



# Grzegorz Należyty

Experienced Leader of the Management Board  
Energy, Industry, ICT

## SELECTED EXPERIENCES

- 20 years of experience in energy, industry and ICT in leadership positions, strategy and sales management and project execution (Siemens Energy, Siemens, Nokia, Microsoft).
- Vice President for Eastern Europe and Managing Director and President of the Management Board of Siemens Energy Poland, formerly the energy division, since 2012.
- 2016-2023 Member of the Management Board and President of the Management Board of Siemens Energy Poland Member of the Board of the Polish Economic Chamber of Energy and Environmental Protection
- Chairman of the Committee for Sustainable Energy Generation. Chairman of the Committee for Sustainable Energy Generation at the Polish-German Chamber of Industry and Commerce (AHK)
- Member and Chairman of Supervisory Boards of listed companies and Member of Supervisory Boards in regional Siemens Energy companies
- Strong, proven track record in strategy and business development, as well as a successful track record in creating and growing companies.
- Leadership based on e m p o w e r i n g , inspiring and mentoring.

## INTRODUCTION

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## SKILLS

- Business management for the regions (Europe Central and Eastern Europe, Western Europe) and markets (energy, industry, ICT).
- Strong and inspiring leadership
- Strategic management and change management
- Ability to operate in complex structures and markets
- Management models
- Sales and business development management
- Data analysis
- Mentoring in project and risk management

## LANGUAGES

English - full business proficiency  
Polish - native language

## PROFESSIONAL CAREER

### SIEMENS ENERGY

**Siemens Gamesa Renewable Energy** | 2024.06- currently at the level of  
**Siemens Energy Eastern Europe** | 2022.04- currently at the level of  
Vice President Eastern Europe, Managing Director and President Poland Executive responsibility for all Siemens Energy activities in the Eastern Europe sub-region, which includes Poland, Hungary, Romania, Ukraine and Moldova.

Lead and manage the strategic planning and execution of the organization  
Provide cross-functional management in business development, sales, project management, services, marketing and government affairs in the EE sub-region.  
Provide leadership and guidance on industry trends and best practice Attract, develop and retain top talent to build a high-performance team  
Supporting energy market transformation, e.g., by creating new partnerships, defining different types of go-to-market models, addressing different products, solutions, services and markets Developing relationships at the executive, director and user levels within the organization, resulting in strong partnerships and input into the customer's strategic planning process, providing a comprehensive understanding of the customer's business model, retention and risk issues, and potential strategic opportunities.

### Siemens Energy Poland | 2020.04- 2022.03

#### Managing Director and CEO Poland

He led a team of fourteen managers in the Polish organization (BU heads, heads of support functions support, sales directors, PMO heads and heads of energy engineering HUBs), reporting to the senior vice president for Southeast Europe. Striving for continuous improvement Siemens Energy's market share in the country, as well as providing added value to the European Region.

- Comprehensive responsibility and management of all local entity operations Responsibility for country strategy, sales execution and business development, project management, services, engineering HUBs, marketing and government affairs
- Managing and organizing relationships with several strategic partners, community organizations and local housing authorities.
- Lead the development of a comprehensive customer service strategy that results in increased customer satisfaction and loyalty.
- Negotiate and secure several contracts with major customers
- Responsible for strategy alignment with headquarters and its implementation in the country.

## PRZEDSIĘBIORCZOŚĆ

- Member of the Board of Directors of the Polish Economic Chamber of Energy and Environmental Protection Chairman of the
- Committee of Sustainable Energy Procurement at the Polish-German Chamber of Industry and
- Commerce (AHK) Chairman and member of supervisory boards

## ZAINTERESOWANIA

Geopolitics and sociology of business  
Travel

## Previous experience at **SIEMENS GROUP**

**2001.07 - 2020.04**

### **Siemens Polska** | 2012.04 - 2020.04

#### Managing Director of Energy Divisions and Member of the Management Board

During the period of leading the energy divisions in Poland, the implemented strategy resulted in accelerated growth in the areas of sales and project execution, bringing a tenfold increase in market share in the country.

- Head of Siemens Poland divisions responsible for acquiring and executing projects in the Polish energy market, such as construction and modernization of power plants and maintenance services for existing power plants.
- Defining partnerships and working with local partners under the go-to-market model
- Responsibility for sales strategy and execution, as well as business development, production, project management, services and all back-office operations
- Alignment of all strategies for the region with head office departments and companies
- P&L responsible for managed divisions (+200 FTE)
- 2016.03-2020.04 Member of the Management Board of Siemens Poland

### **Nokia Siemens Networks** | 2007.04 - 2012.03

#### Sales director and country management team member (2011.09-2012.03)

- Business solutions director for the Western Europe region: - telecommunications and energy customers
- Defining and implementing strategies for profitability and sales growth
- Responsible for sales funnel development, sales team management, goal achievement and P&L.
- Defining partner channel strategy and marketing activities

#### CEE director and country management team member (2010.11-2011.08)

- Responsible for business with 38 clients located in 12 countries in the telecommunications industry
- Responsibility for P&L and goal achievement
- Collaborate with CxO level, strategy departments, product marketing
- Define and implement strategies for profitability and sales growth
- Overseeing multiple functions to ensure sales and delivery service

#### International Account Manager for Deutsche Telecom (2009.01-2010.10)

#### Regional sales development manager for managed services (2007.04-2008.12)

### **Siemens Communications** | 2005.08 - 2007.03

#### Head of Value Added Services (2006.04-2007.03)

- Defining and implementing sales strategies for services and solutions, as well as market and portfolio acquisition: outsourcing, out-tasking, managed services, solutions and consulting.
- Responsible for product management and customization of global portfolio items to meet local needs.
- Working with Siemens HQ
- Responsible for financial performance, market analysis and team management

#### Product Manager (2005.08-2006.04)

- Value-added services for customers located in Poland for the telecommunications industry

## **Microsoft**

**2005.01 - 2005.07**

Solution sales management

### **Siemens Business Services** | 2001.07 - 2004.12

#### Head of Pre-Sales Department of IT Outsourcing Services (2003.03 - 2004.12)

Project management and technical consulting in IT infrastructure (2001.07- 2003.02)

## **Merinosoft**

**2000.03 - 2001.07**

Software integration within the project group

# EDUCATION

## Education

### HARVARD BUSINESS SCHOOL| 2015

General management program

### LEON KOŹMIŃSKI IN WARSAW| 2006 - 2007

Executive MBA

### POLYTECHNIC| 1997 - 2003

Master's degree in computer science

## Courses and programs

### USA DUKE UNIVERSITY| 2024

Leadership development program

### CAMBRIDGE BUSINESS SCHOOL| 2013

Executive education - Strategy

### LONDON BUSINESS SCHOOL| 2017

Executive education - Leadership

### GEORGE WASHINGTON UNIVERSITY (PMI)

Completion of Project Management Institute certification

### EUROPEAN COUNCIL FOR MENTORING AND COACHING| 2014

Certificate in Mentoring