

**PERSONAL INFORMATION**

Name: Konstantin Zois  
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 Date and place of birth: 26.07.1969 in Mutlangen (Germany)  
 Nationality: German and Greek

**SUMMARY**

A passionate executive with proven execution skills gained in more than 25 years in Germany, USA and Greece. An authentic communicator with track record in effectively handling of complex situations with many stakeholders. A strategic thinker who is visionary and is driving innovative thinking. An inspirational leader who is influencing with empathy in changing and uncertain environments. Experienced General Manager who has provided deep knowledge as a motivating teacher in Change Management (incl. reorganization), Sales Excellence (incl. Account Management), Future of Manufacturing etc. An active listener who is building trustworthy relationships (internally and externally). Acting as a Trusted Advisor for key accounts towards their Digital Transformation.

**BUSINESS SKILLS**

▪ Business Transformation	▪ Change Management	▪ Post-Merger Integration
▪ Strategy Development	▪ Thinking as Entrepreneur	▪ Sales Excellence
▪ Digitalization / I4.0	▪ Delivering of Profitable Growth	▪ Coaching / Mentoring

**PROFESSIONAL EXPERIENCE**

**Since 05/2022 ZOIS MANAGEMENT CONSULTING, Athens, Greece**

**Founder & CEO (Interim-Manager, Business Consultant, Senior Advisor)**

- Supporting industrial mid-sized companies with international setup in their business transformation and private equity companies in their specific requirements
- Developing individuals and teams and driving the effective execution of transformation, sales excellence and post merger integration projects, based on trustful communication and collaboration
- Delivered outcomes: higher employee engagement and customer loyalty, increased effectivity and efficiency in sales & marketing, successful integration of acquired companies, increased competitiveness
- Acting as Interim-Manager
  - in the roles: CEO, COO, Transformation Manager, Project or Program Manager, Sales Director
  - in the fields: Business Transformation, Change Management, Restructuring/Repositioning, Crisis Management, Post-Merger Integration
  - for mid-sized and bigger (complex) companies that are internationally acting,
  - but also for Start-Up's that need an "experienced" manager for a specific task or period of time.
- Acting as Business Consultant in the areas of Strategy, Sales & Marketing, Business Development, People & Team Development.
- Acting as Senior Advisor in the areas of Strategy, Business Reorientation, Digitalization (esp. Industry 4.0), Compliance & Business Ethics, Corporate Governance, Stakeholder-Capitalism.
- Acting as Coach, Teacher or Trainer
  - Providing of Business Coaching and Mentoring
  - Conducting of sales and marketing trainings
  - Organizing and moderating sales productivity workshops
- More information at [www.zoismc.com](http://www.zoismc.com)

## CV

### **01/2013 – 03/2021 Siemens A.E., Digital Industries, Athens, Greece**

#### **General Manager Digital Industries (Industrial business, former Industry Sector)**

- Driving the industrial business (products incl. software, systems, services and solutions). Volume 24 mio EUR (w/o carved-out volume, add. 10 mio EUR), +12% CAGR 2013-2020 (comp. business)
- Restructuring in 2013 and 2014: -39% from 69 to 42 employees, finally 50 employees in 2020
- Reducing SG&A costs by -22% from 2013 to 2020
- Structured turnaround achieved and sustainable profitable business from second year on (2014-2020)
- Net Promoter score (NPS) reaching historical highs: 58 in 2013 increased to 83 in 2019
- Successful integration of different divisions (reorganization and restructuring). Implementing a lean organization (“ISS lean”) as pilot country. Development, execution and monitoring of a local change management program (“Industry Map Industry” with 22 program sub-modules).
- Driving Customer Focus / Sales Excellence (e.g. introduction of systematic account management incl. development of 50 detailed Account Business Plans and enhancing sales competence management)
- Development and implementation of country concepts for all Business Units and 6 vertical markets  
Most of the end customers in the 6 vertical markets: Food & Beverage, Pharma, Oil & Gas, Minerals/Mining, Water & Wastewater, Marine.
- Investing in internal employee relationships and communication by regular Town Hall Meetings, Management Meetings, Jour fixes etc. (within and outside Industrial organization)
- Enhance people development by empowering continuous dialogues and engage people to own their career (>90% of employees have their own development plans)
- Dealing directly with the C-level and owners of most of the 50 biggest industrial companies in Greece and Cyprus (out of >500 direct industrial customers) and having trustworthy relationships with them
- Driving the Digitalization topic with a local company program and several presentations at conferences and customers. Supporting companies (as trusted advisor) to define their own digitalization strategy
- Anticipation of market development through exchange of information with important stakeholders like Industrial associations (SEV), chambers, CEOs/General Managers of important companies

### **11/2011– 12/2012 Siemens AG, Customer Services (Industry Sector), Erlangen, Germany**

#### **Senior Consultant for Sales Excellence and Division Strategy**

- Drive Sales Excellence activities for the division Customer Services (3.5 bn turnover and 30.000 employees worldwide) and coordinate activities with the sector and other divisions
- Lead the module “Service Sales”, participate in sales-relevant modules of divisional program and ensure the implementation of the defined actions
- Coordination of activities regarding the divisional wide strategic methodology

