



Fabian Spitzer

SENIOR OPERATIONS EXECUTIVE · BERLIN

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WHAT COMPANIES GET

Strategy isn't the problem. *Execution is the problem.*

When strategy evaporates somewhere between slide 12 and reality, you don't need another consultant. *You need an operator you can hand execution to without weekly check-ins.*

01 Strategy becomes reality — not *roadmap*.

DFKP: €38M → €223M (+400%) in 24 months · **InterLead:** €27M revenue, €1.3M EBITDA in 6 months · **CHECK24:** built a division to €4B+ annual volume.

02 You can *hand it over*.

Full ownership: Sales · Operations · HR · Lead Management · Partner Management. Clear weekly status reports, measurable movement. You set the targets, he gets the team and the KPI rigor where they need to be.

03 Restructurings that *hold*.

Conversion at DFKP **+34%** through sales-role untangling and specialized operations teams. Structures that keep running after the mandate, because the high performers carried them.

04 KPI rigor without *team burnout*.

Daily stand-ups, weekly reviews, performance transparency for the whole company. Clarity as rhythm, not pressure theater. **CHECK24:** 11 years building to 100+ team and market leadership.

05 AI is a tool, not a *buzzword*.

AskProAI: GDPR-compliant Voice-AI platform for SMBs, built solo on Retell AI · Claude Code · OpenAI Codex. AI gets operationalized, not outsourced.

FILTER

Substance-driven, not political. The right call when *substance* drives the decision — not stakeholder choreography.

<p>SWEET SPOT</p> <p>Scale-Ups · SMBs · 30–200 employees</p>	<p>BUSINESS MODEL</p> <p>Sales- and service-driven · PE/VC with a clear delivery brief</p>
<p>AVAILABLE</p> <p>Full-time (COO, VP Operations) or interim 3–12 months · immediately</p>	<p>LOCATION</p> <p>Remote-first · DACH-focused · Berlin-presence-capable</p>

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