

USP

*This is a summary of newest personal professional Assessments:
360° - Bambeck-Master-Profile – Wartegg Interpretation – Graphological Expertise*

- Strong People-Leadership and Management-Skills, knows how to motivate people
- Authentic, senior personality
- Innovative and creative
- Good communicator
- Strong strategic, logical and “out of the box thinking” skills, visionary
- Competent decision maker
- Understands how to integrate different cultures and building commitment

MAIN EXPERIENCES

- Leading teams out of different functions – IT, HR, Operations and Business Teams
- Long-term experience in leading large units in Europe, Americas and Asia
- Project Leader of major international Group Projects
- Leading in matrix- and regionally-structured organizations
- Coaching and advising Group Executive Board members, Local CEOs as well as entire management teams
- Intercontinental cultural experience and fit
- Project Leader of global and cross-functional reorganizations, merger & acquisitions and cultural change programs
- Long-term Member of different Group Management Teams

EDUCATION

1977 – 1981	Handelsschule, Commercial Business School Zurich
1983 – 1985	Property and Casualty Insurance, Commercial Business School Zurich
1986	Canning School, English language, London
1987	Canning School, Business English, London
1989 – 1991	New York University, New York, Effective Communication, research and journalistic writing
2000 – 2003	Divisional Leadership Development Program, Europe, Swiss Re
2003 – 2006	International Group Management Development Program, Swiss Re
2009	College International, French language, Cannes
over time	Different Leadership, People Management, Communication and Project Management courses in Switzerland, London, USA, Canada and Hong Kong

LANGUAGES

- German and Swiss German, native
- English, fluent
- French, proficient
- Räto-Rumantsch native

INTERESTS

- People and Cultures
- Sports – especially Skiing
- Traveling
- Asian Gardens
- Wine and Dine
- Temporary Art

CONTRIBUTION AND IMPACT

- since 2014** **Veromont Ltd, Executive Interim Management for Insurance companies, CEO**
- Executive Interim Management support for Insurance and Reinsurance companies
 - Change management and cultural bridging Asia, Europe, US
 - Support in market expansions projects incl. founding new companies
 - Project-Management and Leadership support
 - Management Pool with around 120 Executives impressive track record
- since 2013** **Daniel Wahrenberger, worldwide executive coaching for Insurance Companies, Owner**
- Mandates in Europe, USA and Asia with 8 different international companies
- Executive coaching of CEO, Management-Teams and Companies
 - Market extension and strategic planning
 - Client segmentation
 - Business and process efficiency
 - Intercontinental cultural-change initiatives
 - Conflict Management and Stress Management
 - Due diligence
- 2012 - 2012** **Swiss Re Group, Corporate Advisor, Managing Director, Zurich**
- Corporate Advisor, Reporting directly into Group CEO Swiss Re
 - Leading confidential projects – successfully implemented
- 2011 – 2012** **Executive coach and strategic advisor, Managing Director, Zurich**
- Recruited and on-boarded Regional Presidents and Member Executive Committee (Europe, America and Asia)
 - Coached Reinsurance Executive Team members and selected Managing Directors as well as Local CEOs
 - Provided strategic advice to President of Swiss Re Holding (Swiss Re Ltd.) and Chairman Global Partnerships
- 2005 – 2011** **Lead HR Business Partner, Managing Director, Zurich**
- Responsible for all Reinsurance Divisions: Europe, Americas, Asia, Globals, Local Companies, Reinsurance Centre including Swift Re and Business Development, Admin Re UK and US and Corporate Solutions
 - Member of global Reinsurance Clients Markets Committee
- 2004 – 2005** **Senior Business Partner, Senior Vice President, Zurich**
- HR responsible for European and African regions encompassing all Functions and Companies
 - Member of Executive Team Europe
- 1999 – 2003** **IT Head Zurich and Local Offices, Senior Vice President, Zurich**
- Managed national and international IT Business Support, Application Development (software tools), national and international IT Technical Support, Business Analysis (over 150 people)
 - Member of Group IT Management Committee
- 1995 – 1998** **Wahrenberger Consulting, Founder, Owner and Manager, Zürich:**
- Independent coach with a focus on coaching and advising top managers who took over wider responsibilities or international assignments requiring cultural adaptation
 - Serviced several fortune 100 Swiss Companies
- 1994 – 1995** **Elvia Versicherungen, Department Head Business Analysis & Project Management,**
- Re-established a number 1 priority “crashed” project by taking over responsibility for the project, managing conflicts, and motivating employees in the IT Department.

