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InterIMpact
EXECUTIVE INTERIM MANAGEMENT

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# Patrick Lehmann



*I align people, processes, and structures to create meaningful impact.*

lic. phil. I
MBA, PMP

## About me

I am an experienced CEO and executive leader with more than ten years of strategic and operational responsibility in a Swiss SME. During challenging market conditions, including the COVID-19 pandemic, I successfully stabilized businesses, led transformation initiatives, and drove sustainable development and growth. My Executive MBA from Rochester-Bern, combined with extensive experience in building efficient and agile organizational structures, provides the foundation for data-driven decision-making and long-term success.

I have proven expertise in digital product development, process optimization, and technology integration. In addition, I have led international, multilingual teams and managed global partner networks. As a multilingual, analytical, and innovation-driven leader, I bring the ability to guide organizations strategically and operationally into their next stage of development, delivering measurable and lasting impact.

### Situation

- Following several leadership changes, I took over a fragmented and demotivated team.
- The production of digital learning content took approximately four months and relied on multiple systems and formats.
- Our IT projects progressed slowly because customer requirements competed with product development resources and priorities.
- Administrative processes consumed significant time and resources, putting pressure on profitability and margins.
- The growing importance of AI in the training and education sector presented us with the challenge of identifying the most effective and practical applications for our business.

### Action

- I introduced organizational structure by defining clear roles, responsibilities, and work processes, while fostering a participative leadership approach.
- Together with the Lead Developer, I designed a modern content management system that centralized content storage and enabled flexible content assembly and reuse.
- I introduced an agile project management approach for product development, including clear prioritization and defined delivery cycles through regular sprints.
- Working closely with the team, I streamlined processes, optimized the use of existing applications, and eliminated unnecessary administrative tasks and workflows.
- In collaboration with an academic AI expert, I initiated and led a project to evaluate the potential use of AI within our field. The project explored relevant use cases and developed recommendations for implementation.

### Result

- Approximately three years after taking over, the company achieved its most successful financial performance, with revenue increasing by around 20%.
- The new system reduced production time from four months to two weeks while enabling the generation and integration of AI-assisted translations.
- Thanks to a highly motivated team, both customer projects and incremental enhancements to our own products were delivered on time and according to plan.
- We avoided the need to refill an administrative position, generating efficiency gains. Our external accounting partner reduced its fees twice as a result of the improved processes.
- Using a series of prototypes, we began evaluating AI applications and their impact. This work is helping us identify areas where AI can enhance the user experience and increase the value of our training solutions.

Corporate governance | Strategy development | Project Management | Agile and participatory Business Process Optimization | Finance & Budgeting | Conceptually and analytically strong Solution-oriented | Innovative | Accustomed to leadership | Communicative | Curious Remote management | Digitally savvy | trilingual | Conflict resolution | Training & Education

**Languages** German (Mother Tongue) | English (business fluent) | French (business fluent) | Spanish / Italian (basic)

**IT/Computer** Extensive knowledge of Microsoft and MAC applications and specific tools (project management, e-learning, web design, accounting, helpdesk, etc.)

## Berufserfahrung

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| January 2016 – Today | **Chief Executive Officer** \| ***STS \| the project management training company*** (Sauter Training & Simulation SA), Lausanne |
| April 2019 – June 2026 | **Board Member** \| ***Mind-on-site (MOS)*** Editor of Learning Management System, Lausanne |
| January 2011 – December 2015 | **Senior Project Manager** \| ***STS \| the project management training company*** (Sauter Training & Simulation SA), Lausanne |
| May 2010 – Today | **Board Member** \| ***sim (selective international management)*** Shanghai, China / Rapperswil |
| May 2010 – December 2010 | **Consultant \| *Freelance*** Various consulting mandates in the field of strategy development and implementation as well as quality management |
| April 2008 – August 2009 | **Head Central Services \| *sanu \| bildung für nachhaltige entwicklung*** Biel, (training institute in the field of sustainability and the environment) |
| April 2003 – February 2008 | **Head Service and Relations** \| ***Geneva Centre for Security Policy (GCSP)*** Geneva (Training Centre in the Field of International Security Policy) |
| January 2000 – March 2003 | **Project Coordinator \| *Geneva Centre for Security Policy (GCSP)*** Geneva |
| March 1997 – June 1999 | **Research Assistants** \| ***Center for Security Policy and Conflict Resolution*** Swiss Federal Institute of Technology, Zurich |
| October 1996 – February 1999 | **Research Assistants** \| ***Central Office for Comprehensive Defence*** Federal Department of Defence, Civil Protection and Sport (DDPS), Bern |

