

# Kurt Schaedler

lic.oec.publ., MBA

## CURRICULUM VITAE

### PERSONAL DATA

Birthday: 12th October 1959  
Native Place: Triesenberg (FL)  
Nationality: Liechtenstein  
Marital status: married



### WORK EXPERIENCE

#### 2002 until today

#### **KSS Partners Establishment, Schaan (LI)**

Interim Management and Management Consultancy

**Acting Partner ([www.ksspartners.com](http://www.ksspartners.com))**

- Customer mandates with main focus in part-time management and project management as well as consulting, business development, organization und strategy, management coaching

*Last mandates as interim manager (details see below)*

- Project manager set-up new organization and processes (re-structuring) and program manager of all corporate wide projects (Schweizer Electronic)
- Responsible Identity & Access Management (Alpiq)
- Project manager Corporate Directory (Alpiq)
- Project manager Company Re-Naming Roll-Out IT Europe-wide
- Managing director of a subsidiary, re-organization, concept for insourcing and setup of an IT department (DI Group)
- Setup of a Shared Service Center (Pöyry)
- Manager of a major marketing project (Raiffeisen)
- Managing director and CIO (Syncoma)

*Last mandates as consultant*

- Project Coordinator Re-Structuring Project (Alpiq)
- Consulting Evaluation new IT Infrastructure (Municipal Authorities Balzers)
- Feasibility Study Project IT4IT for ITSM-IAM (Alpiq)
- Project Coordinator Project Asset Service management (Alpiq)
- Supporting the Setup of a Company in the area of Providing Interim Management and Interim Experts
- Feasibility Study integration of Peoplesoft HR in an SAP (Alstom)
- Consulting mandate for the government of the Principality of Liechtenstein
- Consulting mandate for a trust company

*Last mandates as coach*

- Management coaching for a new Chief Operation Officer (Willi)
- Management coaching for a new member of the management board (Ospelt)

*Special results concerning own company:*

- Set-up and positioning of the company; publishing of the company in Liechtenstein and Eastern Switzerland, Germany and Austria
- Member of the Umbrella Organizations DSIM and DDIM
- Initiate and foundation president of VRIM Organization of Rheintal Interim managers

4/2013 until today

**Willi Haustechnik AG, Chur**

Planning, engineering and maintenance of building services

**Management Coaching**

*Detailed description of tasks*

- Coaching of the new Chief Operation Officer in his new executive function
- Coaching of a future member of the management board
- Complete education in management concepts and their usage

5/2012 – 5/2013

**Schweizer Electronic AG, Reiden**

Rail security technology, electronic

**Set-up** of the new organization and processes (Re-structuring)

**Program manager** – Coordinator of all corporate group wide projects

**Marketing responsible** – Set-up of a new marketing organization

Coach and sparring partner of firm owner

*Detailed description of tasks*

- Set-up of the new Organization structure for the whole group
- Set-up of new processes as “process highways” for the whole group
- Overall planning and overall project coordination (program manager) for all corporate wide projects (program name “Turbo”)
- Responsible for the creation of a new marketing communication concept. Single point of contact for the performing agency
- Responsible for the set-up and the creation of a new internet web presence, enhancement of the new web presence with social media platforms (Facebook, Xing, LinkedIn, Twitter, YouTube)
- Budget responsible as marketing responsible, creation of a detailed budget for all marketing activities
- Responsible for the implementation of communication actions based on the new communication concept
- Responsible for the organization and participation of the company at the world largest railway exhibition, Innotrans 2012 in Berlin (2 stands)
- Consulting of the business unit director market in setting-up of additional international markets, strategy consulting regarding market oriented set-up of the new markets
- Creation and implementation of a new meeting concept with agenda, pending list, minutes of decisions, risk management for the whole group (BOD, management board, business units)
- Support for the implementation of a new ERP system based on Microsoft Dynamics Navision
- Support and consulting regarding the ISO re-certification (ISO 9001:2008)
- Support for the set-up of a new quality management system based on IQSoft
- Creation and implementation regarding supervision of subsidiaries, creation of a procedures plan for the quarterly events with the subsidiaries
- Creation of new education concept for customer oriented education of the products
- Creation of a concept for influencers in the form of an advisory board, the concept has the name “how to influence the influencers”
- Evaluation of a group-wide document management system
- Evaluation and implementation of a group-wide contract management system
- Evaluation and implementation of a HR management system

