

Value-added leadership through true interest in employees & business

| Executive | Alexander Meyer-Himstedt | Brief characterization |
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| Team size | 40 | Mr. Meyer-Himstedt's unique leadership style is characterized by a high degree of employee-centeredness, situational authenticity and a progressive mindset. He sees us, his employees, as experts, makes individual performance visible at relevant points and maintains a balance between encouraging and challenging. He masters the interplay of closeness and distance and exemplifies sincere emotion and relationship management. His future-oriented view is equally focused on the further development of his employees and that of the business. He is open to change, encourages people to proactively shape the digital transformation, acts with foresight with regard to succession planning, and enables & promotes 'part-time leadership'. |
| Creator | Team | |
| TÜV NORD Region | Germany | |
| TÜV NORD unit | Human Resources, GB IS | |

One-pager: contributions to the management guidelines

| Customer Focus | Alexander Meyer-Himstedt recognizes the needs of the business, picks up on them and positions the area for the future. He shows his employees clear, business-oriented goals and outlines what requirements this has or will have for employees in the future. He supports his employees in building up competencies to meet these requirements and thus helps them to see change as an opportunity and further development. |
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| Employees as Key to Success | Alexander Meyer-Himstedt makes the individual performance of employees visible at relevant points and gives credit to those who have 'delivered'. He puts himself in front of his employees when criticizing or reprimanding them. He maintains open communication and has a high level of trust in the team. His motto is: "Only intervene as a manager when employees cannot do it themselves" and sees the employees as "experts". Encourage, challenge - but don't overtax. |
| Integrity as Basis | Alexander Meyer-Himstedt is able to strike the right balance between distance and closeness as a leader and creates closeness through personal anecdotes and honest communication of ups and downs. 'AMH' is himself - a credible, authentic original. There is always an open door policy. Particularly noteworthy are his appreciative morning office greetings, virtual team lunches, and 'corona parent' meetings. |
| New Opportunities by Diversity | Alexander Meyer-Himstedt recognizes the potential of his diverse employees and promotes them in their areas of expertise. This also applies to international cooperation and cross-BU projects. The topic of diversity was anchored in introductory events for new managers at TN Systems and TN EnSys. Furthermore, leadership as a part-time employee is enabled and encouraged. |
| Innovation Culture towards Future | Alexander Meyer-Himstedt sees the relevance and urgency of topics relevant to the future (e.g., digitization, the retirement wave, the importance of training and continuing education or lifelong learning) and implements follow-up processes for implementation. He promotes the personal development of each individual and plans successions in good time. He always listens to his employees' ideas regarding changes, digitization, etc. and supports them in this. |