

# Agile Transformation CEO of the Year (Germany): Holger Dittombée

**Transformation is the key to success in this new, ever-more digital world. Adaptability, agility and dynamism are the tools of world innovators, recognising that a business should never stagnate or linger – but grow, expand, move, accelerate and drive to pursue change. Holger Dittombée understands this more than most, as he discusses on the back of his deserved recognition in the programme.**

In Holger's words, as CEO of Tioni, the company "builds high-performance teams" regardless of industry of operation or size. Ultimately, if you're after results-driven change management, leadership coaching, and team building solutions, look no further than Tioni. As a client-driven enterprise, Tioni specialises in utilising its skill for adaption to bend its offerings to the bespoke, individual needs of the client, as Holger explains in more detail.

"Our client industries include banking, telecommunications, insurance, retail, and logistics, just to name a few. Our clients are usually mid-sized and large organizations. Our approach is always client-driven, tailor-made and people-focused, differentiating us from regular consulting firms. We work with a set of values and principles that we apply in client projects. The overarching goal could be described as unleashing teams' full potential. We combine agile, enterprise and system coaching into a holistic human-led approach."

Holger's past experience prior to being CEO certainly put him on the right path for later success with Tioni, as he moves on to discuss. "With a Diploma in Mathematics and a dual-degree

M.B.A. study, I began my early career in Data and Decision Analytics, moving on to developing and supervising Credit Risk and Customer Value Models, then heading up a Decision Analytics Business in Germany and Switzerland for one of the largest Information Services Provider worldwide, then working as a Partner for an international consulting company.

"After 25 years in managing strategic projects, and consulting clients in various industries, I founded my own company, Tioni. That step was long planned and sometimes I wish I had taken that chance even sooner – however, I do recognize that the years of experience and industry knowledge helped me grow my own business with the right strategy, gain customers' trust and confidence, and build a strong expert network in Agile Transformation and Change Management."

As a leader in charge of orchestrating change in his clients' businesses, Holger understands the importance of ensuring that Tioni's culture remains consistent, both externally and internally. "Leading with passion, commitment and openness is key for me. I share my view and my vision with people around me and encounter partners, colleagues and clients with respect and appreciation. If you share your Why, agree goals and ways of working together, and talk openly about failures, you can create a purposeful and psychologically safe environment."

This background in IT and business management is a robust foundation on which Tioni has built itself from, with Holger's experience helping to distinguish the company from any potential competitors. "Our client projects often require deep understanding of the IT landscape, the business processes and legal and data privacy aspects. My background enables me to successfully steer those complexities and communicate with teams, with project sponsors and senior management at the same level." Of course, this is far from the only way Tioni has become a pacesetter in the greater industry, as Holger continues.

"One of the most important part of our value proposition is enabling the client

team members to fully unfold their potential and bring the new organization, and way of working, to life. This differentiates Tioni from regular consulting firms. We do not just introduce new frameworks and close the project, but we ensure sustainable implementation and ongoing coaching to the teams and the leadership to make ways of working successfully adopted and more effective."

"With BELIEFS, Tioni's unique Team Maturity Growth Model, we support companies step by step in building and developing High-Performance Teams. We use our Team Maturity Check to measure the performance at team and/or organizational level and evaluate the areas that prevent teams from reaching their full potential. Based on this, we reflect together with the teams about the status quo and decide which coaching tools and practices to use improving the way of working in the teams." (see more on [www.tioni.de](http://www.tioni.de))

But, let's talk about the future of Tioni. As you can imagine from everything mentioned so far, the future of the company under Holger's management can be defined by expansion and scaling their processes and operations to best support that growth. "Scaling and growth are essential going forward. This includes growing our expert network, developing our own products and programs and distributing the services online on a learning platform. I also see stronger collaborating with IT houses and specialised consulting firms to strengthen the Tioni brand."

"My advice to anyone considering to start their own business:

- If you are passionate about the topic, go for it
- Take time to develop personally and develop your company, stay focused and tuned
- Define your WHY, HOW and WHAT from the start and involve your team"

-Holger Dittombée

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