- Evaluation and implementation of a group-wide address management system, close to a CRM system
- Support and consulting regarding the implementation of a new IT management and ticketing system, consulting regarding the creation of the IT strategy 2012 - 2015

11/2012 – 3/2013

**Ospelt Haustechnik AG, Vaduz**

Planning, project management, engineering in building services  
**Management Coaching**

*Detailed description of tasks*

- Coaching of the new member of the management board
- Complete education in management concepts and their usage

9/2011 – 11/2011

**Alpiq Management AG, Olten**

Energy: Production und energy services

**Project Coordinator overall IT – Re-Structuring Project Eiger)**

Preparation for the re-structuring of departments at the corporate center, Project Coordination for all IT related aspects.

*Detailed description of tasks*

- Creation of an overall implementation concept for the re-structuring

6/2011 – 11/2011

**Municipal Authorities Balzers, Balzers LI**

Municipal Administration: IT-Department

**Consulting Evaluation of new IT Infrastructure (Accompanying support)**

The Municipal Authorities of Balzers evaluate a new IT Infrastructure based on Small Business Server 2011. Accompanying support of the bidding and assessment of the received orders.

*Detailed description of tasks*

- Creation of bidding documents
- Creation of contract specifications
- Assessment of received offers
- Presentation of assessment results
- Support at the implementation of the new IT Infrastructure

7/2011

**Alpiq Management AG, Olten**

Energy: Production und energy services

**Feasibility Study - Project IT4IT**

Creation of a feasibility study for the interface ITSM – IAM (IT Service Management – Identity & Access-Management)

*Detailed description of tasks*

- Creation of the feasibility study

2/2011 – 5/2011

**Alpiq Management AG, Olten**

Energy: Production und energy services

**Project coordinator Project ASA (Asset Servicemangement Alpiq)**

Support as project coordinator for the setup of the new company Alpiq EnerTrans AG as part of the business unit Energy Services based on the companies Alpiq Netz AG und Alpiq Réseau SA of the business unit Alpiq Grid.

*Detailed description of tasks*

- Coordinator on behalf of Alpiq Management AG
- Single Point of Contact for the responsible project manager

- Providing of two feasibility studies for the setup, content and time schedule of the planned implementation

**10/2010 – 1/2011  
(5/2011)**

**Alpiq Management AG, Olten**

Energy: Production und energy services

**Responsible Identity & Access Management (IAM)**

Interimistic leader of the department Identity & Access Management of the Alpiq Group, with 2.2011 support for the new responsible head

*Detailed description of tasks*

- Management of the department and manager of the external employees
- Responsible for the operation
- Responsible for the enhancement
- Support for the project managers
- Introduction and support for the new responsible head

**11/2009 – 10/2010**

**Alpiq Management AG, Olten**

Energy: Production und energy services

**Project manager Corporate Directory Phase 2 (CorpDir)**

Management of the strategic project for the setup and enhancement of an Identity & Access Management Systems (IAM)

*Detailed description of tasks*

- Definition of the project scope
- Provide a project order with project plan, budget, organization and scope
- Implementation of the defined project order together with the project team
- Coordination of the project teams with the staff of the Corporate IT
- Introduction of the CorpDir at the foreign companies
- Introduction of a 4 level IAM concept
- Introduction of Audit Reporting
- Technical enhancement of the system

**5/2009 – 03/2010**

**Alpiq Management AG, Olten**

Energy: Production und energy services

**Project manager Company Re-Naming Roll-Out IT Europe-wide**

Pan-European introduction of the new Corporate Brandings at more than 70 subsidiaries of the Alpiq Group, Responsible for planning, conception and implementation of the IT related areas together with Corporate IT and the local IT organizations

*Detailed description of tasks*

- Detailed planning of necessary tasks
- Planning and preparation of monthly migrations
- Coordination of the migrations between Corporate IT and the foreign IT Organizations
- Management of migrations and controlling of results

