



Frank Peglau



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ABOUT THE PERSON

Name: Frank Peglau

Date of Birth: 1962

Place of Birth: Köln

Marital status: in marriage-like relationship with three children

Address: Am Anger 16
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Földvary Utca 38
H-2330 Dunaharastzi/Budapest

JOB EXPERIENCE

OWNER, PECON CONSULTING, SINCE 2010

Consultant for interim management and business coaching on C-Level in international mechanical engineering and automotive industry

CHAIRMAN OF THE MANAGEMENT BOARD/ CEO, KUKA ROBOTER GMBH, HUNGARY 2006 – 2010

Managed and reorganized the largest subsidiary of Kuka Roboter GmbH/Kuka AG, including corporate management

Full responsibility for P&L, reporting to CTO of Kuka Roboter GmbH and to Robotics Management Board at Kuka AG

Built up robot sales in eastern Europe with focus on Hungary, Romania, Bulgaria, Croatia, Serbia and the Ukraine

Reorganized and developed third-party customer business by optimizing portfolio and building up key accounts

Established and developed a second and third level of management

Exceptional Projects/ Success

Adapted organization and capacity to the economic crisis with positive EBIT in 2009; received distinction from AG Management Board

Complete elimination of company indebtedness within 3 years

Introduced an online key figure system: "Management operation system"

Received MX Award in 2008 for Manufacturing Excellence (<http://www.maxaward.de>) from Technical University of Berlin together with Financial Times Germany

Set up a robot sales and service structure in eastern Europe

CHIEF TECHNOLOGY OFFICER/ CTO, KUKA ROBOTER GMBH, AUGSBURG 2003 – 2006, 500 EMPLOYEES

Turnaround Headed the technical departments, including Production, Operations Planning and Scheduling, Design, Production Logistics, Quality and Test Equipment Development

Reorganized third-party business and achieved related turnaround

Exceptional Projects/ Success

Started a Greenfield investment to expand production area for SOP in spring 2006

Relocated complex control cabinet production from Germany to Hungary while introducing state-of-the-art production methods, TPS, LEAN production / KAIZEN

Developed a requirements concept for IT and Controlling to introduce a production process based on key figures, production data acquisition / TPS

HEAD OF CENTRAL CUSTOMER SUPPORT, KUKA AG, AUGSBURG 2000 – 2003

Headed worldwide Customer Service, P&L responsibility (EUR 20 million)

Increased sales by 50% in 3 years

Reorganized entire service business

Set up service structures in central and country organizations

Developed and introduced new service products

Exceptional Projects/ Success

Introduced a Service Helpdesk and a CRM

Developed and implemented a branch office concept for Germany / Sales and Service in one organization

Worked up a graduated system partner model with certification

Introduced a graduated trainer concept for robot programmers with certification

HEAD OF CENTRAL SERVICE MANAGEMENT, DEBIS SYSTEMHAUS PCM COMPUTER AG, MÜNCHEN 1997 – 2000

Set up a service organization for key account clients / major banks

First and second level support with highest degree of service Developed and introduced new service products

Exceptional Projects/ Success

Introduced SAP/R3 in service administration, including CRM and link to field sales staff

SERVICE MANAGER – SOUTHERN GERMANY DATUS GMBH CORPORATE NETWORK, AACHEN 1995 – 1997

Set up a service organization, incl. administration, first and second level support for major banks and their branches in southern Germany

Established and headed two independent branch offices in Munich (headquarters) and Stuttgart

Developed large-volume maintenance agreements to ensure degree of service customary for banks

Exceptional Projects/ Success

Won over and developed a key account with sales in two-digit million euro range

SERVICE DEPARTMENT MANAGER, SONOTECHNIK MED. GERATE GMBH, KIRCHHEIM/MÜNCHEN 1986 – 1993

Managed Service Department in southern Germany

Set up a small service organization

Installed a 24-hour hotline and standby service

Developed price structure for services

Active involvement in product development

QUALIFIED CRAFTSMAN (WITH INTERRUPTION FOR MILITARY SERVICE), KERSTING UND SCHWARTE GMBH, 1981 – 1994

EDUCATION/TRAINING

- 2003 - 2005** **ZFU International Business School, Zürich**
Master of Business Development/MBA
Master's Degree (Diplom)
- 1994** **Technical College for Electrical and Mechanical Engineering,** **Munich**

Certificate as State Certified Electrical Engineering Technician
- 1984-1986** **Vocational Training Centre in Hamm**

Training as Telecommunication Equipment Mechanic and Radio Electronics Technician
- 1982-1983** **Military Service**
- 1977-1981** **Maschinenfabrik Stromag GmbH**

Training as Machine Fitter
- 1971-1977** **Brockhausschule Unna**
School-leaving certificate; qualified secondary school certificate

COMPETENCE PROFILE

Setting up Independent Organizations

- Initial situation and defining measures
- Implementing a task-based infrastructure
- Defining and specifying parameters for efficiency review
- Introducing lean organizations for office and shop floor
- Developing executives

Changing Structures

- Adapting capacity (infrastructure, equipment, human resources) on a timely basis
- Optimizing product portfolios
- Selecting suitable change managers
- Introducing modern production and key figure systems
- Working out “make or buy” decisions

Managing Sales Organizations

- Analyzing market and competition
- Developing appropriate sales and service concepts
- Identifying market trends and inputting this information in development
- Preparing performance specifications for new products
- Developing motivating commission models
- Selecting and making product presentations (e.g. at trade fairs)
- Initiator of marketing measure

Foreign Languages:

- English Negotiation Level
- Hungarian Intermediate Level

Hobbys/Interests: Tennis, Sailing, Chess and Family