- 1994** **Swiss Re Zürich, Senior Controller, Vice President Zurich**
- Controller for Swiss Re's Reinsurance Group Companies, Europe, USA and Asia
- 1993** **LUC – London Underwriting Center, Project Manager, Vice President, London**
- Project Manager Casualty and Property - Inter Group Underwriting System (system operative for 8 years)
- 1990 – 1992** **North American Re, Project Leader SICS, Vice President, New York City & Toronto**
- Developed and implemented self-designed IT-system to administrate New Markets business. (system operative for more than 10 years)
- 1989 – 1990** **Swiss Re Europe, Project Leader "Paris/Manhattan", Zurich & New York City**
- Implemented SICS system in USA and Canada (system operative for more than 10 years)
- 1986 – 1988** **Project Leader, Zurich**
- Implemented self-designed IT system to administrate and quote international facultative business. The "FAC-IS" system was extended to multiple lines of business and implemented globally. It was used more than 20 years.
- 1983 – 1986** **Senior Underwriter Facultative Business – Casualty, Zurich**
- Responsible for underwriting of facultative casualty business in the French, Dutch, German and Swiss markets
- 1977 – 1982** **La Suisse Versicherungen, Assistant Vice President, Single Risk Underwriter, Zurich & Lausanne**
- Underwriter Property & Casualty
 - Underwriter Life & Health Insurance
 - Unit Head Motor Insurance

IN ADDITION

- 1995 –** **Galerie Wahrenberger, Founder, Owner and Manager, Zurich and Lenzerheide**
- Managing successfully two international contemporary Art Galleries. The Gallery in Zurich became one of the largest galleries in town (over 400m²). Today we are running the Gallery under a new concept. www.galerie-wahrenberger.ch

References

Michel Liès, Group CEO, Swiss Re

"When addressing management and executive challenges, Daniel is one of those rare talents combining a focused approach with style, credibility and creativity. The solutions he then contributes to, are constructive, often innovative and - last but not least – resilient"

Philippe Regazzoni, as CEO, Amlin Re Europe, Zurich

"Daniel has been supporting me as a Coach in my personal and professional development. His open, uncomplicated and positive style is the best ground for an energetic, positive and trust-based working relation ship. Based on his wide experience, his profound human knowledge, his understanding of interpersonal aspects and his respectability he has the talent to support and develop leaders professionally! Daniel's experience in this area is presumably unique." (transl.)

Christian Mumenthaler, CEO Reinsurance, Member of Group Executive Committee, Swiss Re

"I have worked extensively with Daniel and have always very much enjoyed his presence and profited from his insights. Daniel has the ability to go to an office in any country, talk to multiple people at all levels and extract the essence of what is going well and what is not going well. His feedback to local management has helped them grow, and has helped me to better support them."

Simon Lehmann, Group CEO Biketec AG Flyer, Member of the Board, HomeAway.com

"There are no coincidences in life! I met Daniel as true professional, straight and brutally honest management coach. His very deep experience helps him to analyze and understand many different business situations on all management levels. Daniel helps me to reflect and question challenging situations without losing the big picture."

Moses Ojeisekhoba, CEO Reinsurance Asia, Member of Group Executive Committee, HK and Singapore, Swiss Re

"Daniel's strength in quickly getting to the "real" issues will be of value to any organization. When I add to that his understanding of Asia and his ability to bridge the gap to European cultures, it does put him in a unique position to serve companies/individuals doing business across that divide."

Alain Flandrin, CEO Asia Pacific, Singapore, Partner Re

"Daniel's coaching confronts you with a reality about yourself and your organization without any make-up. With his business and people experience he is fast to identify and understand any organizational dysfunction. Through open minded and challenging discussions, one of his strengths is his ability to help you to find the key to open the door for solutions. Daniel's personal and emotional engagement enables to immediately build up an affinity of trust favorable to a fertile and fruitful collaboration. I really enjoyed working with him."