**9/2008 – 01/2009**

**Metallum Group (formerly DI Group, formerly Dietiker), Regensdorf**

Trading, Recycling, Logistics – virgin and secondary metals

**CIO ad interim, Managing director of a subsidiary**

Managing director of the subsidiary SOCO Software Solutions AG, re-organization of the subsidiary, insourcing and setup of an IT department for the group with 19 companies in Switzerland and abroad

*Detailed description of tasks*

- Analyse of the IT situation
- Concept for the complete take over of the responsibility
- Re-structuring of the subsidiary
- Selling negotiation for the subsidiary
- Concept to insource the subsidiary
- Setup of an IT department for the whole group of companies
- Management of the IT department as CIO and hand-over to the future responsible

**11/2006 – 04/2008**

**Pöyry Switzerland, Zurich**

Engineering consultant

**Head of Shared Service Center (Interim Manager)**

Set-up and leadership of a Shared Service Center of a group of companies consisting of Finance & Accounting, HR, IT, Facility Management, Copy Center

In parallel Head of IT and ad interim Head of HR

*Detailed description of tasks*

- Definition of organization, structure and processes of a Shared Service Center (SSC)
- Managing the Shared Service Center as independent organization
- Implementation of the defined new organization, structure and process
- Optimization of the structure and processes in all units of the SSC
- Introduction of a service oriented culture in SSC
- Improvement of service quality
- Optimization of costs in SSC
- Head of IT in SSC as strategic leader
- Optimization of organization and processes in IT department
- Implementation of new SW inventory system and ITIL-based system
- Ad interim Head of HR
- Optimization of organization and processes in HR department
- Sparring partner for members of the management team of Pöyry Energy AG and Pöyry Infra AG concerning business oriented and organizational issues as well as strategic issues

**6/2005 – 09/2006**

**Raiffeisen Switzerland, St.Gallen**

Universal bank

**Overall project manager (Interim Manager)**

Manager of a major marketing project to establish a new corporate design for the Raiffeisen Group Switzerland (internal and external about 300 members of staff)

*Detailed description of tasks*

- Overall management of the main project
- responsible for budget, timeline and resources
- Setup of optimized project structure with efficient process organization
- Setup of a level oriented reporting structure
- Focus oriented running of the project in an optimized process
- Documentation of all status of the project
- Regular project status meeting and steering committee meetings
- Direct involved in IT and outdoor signing
- Communication to internal as well as external partners (independent Raiffeisen banks, providers, suppliers)
- Consequent solving of high potential risks and issues ends in an a successful (in time and in budget) implementation of the project

- 10/2003 – 02/2004**    **Syncoma Establishment, Vaduz**  
 Service organization  
**Managing director and CIO (Interim Manager)**
- Setup of the company together with a second managing director, responsible for the technical oriented part. The new company was set-up as service organization of the group Centrum Bank, Confida und Marxer & Partner Lawyers)
- Detailed description of tasks*
- Definition of organization, structure and processes of the company
  - Managing the IT department as CIO
  - Optimization of the structure and processes in all technical oriented departments
  - Optimization of costs
- 2000 – 2002**            **Cablecom Group, Zuerich**  
 Set-up and operation of cable distribution networks  
**Cablecom Media AG / Cablecom GmbH, Zuerich**  
**Head of IT (2000 – 2002)**
- Set-up and leadership of the Information technology department of the group with 85 employees
  - Develop information technology strategy and implementation by stages
  - Budget responsibility: about. 45 Mio. CHF
- Special results:*
- Set-up of professional project management methods with a project office; successful set-up of an integrations team.
  - Sales of services to Cablecom-Group companies
- Cablecom Multimedia GmbH, Vaduz (FL)**  
**Chairman of the comitee (in parallel to Head of IT) (2001 – 2002)**
- Set-up of a representation with regard to acquire the Liechtenstein market (part-time job)
- 1995 – 2000**            **SWX Swiss Exchange, Zuerich**  
 Swiss securities exchange  
**Project manager information technology department**
- Release-Manager for EBS- (Elektronische Boerse Schweiz) und SOFFEX- (Swiss Options and Financial Futures Exchange – Predecessor of current EUREX) maintenance releases
  - Leadership of different release teams (120 members)
  - Member of the information technology management
- Special results:*
- Successful implementation of 4 software releases with a value of 10 – 30 man-years and a few million CHF each
  - Consulting and sales of solutions to the participating banks
- 1992 – 1995**            **SEGA Schweizerische Effekten-Giro AG, Zuerich**  
 Swiss Securities and Clearing Corporation  
**Team leader**  
*Leadership of the following projects:*
- Communication of SECOM-New (SEGA Communication Systems)
  - GCI (General Communication Interface)
  - Implementation of SAP, Main responsibility UNIX
- Selling of the concept GCI (internal)

