



Mayerhof Consulting

**Take the bearing, chart the course and reach the goal!**

Dear Ladies and Gentlemen,

with these pages I would like to introduce myself as an experienced, german and commercial **Interim-Manager**. My core competencies are Reorganization, pragmatic Management and holistic Controlling.

Starting as a Submarine-Navigator, then long time Controller up to Director Admin, VP and Board member, I became Freelancer in 2013. More than 100 projects I could control in over 30 years of practice. Thereof 20 years for a Pharma producer by managing M€ 280 Sales-Budgets for 650 employees. This included 20 Subsidiaries worldwide, being delivered from the US, Germany and China.

Since 2013 I am supporting Top-Management with reorganisation by e.g. Down-sizing, M&A-projects, Spin-offs and Cost-Saving programs. Until today I precise information, taken as Submarine-Navigator in mind. With this I first create transparency by structures and allocations against user-pays-principle.

Due to Experiences I know all dataflow in IT/ERP-systems for Companies, Divisions and Projects. Because of my holistic commercial knowledge, bringing strategy on operative level, I find very soon weaknesses and the 20% golden potentials in the company – in portfolio and staff.

My Evaluation report includes suitable options for solutions. No matter where in this world, I am able to enforce the project, interdisciplinary and on-site. My business priority is to protect my client and reach the target on time within the frame given. I am always following my Project-Method:

**1. Take the bearings**

- create suitable structures and do allocation correctly
- Actual quantity taken, also on sub-items and incl. SWOT
- Evaluation with KPI's: Facts and Personnel

**2. Chart the course**

- Scenarios to Leadership: generally 3 options
- Decision: 1 common target-definition
- Project-Order: incl. Project-Plan

**3. Reach the goal**

- Set-up PMO (Projekt-Management-Office)
- Realise Projekt-Plan (who-what-when-how much)
- Knowledge-transfer and sustainable Controlling

Next to my advanced training on digitizing in 2020, I finalized my own Quality-Management-System ISO 20700, by including an own ISMS (Information-Security-Management-System) according ISO 27001. Since then I am authorized consultant from German Government for the subsidy program „go-digital“.

For further information you receive attached a compacted content of my website. If there is a demand, matching my Person, I would appreciate your the next contact to me – I guarantee confidentiality.

Thank you very much for attention and I always wish you “a hand’s breadth of water under your keel”!

With best regards from the North Sea,

Bodo Mayerhof (Interim-Manager)

Attachement 1:

- CV
- Achievement
- The Interim-Manager as ...

Attachement 2:

- Portfolio
- Quality
- Tools



Curriculum vitae

Qualifications:

>30 years Practice
>100 Projects
DIN EN Norm 20700+27001
DE authorized Consultant

Bodo Mayerhof



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Career:

2 y Uboat-Navigator
3 y commerc. education
2 y Commercial clerk
2 y IT/ERP + Calculator
8 y Controller
3 y Director Admin
4 y VP Global Sales
3 y Board member
7 y Interim-Manager

Competencies:

- Reorganisation
- Management
- Controlling

ACHIEVEMENT

BIO-TECH

Start-up with EU-subsidies
Sales M€ 4,2 | 48 employees
ROI <5y + sustainable in market

PHARMA - International Sales

20 Subsidiaries
Sales M€ 280 | 650 employees
EBIT >20% increased

FISH INDUSTRY

Recovery by Down-sizing
Sales M€ 80 | 35 employees
EBIT from -8% to +5%

DIGITIZING

IT-Security & Authorisation
Sales T€ 400 | 4 employees
ISMS finished, DE-authorized

PORT LOGISTIC

Perssonel: Target-agreements
Sales M€ 15 | >100 Employees
Strategic targets to Leadership

PETFOOD

EU-Business Latvia & Germany
Sales M\$ 1 | 7 Employees
EU-subsidies Pilotplant option

BUILDING MATERIALS

Controlling & Spin-off
Sales M€ 8 | 51 Employees
10% Savings & effective launch

PHARMA - Consolidation

3 Facilities Germany & USA
Sales M€ 200 | 500 Employees
15% Savings; internal Back-up

SOCIAL - honorary member

Benefit-Events & Corona
Earnings >T€ 120 | >100 volunteer
amateur sports & people in need

The INTERIM-MANAGER as ...