## Education

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| November 2025 | Certification “Half Double Foundation” – APMG / Half Double Institute |
| June 2024 | Self-study “Green Project Management” GPM-b® Certification Preparation |
| May 2018 | Certification preparation «PMI-Agile Certified Professional (ACP)» |
| June 2011 | Project Management Professional (PMP®), Project Management Institute (PMI®) |
| November 2005 – June 2007 | Rochester-Bern Executive Master of Business Administration (University Rochester and University Bern) |
| April 2003 – November 2003 | Postgraduate course in Corporate Communication at AKAD, Zurich |
| July 1999 – December 2022 | Certificate program in mediation and conflict resolution at Columbia University (New York), International Center for Cooperation and Conflict Resolution |
| August 1999 – December 1999 | Post-graduate education in mediation, negotiation and conflict resolution: Washington Semester Program in Peace and Conflict Resolution at the American University (Washington) |
| October 1996 | Language course in Antigua, Guatemala (Spanish) |
| July 1995 | Master’s degree in history (lic. phil. I) |

## Focus of my Work

I am an experienced CEO-level leader with both strategic and operational experience in a Swiss SME, as well as in an NGO and a foundation.



**Responsibility** – For over 10 years, as part of the executive management of a nationally and internationally active SME in the field of education, I held overall responsibility for strategy, organization, and finances. I consistently aligned the company towards tailored services, continuous innovation in our digital products, and lean processes. I structured budgeting, financial management, and the use of resources in a way to ensure transparency, efficiency, and long-term sustainability. Prior to this, I gained leadership experience in an NGO with an international sponsorship base, as well as in a foundation focused on education in the field of sustainability.



**Leadership** – I have led and continue to lead teams of up to 18 people at various levels, across multiple locations or working remotely, and within diverse cultural contexts. Clear communication, goal orientation, and trust-based leadership have been key factors for economic success. I am accustomed to managing a network of business partners and experts in over 50 countries, which has enabled me to learn how to navigate complex ecosystems and build sustainable, collaborative partnerships. My language skills in German, French, and English allow me to operate confidently in an international environment and in intercultural contexts.



**Optimization** – A central focus of my work has been and continues to be the sustainable improvement of organizational efficiency. The introduction of agile working and leadership models, with clear responsibilities, short decision-making paths, and a high degree of autonomy, led to measurable improvements in quality, motivation, and responsiveness. By developing new digital and AI-based products or services, I was able to open up new business areas. I implemented these transformations in a participatory manner and anchored them sustainably within the organizations.



**Execution** – As a certified project manager (PMP®, Half Double Foundation), I have led numerous operational and strategic projects and applied a variety of methods to achieve maximum impact with limited resources. As a CEO within a multinational holding, as well as in my roles at the Geneva Centre for Security Policy (GCSP) and at sanu, I am accustomed to developing strategies at the intersection of politics, business, and society in such a way that their long-term implementation is ensured, even under rapidly changing short-term conditions.



**Looking ahead** – I am flexible, location-independent, and mobile. I do not hesitate to actively take on demanding challenges and to proactively develop viable, sustainable solutions. With a strong passion for innovation, solid experience in building digital products, a clear focus on scaling, and a strong understanding of transformation and leadership, I look forward to taking on responsibility in a new context and putting my experience at the service of organizations that aim to create value for customers, owners, and employees.