Dr. Fabian Ziegler

Experienced CEO and transformational leader of large and complex entities | Member of global Executive and Non-Executive Boards Energy industry, energy intense industries

"Perform AND Transform"

SHORT PROFILE

With 30 years of experience, I developed a profound understanding of the Energy industry and energy intense industries. My passion and expertise are the transformation of energy systems for better outcomes in the energy trilemma around affordability, availability and sustainability, combining conventional and renewable energy. My longstanding Shell career exposed me to freestanding subsidiaries, local GM but also corporate executive roles gaining deep experience all along the value chain and navigating complex organisations. I could lead turnarounds, new market entries and growth businesses.

I am a bold and visionary transformer and business builder, always driven by lasting and sustainable improvements. My track record over the last 25 years connects profound bottom line impact with operational excellence and people metrics.

I excel in developing compelling visions for the future and devising credible execution plans to get there. I believe in co-creation bringing all stakeholders on board early. I am highly experienced in mobilizing teams and staff for full potential performance, thus creating exceptional outcomes. I am a true team player believing deeply in the power of purposeful collaboration.

LEADERSHIP | VALUES & PURPOSE

- Developed consistently high performing teams in all my assignments coaching and developing individuals and investing resourcefully in team composition, top quartile team leader scores
- Resourceful in driving high employee engagement in large organisations with strong alignment and followership
- Honesty, integrity and respect are my core values, and I am passionate about continuous improvement and "winning". I am proud of my reputation as a truly authentic, motivational and trustworthy people leader.
- I practise purpose-based leadership combining sustainability objectives, commercial outcomes and "what is in it for people"
- I believe deeply in "Management in control" embracing strong controls, rigorous management processes, and psychological safety
- I put "safety first" in hazardous process and operations environments

IMPORTANT CONTRIBUTIONS

- Developing and executing strategy - as CEO DCC Energy repositioned a 500+ mln GBP profit Energy business as a highly differentiated multi-energy play, delivering double digit profit growth '22 – '25 leading to rerating of share price of DCC Group
- Deep bottom line impact – as CPO of Shell plc delivered 15 bln $ bottom line impact in times of sharp oil price decline, as GM Shell Bulk Fuels Europe transformed a direct business model into an indirect branded distributor model with 500 mln Euro cost reduction
- Transformational leadership – deeply experienced in taking teams, staff and stakeholder groups on major and sustained transformation journeys, evidenced by results delivered at DCC Energy CEO, CPO of Shell Contracting & Procurement, VP Offer to Cash at Shell, strong transformation management repertoire
- Commercial value delivery – cutting edge external focus building trust-based relationships, delivered 30+ M&A transactions as CEO DCC Energy, created longstanding value-creating relationship with top 50 suppliers as Shell's CPO, delivered major integrated customer deals in Marine industry practising board room selling
- Stakeholder management – possessing deep experience with industry collaboration platforms (RWE/Shell alliance), governmental stakeholders (led task force with German government during Ukraine crisis), NGOs, and staff councils
- Operational Excellence - delivered measurable best-in-class performance as CPO and VP Offer to Cash at Shell, combining soft people measures with hardwired process and digital interventions

CONTACT & INFORMATION

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LinkedIn

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Swiss|German, married with two adult kids
German | English | French | Dutch

EXECUTIVE CAREER

2022 – today
***DCC Energy** | Dublin*
CEO DCC Energy

1996 – 2022
***Shell PLC** | London*

*2019 -2022 |**Shell Deutschland**, Hamburg*
Chairman Shell Germany, Performance unit lead DACH

*2015 - 2019 |**Shell International**, The Hague*
Chief Procurement Officer

*2010 - 2015 | **Shell International**, London*
Vice President Customer Operations

*2006 - 2010 | **Shell Europe**, Hamburg/Rotterdam*
General Manager Commercial Fuels Europe

*2002 - 2006 | **Shell Marine Products**, Hamburg*
Director Global Sales, Marketing & Strategy
General Manager North & Central Europe

EDUCATION

2010 - 2022
Full Shell leadership curriculum with 3 stints at IMD (Group Leadership Program, Exec. Leadership Program, Broad Integrative Leader)
Senior negotiator program at Harvard Business School (Lax Sebenius 3D Negotiation strategy)

1991 – 1994
Doctorate in Economics, Dr. rer. pol, University of Basel, insigni cum laude

1986 – 1991
Master of Business Administration, Finance and Controlling, University of Basel

SPECIAL MANDATES

2022 – today | serving on numerous DCC and JV boards (Butagaz France, Wewise Europe, DCC/DLG JV in Denmark), First Vice President of World Liquid Gas Association, Fellow of Energy Institute

2019 - 2022 | Board member of sonnen, Next Kraftwerke, Hamburg Port authority, Airport Hamburg, H Tec Systems GmbH

2019 - 2022 | Chairman of en2x (Europe's largest Oil industry association), member of BDI Praesidium

2006 - 2010 | Board director of 20+ subsidiaries and JVs during time of major restructuring

INTERESTS

Cooking for family & friends, travelling to exotic places, long distance running, padel, skiing