



## Dr. Detlef Weber - Leading transformation of companies in the process industry through different phases of change management

*Dr. Weber is one of the most experienced experts in total productivity management and operational excellence, focusing on the food industry, the pharmaceutical industry, and the biotechnology sector.*

*He creates fast and successful turnaround by clearly analyzing processes and identifying problems making use of shopfloor management and performance boards (AOS standard).*

*He controls the processes of complex product launches and designs customer-focused quality management based on his vast expertise with valid root cause analyses.*

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Turnaround Operational Excellence (OEE)  
Change Mgmt Dashboards  
Digital Transformation Quality Mgmt  
Performance Management  
Lean Mgmt Balanced Scorecards  
Digitalisation Continuous Improvement  
OKR and AOS Workflow Management

### Areas of Expertise

Change Mgmt · Process Design · Lean Mgmt  
Continuous Improvement · Turnaround  
Quality Mgmt · Dashboards · Balanced Scorecards  
Operational Excellence (OEE) · Digitalisation  
OKR and AOS Workflow Management  
Digital Transformation · Performance Management

### I believe

*"A mindset of 'lifelong-learning', open for change & transformation, is the motor for continuous improvement and leads to steady growth."*

### I deliver

*"A strong link between operations and quality-related processes guarantees 'right-first-time' results. Key figures visualised in dashboards display the benefits of progress in change management."*

### I create

*"A strong team spirit across services, based on ambitious goals and clear communication on the benefits of change management. A better understanding of 'cross-linked' workflows creates stronger and more agile cooperation, drives continuous improvement and leads to sustainable growth."*

### Professional Experience (et al.)

#### Waffelfabrik Löser

*Managing Director (Operations) for 11 years. Turnaround after M&A, market leader (B2B) for all Waffelfabrik products in Germany after 3 years of transformation. Huge success in automation and technology development.*

#### Solvay / Flexsys / Solutia

*Global chemical companies; Project Manager (Germany) and Site Director (France) of a Seveso-classified site. Successful amendment of structure on site; operational team won global award for installation safety.*

#### PPVT Industrieprojekte Dr. Weber (founded in 2010); Interim site director Manager as CTO, COO Hahne Cereals 3 years)

*Transformation of French subsidiaries as COO after M&A, coached the generational change in parallel. Mission was accomplished after 2 years. Subsequently managed the turn around of the mother site in Germany. Won the award for product development (breakfast cereals) in France.*

#### Chocolaterie de Bourgogne, France (2 years)

*Managed the transformation from subsidiary site of a global player to medium sized private owned company*

#### Mymuesli (Cereals; Start up) (2 years)

*Managed the transformation from manual handling of materials to automated production processes. Established a supply chain process based on barcode scanning process and ERP system.*

#### DFE Pharma / Excipients (1 year)

*Interim Head of Production and Process Interface Manager for greenfield project.*

#### Orthomol Pharmazeutische Gesellschaft (9 months)

*Project Manager for extension of packaging lines for nutritional supplements.*

#### ODW Frischeprodukte (dairy products; 6 months)

*Interim Quality Manager managed the process interface towards production/technical service/production planning. Improved maintenance service level, enhanced customer service level, reduced number of claims. Established Root Cause Analyses (5W, Ishikawa) for managing deviations, as well as food fraud procedure.*

#### Takeda Pharma (solid oral dosage forms)

*(Interim) Head of Production, managed optimisation projects to reduce production cost. Updated Gemba walk processes in production, accomplished 5S-implementation and changed management of performance boards to AOS standards.*

**Leverage Experts AG (LE)** was founded in 2012 as an independent group of interdisciplinary experts in Zurich. The experienced team supports companies in complex and critical challenges with a strategic mind set and passion for implementation. LE focuses on **Situations of Rapid Change**, transformation, restructuring, crisis-, and turnaround management. LE implements corporate and growth strategies, accompanies entrepreneurs through crisis situations, is involved in (digital) transformation and restructuring processes and is experienced in M&A and Corporate Finance. A branch in Germany was established in 2021, and close partnerships exist in North America. The team of Leverage Experts enables an active and effective shaping of the future - At short notice, with high impact.