Pragmatic

has a fast understanding,
knows all Dataflow in IT/ERP-
systems and is acting resolute!

Motivator

experienced on all Manage-
ment level, absorbs negative
and focussed on Turnaround!

Moderator

realises the important, brings
people together and solves
problems in communication!

Gold miner

locates 20% golden staff and
portfolio, creates transparency
and injects positive thinking!

Tamer

mediates 1 true strategy,
solves conflicts, harmonizes
stakeholder!

Man of action

identifies worrywarts, saves
expenses, breaks the comfort
and stops wrong projects!

KPI-Penetrator

knows the major 5 KPI's,
follows principle of simplicity
and gains understanding!

Sparring partner

doesn't want only yes-men,
challenges everything and
gives controlled contra!

Transformer

works with high efficiency and
follows the Eisenhower-
Principle to reach the goal!



**PORTFOLIO**

**REORGANISATION**

**Company-Division-Analysis**  
Company values  
Evaluation of operative power  
Strategy development

**Business processes**  
OTC (Order-to-Cash)  
Time wasters  
Weighing up costs

**Finances**  
Revenue improvement  
Cost-Saving-Programs  
Cash-flow optimizations

**MANAGEMENT**

**Interim-Manager**  
bridge vacancies  
Sparring partner Top-Manager  
Project management

**Business digital**  
IT-Security  
Digital processes  
Digital market entry

**Internal Communication**  
Target-agreements  
Jour-Fixe organisation  
Reporting

**CONTROLLING**

**Structures**  
Cost-Center-Calculation  
Master data management  
User-pays-principle

**Navigationn**  
KPI's  
Controlling tools  
Personnel or Outsourcing

**Budget**  
The whole Budget-Process  
Sales budget & Rolling Forecast  
Cost planning supply

**QUALITY**

(own Qualitätäy-Management-System and own claim out of >30 y practice and >100 projects)

**STANDARDS**

**ISO DIN EN 20700**  
own Qualitätäy-System for  
Consulting as Interim-Manager

**ISO DIN EN 27001**  
own ISMS according German  
Authorities BMWi and BSI.

**BMWi-Authorisation for**  
all 3 subsidiaries of "go-digital"  
IT-Security | Processes | Market

**MANAGEMENT STYLE**

Target oriented  
cooperativ

pragmatic  
interdisciplinary

intercultural  
trustworthy

**GUIDELINES**

**Priorities**  
protection of clients and  
reaching targets on time.

**Sustainable**  
Transparency to Stakeholder  
Knowledge transfer to people

**Team**  
With specifications for the team  
to achieve the best together!

**TOOLS**

**Structures**  
- Cost-Center-Calculation  
- Profit-Center-Organisation  
- Product/Customer-Hierarchy

**Master data**  
- 100% controlled items  
- Bill of material + Routings  
- Cost unit rates

**Processes**  
- OTC-survey  
- Digitizing (incl. IT-check)  
- Qualitätäy-Control-Systems

**Info-Systems for Top-Manager**  
- incl. Strategy targets (KPI's)  
- ERP-consolidation  
- worldwide access

**Projekt-Management-Office**  
- Projekt evaluation  
- Personnel-check  
- Target oriented controlling

**Sales**  
- Stop red customer & products  
- Productionsplan + Inventory  
- Potential-Analysis

**Personnel**  
- Competence guideline  
- Target agreements  
- holistic Reporting

**Finances**  
- Cost-Saving-Programs  
- Cash-flow optimisation  
- raise subsidies

**Strategy**  
- independent Cross-Checks  
- Company-/Division-Analysis  
- Down-sizing + Spin-off