- 1987 – 1992**            **KSS Informatik (own company), Schaan**  
 Consulting with main focus in information technology for public authorities and companies, education for companies
- Local government Schaan
  - Government of the Principality of Liechtenstein
  - Trust companies
  - Banks
- 1984 – 1989**            **Liechtensteinische Landesbank, Vaduz**  
 Freelancer, Project manager
- 1979 – 1984**            **Liechtensteinische Landesbank, Vaduz**  
 Education as programmer, analyst  
 Jobs as junior programmer, programmer, senior programmer, analyst, organizer and system administrator

## EDUCATION AND FURTHER TRAINING

- 2002 – 2003**            **Bernard Gantner AG, St. Gallen**  
 Leadership and marketing school  
 Degree: Master of marketing (swiss federal diploma)
- 2001**                    **Euroforum, Duesseldorf (Germany)**  
 Seminar for Information technology executives: strategic IT management
- 1998 – 2000**            **University of Chicago, Chicago, Illinois (USA)**  
 Graduate School of Business  
 Degree: Master of Business Administration (MBA)
- 1996 / 1997**            **ETH Zuerich, Zuerich**  
 Institute of science of management  
 Graduate leadership seminars, f.e.
- Project management (1996)
  - Change management (1996)
  - Conflict management (1997)
- Degree: certificates
- 1985 – 1990**            **University of Zuerich**  
 Studies in Information technology and Economics  
 Degree: Master of Science (lic.oec.publ.)
- 1980 – 1983**            **Eastern Switzerland Adult Education, Sargans, St.Gallen**  
 Grammar school secondary education  
 Degree: Matura Typus C

Since 1990 attending different seminars of university level with main focus in general management, corporate strategy und corporate finance.

## DIPLOMAS

- 2003**                    Marketing Director
- 2000**                    MBA (University of Chicago)
- 1992**                    M.Sc. (University of Zurich)

## TEACHING ACTIVITY

- 2004 – today**            **University of Liechtenstein, Vaduz**

Teaching position seminar Economics II WS/SS 2008/2009  
Teaching position supervision bachelor thesis WS 2008/2009  
Teaching position seminar Economics II SS 2006  
Teaching position supervision bachelor thesis SS 2005  
Member of the jury – business plan contest KMU center since 2004

**1995 – today**

**Lectures**

Different kind of lectures for organizations in the scope of my professional duties

**2005 – 2006**

**MKS Marketing- und Kaderschule, Sargans**

Teaching position „Organisation und Project Management“

**2003 - 2004**

**Bernard Gantner AG, Führung- und Marketingschule, St. Gallen**

Teaching position „Leadership and Organisation“

**1987 - 1991**

**Büro Marxer Computer AG, Schaan/Buchs SG**

Course instructor

## ASSOCIATIONS

VRIM

**President** Organization of Rheintal Interim Managers

([www.rheintal-interim.org](http://www.rheintal-interim.org))

DSIM

Umbrella organization of Swiss Interim Managers ([www.dsim.ch](http://www.dsim.ch))

DDIM

Umbrella organization of German Interim Management ([www.ddim.de](http://www.ddim.de))

## LANGUAGES

German: native language  
English: business fluent  
French: High school diploma  
Italian: basic knowledge (holidays)  
Spanish: basic knowledge (holidays)

## PERSONAL INTERESTS

My family, including our dog ([www.schaedler.org](http://www.schaedler.org))

Music: Singing: Rock, Pop ([www.straight-to-rock.ch](http://www.straight-to-rock.ch)), Classics, Musicals ([www.lmc.li](http://www.lmc.li))

Sport: Triathlon, Jogging, Biking, Diving