Eric Smith, CEO Reinsurance Americas, Member of Group Executive Committee, New York, Swiss Re

"Daniel was a great asset to me as I took on a difficult role. He understands complex organizations and the importance of building strong leadership teams. "

Agostino Galvagni, CEO Corporate Solutions, Member of Group Executive Committee, Swiss Re

"Daniel works alongside leaders and managers across all cultures who strive for high quality and lasting performance. His combination of professionalism and friendly empathy makes it easy for individuals to connect with him. In his coaching sessions he encourages creativity and out of the box thinking, helping individuals to see things from other/different perspectives. It has always been a pleasure working with him."

Martin Albers, as President Swiss Re Ltd, Member of Group Management Board Swiss Re Ltd

"Daniel has been an excellent sparring partner in developing the quality of the EMEA senior management from 2006 to 2011. Dani has given strong advice, but has also very successfully coached high potential managers. One of his strengths is to understand and adapt to different business cultural environments."

Karl-Heinz Jung, as CEO Asia Pacific, Singapore, Allianz Re

"Daniel is always honest discussion partner who helps individuals finding solutions in a logical and structured way, and in a friendly and constructive spirit. He knows how organizations work and why they often don't work as planned. I enjoyed working with him."

Thierry Léger, Head Life&Health, Member of Group Management Board, Swiss Re

"Daniel has been a great personal coach to me and many others during many years at Swiss Re"

Clarence Yeung, as Group COO, ACR Capital Holding, Hong Kong

"Always straight forward and no nonsense. Great insights on organization and people, and good in giving advice and sharing views."

Martyn Parker, Chairman Global Partnership, London, Member of Group Management Board, Swiss Re

"I have worked with Daniel for a number of years. He has a great track record of working with executives and improving their performance and contribution via coaching which starts by allowing them to see themselves through the eyes of other!"

André Kunz, Lead Department Head Customer Care, Member of Executive Board, OIZ City of Zurich

„Daniel is a leader and a man of action who expresses openly his opinion and puts facts in a nutshell – and the emotional intelligence to suss out individuals as well as the entire team-dynamic." (transl.)

Takashi Goda, as CEO Swiss Re Japan, Member of Executive Team, Tokyo, Swiss Re

"Daniel always listens to me about the business, fundamentals, environments and people first, before starting any coaching and advising. His real world experience in the global arena over 30 years is unsurpassed. He may decline the business if he finds he would not be useful."

Robert Wiest, CEO Swiss Re China and COO Asia, Member of Executive Team, Beijing, Swiss Re

"Daniel is working with people in a very particular manner. The results brought back to me gave me an insight on other people's view of myself which in my professional career I never got. This was most helpful and very powerful."

Ivo Menzinger, as Head GP Asia Pacific, Managing Director, Singapore, Swiss Re

"Daniel Wahrenberger has been instrumental to executive and team development across cultures in the Asia-Pacific team of Global Partnerships. He has the rare skill to win the trust of individuals very quickly. This allows him to be very effective as a coach, facilitator, and management consultant."

Alfonso Lombao Rubiàs, as Managing Director LATAM, Transamerica Reinsurance

"Daniel is a great professional with the ability to select and assign the best fitted talents within a firm to an emerging business opportunity/project."

Ivo Hux, Head France, Benelux and Switzerland, Managing Director Paris, Swiss Re

"Daniel is an excellent talent scout constantly screening the organization and the environment for the managers of the next generation. Daniel supported me efficiently as a coach in the first phase of a new management challenge, giving honest feedback and advice in order to make the new appointment a success. He was available for discussion and exchange whenever and wherever this was needed."

Sharon Ooi, Head of P&C Reinsurance Southeast Asia, India & Dragons, Managing Director, Singapore, Swiss Re

"As an Executive Coach, Daniel was very good in challenging me to think broader and more high level as well as providing advice not only from his own career but reference stories from coaching other executives."

Luc Albert, Market Unit Head for Benelux, Iberia, Italy, Mediterranean and Switzerland, Member of EMEA Management Team, SR

"Using a combination of strong listening skills and structured analysis, Daniel quickly gains insights in a person's professional and inter-personal capabilities. This approach allows Daniel to provide valuable guidance for personal coaching, career planning and people selection."

Tim Hodgson, Head of Human Resources, Telford UK, Admin Re

"I worked for Daniel for a number of years during a period of significant career progression and self-development. He took time to understand my approach and motivation then played a supportive but challenging role to ensure I was able to perform at my best. He provided an insightful perspective on a number of cultural challenges which helped to resolve issues before they materialized."