

Curriculum Vitae

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Summary:

Since over 20 years I work in management positions of telecommunication and cable companies, both suppliers and operators, utilising my strengths in general management, P&L responsibility, people and project management, and business development. I got extensive international background and experience in working for both fixed and mobile operators. I am an experienced people manager with proven track record and coaching skills.

Personal Details:

Date of Birth	25th August 1962
Place of Birth	Herrsching / Germany
Nationality	German

Career Summary:

- 7 / 05 – today **Kabel Deutschland GmbH & Co. KG (KDG), Unterföhring;**
- Head of Subcontractor Management
 - .. Managing over 20 people directly and over 2000 workforce indirectly with major technical subcontractors of KDG
 - .. Total contracted volume of about m180 €
 - .. Keeping all KPI on or above target and improving customer satisfaction for 5 years in a row
 - .. Initiating and leading change programmes within organisation and with suppliers
 - .. Leading and supporting internet roll out from first pilot to over 2 million customers today
 - Manger Operations (NE4 Rollout, contract negotiations, capacity control, establishing and optimising reporting and monitoring systems, customer satisfaction surveys, supplier management with key national suppliers)
 - Interimsmanagement as a freelance (process re-engineering, network rollout, supplier negotiations, implementation of a planning & control process) till 4 / 06

6 / 03 – 3 / 05 **Aliatel a.s., Prague;**

General Manager and Member of the Board

- P&L responsibility for the leading alternative fixed network operator in the Czech Republic with 360 employees and revenues over € 90m (Voice, Data, Internet)
- Managing exponential growth (#1 growth company in Central Europe in 2003)
- Setting and implementing strategy for consolidation phase
- Implementation of organisational and cultural change programmes, e.g. reducing number of director positions and improving incentive schemes
- Managing customer and supplier relationships – key customers included major Czech financial institutions and production companies
- Implementation of cost reduction programmes, on Capex, Opex and personnel
- Communication and relationship management with customers, employees, shareholders, investors, suppliers, regulator, politicians and public media
- Turned company from EBITDA and cash flow negative to EBITDA and cash flow positive
- Key role in successful sale of the company to GTS Czech a.s., closed February 2005

BT Ignite GmbH & Co, Munich (spin off from VIAG INTERKOM);

3 / 01 – 5 / 03 Head Voice Platforms & Services Europe (as of 9/02: BT Global Services)

- Responsibility for end-to-end Design, Planning and Implementation management of Switched Voice Services platform, Intelligent Network and Interconnects in Belgium, Germany, Ireland, Netherlands, Spain and Central & Eastern Europe
- Organisational build of new unit with integration of people and assets from these countries (over 50 people in 5 countries)
- Responsibility for sustained commercial profitability, efficiency increases and technological evolution of the platforms (supported revenues over € 600m)
- Implementation of cost and headcount reduction programmes and internal training
- Integration of the UK Voice Planning team for Global Services (ex 'Concert')

VIAG INTERKOM GmbH & Co, Munich (part of BT Group);

12 / 00 – 2 / 01 Director Core Fixed Voice Networks & Infrastructure (overlapping with previous position)

- Building and developing new organisation unit for Fixed Voice Network
- Responsibility for end-to-end platform management of Switched Voice Services, Intelligent Network and Interconnects
- Planning and implementing specific customer bids and City Carrier solutions

3 / 00 – 2 / 01 Manager Efficiency Projects - Networks & Infrastructure

- Lead, supervise and liaise with strategic projects (Benchmarking, Fixed Network cost reduction, Re-Organisation, Mobile Roll-out Strategy, Business Plans, UMTS)
- Communication and presentation on all levels incl. board and shareholders, reporting to the CTO and Managing Director of VIAG Interkom

- 1 / 99 – 2 / 00 Principal Consultant BT Europe (secondment / London-based)
- Managing client relationship with BT Emerging Markets (37 countries in EMEA)
 - Project lead for establishment of BT presence in 3 key countries: Hungary, Czech Republic and Poland (Virtual Team for Market Entry Strategy, Licences, Staffing, Facilities, Legal, Commercial, Market Communications)
 - Established and lead a team of Senior Consultants implementing the first BT services in these countries
- 10 / 96 -12 / 98 Product Line Manager Corporate Voice Services
- Responsibility for all domestic and Concert Voice Services
 - Built up and managed team of 10 Product and Marketing Managers
 - Development of a consistent Voice Strategy and a Roadmap for future services
 - Interims Project Manager for the Corporate ISDN Service Launch
 - Product launch of a variety of new services for corporate customers
- 10 / 95 - 9 / 96 Product Manager
- Launch of the first domestic voice service (VPN) of VIAG Interkom
 - Definition of requirements for future services (ISDN, Value Added Services)
- Siemens AG, Munich**
- 5 / 93 - 9/95 Marketing Manager - Customer Marketing Public Networks (OEN MC 11)
- Marketing support for operators in Europe, South America and South Africa
 - Project with the major operator in Portugal for the implementation and marketing of IN Services (Several months with customer in Portugal)
 - Case studies (Corporate Networks; Application scenarios)
- 12 / 92 - 4 / 93 Marketing Project Manager – MWI (Marketing and Market Research)
- Marketing Strategy for secure/encrypted telecom equipment
- Dr. Radermacher & Partner Techno Consult GmbH, Munich**
- 11 / 90 - 11 / 92 Management Consultant
- Product-/Marketing strategies (Automotive, Consumer Goods)
 - Concepts for the privatisation of former East German state owned companies
 - Organisational Development (Simultaneous Engineering; Project organisation)
- 12 / 85 - 10 / 90 **Assignments, traineeships and freelance work** during University time
- Roland Berger & Partner and Dr. Radermacher & Partner, Munich
 - Hewlett Packard GmbH, Böblingen; SRE - Systems Remarketing Europe
 - Brown Brothers Harriman & Co., Private Bankers, Boston / New York
 - Siemens AG, Munich and KL Mechanische Werkstätte, Landsberg
- 10 / 84 - 11 / 85 Travelling and working mostly in the U.S.
- 7 / 83 - 9 / 84 **Military Service**
- Mandatory service in the German army – Unit for supervision of Russian military radio communications – Military Russian language training

Education:

- 12 / 02 “Management Essentials for the High Potential Executive”
New York University – Stern School of Business
- 03 / 00 - 03 / 02 M.Sc. - Masters of Science in Telecommunications Business (with distinction)
University College of London (part time, sponsored by BT)
- 10 / 00 “Advanced Management Program in Telecommunications”
University of Southern California – Marshall School of Business
- 9 / 86 - 9 / 90 Engineering and Management (University of Applied Sciences, Munich)
Diploma (Honours): Diplom-Wirtschaftsingenieur (FH)
- 6 / 83 Successfully passed General University Entrance Exam
Gymnasium Gilching („Allgemeine Hochschulreife“, „Abitur“)
- Languages German and English - Fluent; French, and Czech - Basic knowledge

Related Activities:

- Presentations All levels of industry / International conferences and customer events, e.g. for the Institute for International Research (IIR)
- Recognition Various awards for special achievements from VIAG Interkom and BT, e.g. “VIAG Interkom Excellence Award”
- Other Member of the Supervisory Board of a German IT service start-up (2000 – 2002)
Systemic Business Coach (2013), certified by DGSC

Other interests:

- Sports, travelling and experiencing new cultures, mountain hiking
- Arts and Literature
- Sponsor and organiser of social and humanitarian projects in Kenya