

## Contact

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## Top Skills

Product Development  
Digitalization  
Clarity

## Languages

English (Full Professional)  
German (Native or Bilingual)  
Spanish (Limited Working)  
French (Limited Working)

# Achim Sztuka

Digital & Transformation Advisor | Strategy to Hands-on Execution |  
Startup Mentor | Advancing the Energy Transition  
Germany

## Summary

With over 20 years of experience as an entrepreneur and business leader, I help organizations turn strategy into action, delivering measurable results across complex initiatives. I am currently working as an independent advisor, supporting leading energy companies in shaping and executing strategic IT and business projects, helping drive the energy transition forward.

My background includes co-founding and successfully scaling a software company, leading strategic initiatives for major corporates, and mentoring startups and NGOs through various stages of growth. This broad mix of experience allows me to combine strategic vision with practical implementation across diverse environments, creating meaningful and sustainable impact.

### Core Strengths:

- Driving impact: Taking initiatives from concept to real-world implementation, ensuring tangible results are achieved.
- Clarity in complexity: Structuring complex challenges and guiding organizations toward actionable solutions.
- Bridging leadership and delivery: Engaging with executives to align strategy while simultaneously working with teams on the ground to drive practical outcomes.

## Experience

### Self-employed

Senior Advisor – Driving Strategy & IT Execution in the Energy Sector  
October 2024 - Present (1 year 3 months)

Düsseldorf, North Rhine-Westphalia, Germany

Self-employed (providing services through selected consulting firms).

- Supporting leading energy companies, such as E.ON, in shaping and realizing strategic business and IT initiatives (e.g. billing systems, tax, software product development).

- Combining strategic thinking with hands-on execution to translate strategic objectives into tangible results across all organizational levels – from executive management to implementation teams.
- Enabling senior management to lead with greater impact by handling critical projects silently and with organizational and technical intuition, ensuring strategic and operational success.

## PRIMAKLIMA

Member of The Supervisory Board

August 2024 - Present (1 year 5 months)

Cologne, North Rhine-Westphalia, Germany

- Partnering with the executive board to steer the NGO's strategic direction in line with its vision and evolving market context
- Supporting organizational growth and navigating change initiatives with practical insights
- Monitoring and advising leadership to strengthen long-term impact

## Various

Startup Mentor, Investor

January 2008 - Present (18 years)

- Pro bono mentoring of founders in pre-seed, seed, and Series A stages on a wide range of topics.
- Pro bono mentoring of non-profit entrepreneurs.
- Investment in startups.

## Freelance

Sabbatical / Mentoring

May 2024 - November 2024 (7 months)

Düsseldorf, North Rhine-Westphalia, Germany

After successfully selling my company, I took a sabbatical to spend time with my family and friends, delve deeper into tech innovation and reflect on my next career steps. During this time, I continued to mentor business and non-profit startups that have the potential to create meaningful change.

## Strategy Compass

Co-Founder, CEO

April 2009 - April 2024 (15 years 1 month)

- Founded a software company and developed it into a market leader in the field of Microsoft Office extensions, bootstrapped without external investment.

- Built strong, long-term relationships with clients such as BASF, DHL, HUK-COBURG, QIAGEN, and Volkswagen.
- Drove organic growth from a startup to a globally distributed team of >30 professionals, fostering a culture of innovation and trust.
- Transformed the software solution and related processes into a cloud platform, positioning the company for the future.
- Successfully sold the company to a strategic buyer (empower GmbH) in February 2024 and supported a smooth integration.

## ThyssenKrupp Steel

### Head of Business Strategy

October 2006 - October 2009 (3 years 1 month)

Duisburg, North Rhine-Westphalia, Germany

- Supported strategic business units in strategy development
- Implemented projects focused on market understanding, strategic (re)alignment, technological leadership, and capital investments
- Implemented and anchored a strategy process for the continuous development of business units within the corporate segment

## Roland Berger Strategy Consultants

### Consultant

October 2004 - September 2006 (2 years)

Düsseldorf, North Rhine-Westphalia, Germany

- Advised major international clients on strategic business initiatives, with projects across Germany, the UK, and France.
- Conducted market analysis, participated in strategy development, performed M&A due diligence.

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## Education

### Universität Mannheim

MBA, Business administration · (1998 - 2004)

### Universidad de Belgrano

Business administration · (March 2002 - December 2002)