### **03/2011– 10/2011 Zois Management Consulting, Athens, Greece**

#### **Founder & CEO**

- Offering Consultancy Services in the areas Strategy, Business Development, Sales & Marketing
- Organizing and moderating sales productivity workshops
- Conducting of sales and marketing trainings

### **01/2010 – 10/2010 Rolex Hellas S.A., Athens, Greece**

#### **After-Sales Service Director**

- Responsible for 1.4 mio EUR After-Sales volume (maintenance of watches and spare parts business)
- Lead the After-Sales Service department with 21 employees
- Dealing with dedicated customers and handling of their issues
- Introduce a change program (regarding communication and team spirit)
- Establish a structured reporting and drive productivity activities
- HR function for 7 employees of the 2 retail stores and 3 employees of the maintenance group

## CV

**04/2007 – 09/2009 Siemens AG, Industrial Automation Systems, Nuremberg, Germany**

### **Regional Sales Manager**

- Regional Sales Management for a volume of approx. 40 mio EUR for the countries: Bosnia-Herzegovina, Bulgaria, Croatia, Hungary, Rumania, Serbia, Slovakia and Slovenia
- Regional Management includes implementation of global strategies, definition and controlling of business targets, support regional sales, visiting of and negotiating with focus customers
- Lead global sales productivity program “AS Masterplan 2010: Sales Growth and Efficiency” in order to increase profit (PLC/HMI business) through sales stimulation by 186 mio EUR and increase sales efficiency by 45 mio EUR worldwide (2007-2010). Goals achieved within 3 years (planned 4 years).
- Moderate sales stimulation and sales efficiency workshops in 12 countries worldwide: Brazil, Canada, Japan, Mexico, Russia, South Africa, South Korea, Sweden, Turkey, UAE, UK, USA

**07/2005 – 03/2007 Siemens Energy & Automation, Spring House, PA, USA**

### **Program Manager (Integration and Turnaround project)**

- Develop a detailed Business Plan and drive the implementation for the PAS Business Unit (previous acquired company, approx. 55 mio \$ sales and 200 employees).
- Turnaround (profitable business) achieved in 2 years instead of planned 4 years
- Provide coaching and team facilitating for the 47 program sub-modules
- Participate and contribute to some sub-modules (esp. sales stimulation initiatives)

**06/2004 – 07/2005 Siemens AG, Automation & Drives, Nuremberg, Germany**

### **Marketing & Sales Consultant (Project “A&D Customer Focus”)**

- Drive Sales Excellence activities for the group “Automation and Drives”
- Establishing market transparency (target min. 70% of market per customer potential) in all relevant countries worldwide
- Promotion of Customer Focus program in different units (HQ and Regional Companies)

**03/2002 – 05/2004 Siemens AG, Industrial Automation Systems, Nuremberg, Germany**

### **Manager Controlling Sales**

- Budgeting and controlling for a volume of approx. 300 mio EUR for the overseas region (all countries excl. Europe and North America).
- Definition and controlling of business targets together with the Business Development and the Regional Companies
- Commercial Monitoring of the global productivity program “Sales Stimulation Initiatives” for the project “Masterplan 2006”
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**02/2000 – 02/2002 Siemens AG, Low-Voltage Controls and Distribution, Erlangen, Germany**

### **Strategy Consultant**

- Development and proposing of marketing objectives, plans and programs together with the segments of the business unit “Low-Voltage Controls and Distribution”

**02/1999 – 01/2000 Siemens AG, Power Distribution Products, Erlangen, Germany**

### **Assistant Product Marketing Manager**

- Contributing in long term marketing strategic planning for “Power Distribution” products

**02/1997 – 01/1999 Siemens AG, Transportation Systems, Erlangen, Germany**

### **Research Associate**

- Development of country concepts for the “transportation systems” (railway) market

## **EDUCATION**

10/1990 – 06/1996      Diploma (Master) in business administration from the University of Nuremberg/Erlangen, Germany  
Main courses:  
Strategic Management, Industrial Management, Constitutional and European Law

## **TEACHING ASSIGNMENTS**

10/1999 – 11/2002      Teaching of Business Administration at the Baden-Wuerttemberg Cooperative State University in Mosbach, Germany  
10/1999 – 12/2001      Teaching of European Politics at the University of Nuremberg/Erlangen, Germany

## **BOARD MEMBERSHIPS**

Since 09/2019      Member of the Board of Trustees at Deutsche Schule Athen (DSA) in Athens, Greece (volunteering)  
Vice chairman and Head of HR committee

### **Languages**

### **Computer skills**

### **Interests**

### **Memberships**

Fluent in German, Greek and English, French spoken and written  
Microsoft Office, SAP/R3, Salesforce and Siebel on demand (CRM tools)  
Football (Theory and Praxis), US sports, Politics and Philosophy  
Deutsches Netzwerk Wirtschaftsethik (DNWE), since May 1996  
European Business Ethics Network (EBEN), since May 1996  
German-Greek Chamber of Commerce (AHK), since May 2022  
German Interim Management Association (DDIM), since July 2022  
Greek People Management Association (GPMA), since November 2023

Chalandri, May 11<sup>th</sup>, 2025