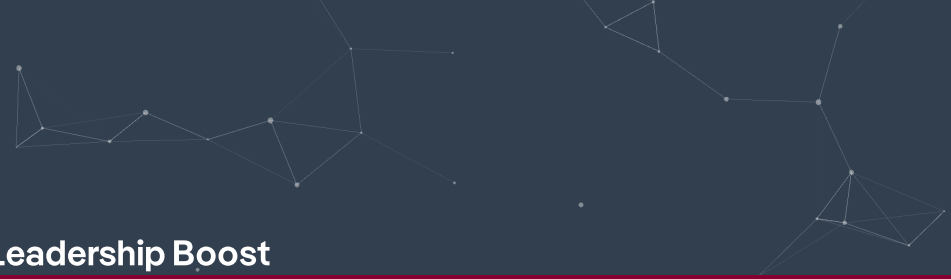




**Carraro
Transformation
Consulting**



Interim Boost

a.i. CTO, a.i. R&D manager, special project manager or crisis manager needed?

Rapid action brings results and gains time for the definitive solution

- Short-term, decisive deployment across the 360° spectrum in all industries
- Stakeholder-oriented communication from trainee to C-level
- Strong combination of conceptual decision-making and goal-oriented implementation skills
- Crisis-proven adaptability and flexibility
- Empathy, high social competence and skilful handling of divas, brakemen and saboteurs

Digital Boost

Digitalisation, new WorkPlace, IOT, Industry 4.0 or moving to the cloud?

How to circumventing internal uncertainties and to create motivating successes

- Proven decision-making processes and target-oriented implementation methods for digital transformation
- Conceptually robust, common definition of current state, target state und transformation roadmap
- Modern knowledge management combined with highly effective collaboration methods
- Integrated, aligned approach involving HR, IT and the business departments

Resilience Boost

Threat of a loss of an important leader and know-how carrier?

Relief, new motivation, more effective leadership and real progress.

- Tailor-made support for the manager in question with methods and tools for high effectiveness
- Foster the leader's self-competence combined with the development of the respective department into a power team
- Activation and strengthening of inner resilience
- Negotiation techniques for process heroes and corporate angels
- Awareness raising and behavioural adjustment for misbehaviour such as perfectionism, lack of confidence and control addiction

Leadership Boost

Growth blows up everything – leadership training necessary?

Highly effective management of transformations with more leadership strength

- Leadership Training for managers, especially those with a technical background, in start-ups, in growth or in transformation
- Proven methods and tools, directly from the interim manager
- Toolbox for highly effective leaders
- Building, sustaining and developing a mission culture
- Cascading, scaling decision-making processes

Productivity Boost

Digital evolution shows disappointing effects?

Combined further development of skills, organisation, culture and standards

- Jointly creating the awareness that it is all about developing people
- Power Teams: building, sustaining and developing highly effective teams
- Understanding and implementing value streams
- Using all potentials for automation
- Leadership principles and behaviour for highly effective power teams and highly productive value streams



Examples

Electrical Infrastructure

Interim Head Corporate Development, at Alpiq AG, Olten, Lausanne, Prague
Extensive mandate from 2022
Duration 12 months

Interim Head of Corporate Development, encompassing all IT and IT Security as well as Procurement, Facility Management and the CZ Service Center, and continuation of the IT transformation already underway

IT Services

Leadership Boost
Short mandate 2020
Meetings and Workshops

Series of workshops with the founders and/or the board of directors

- Sharpening the identity and vision of the still young company
- Clarification and formulation of the strategy and planning of the first implementation in the following year
- Leadership training to strengthen understanding of roles and leaderships behaviour

IT company in the canton of Bern

Further references on request

Medical Foundation for Research and Continuing Education

Interim Head of IT Transformation at AO Foundation, Davos
Extensive mandate 2021/2022
Duration 17 months, 80%-100%

- Development and implementation of a roadmap for IT transformation that enables the Foundation to grasp and master the digital evolution in all fields of activity
- The management, the IT department and the various business units were empowered to optimally design the operation of IT to meet current and future needs
- Particular attention was paid to governance and steering, IT security, as well as the establishment and introduction of the new IT leadership

IT Startup, health scoring

Interim CTO at dacadoo AG, Zürich
Intensive mandate 2021/2022
Duration 9 months, 100%

- Strongly growing startup with already around 100 people and a long list of waiting clients
- Led multiple transformation projects as interim CTO, worked directly with customers to drive normalization and introduced a successor
- Transitioned the product solution to a modern, secure cloud native architecture in Microsoft Azure as well as introduced powerful scaling automations
- Migrated existing customers and launched new customers in parallel
- Personnel management of 60+ people as well as regular participation in the executive board



Examples

Industrial Automation

Leadership and Resilience Boost

Little mandate 2019

Meetings and Workshops

We have ambitious goals. Flavio Carraro helped me shape the relationship with a large potential partner. He taught me the concepts of managing strategic partnerships in short and effective sessions. In parallel, and with just a few sessions and a workshop, he got a major development project, crucial for us, back on track.

One of my most important colleagues and companions was at the end of his tether from all the pressure. With tailor-made training and coaching, Flavio transformed my employee into a goal-oriented, strong implementing and healthy leader. Due to the high effectiveness and sustainability, I am very satisfied with Flavio as a supporter.

– B.K., CEO / Owner

Industrial company in the canton of Zurich

Further reference information on request