final four years, I had the privilege of directing 'MINDtastic', a **global education and development** program. Guided by a **human-centric philosophy**, we set new benchmarks in **holistic** personal growth – **leveraging technology** to create a world-class learning environment. This experience solidified my belief that when you **empower the individual to grow**, you create an extraordinary foundation for organizational excellence. All of that is now the fuel for what comes next.

You find all the details about my personal career in the Curriculum Vitae.

Work is love made visible!

(Khalil Gibran)
