

THOMAS WILLNER (MBA)

Cybersecurity & AI Executive | Global Practice & Delivery Leader

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PERMANENT ROLES

Global Lead, AI in Cybersecurity | Head of IAM Germany

Capgemini Deutschland GmbH

02/2025 - Present Berlin, Germany

Global consulting and digital transformation leader with ~340,000 people across 50+ countries.

- As Global AI Lead for IAM and Head of IAM Germany, authored two approved global enterprise strategies (the AI-in-Cybersecurity go-to-market and the "Four-Layer" AI governance framework) and translated them into reference architectures for secure agentic AI: identity as the control plane, non-human-identity governance, Zero Trust, and deterministic controls.
- Advised CISOs, CIOs, and boards on GenAI and agentic-AI security decisions, including C-suite AI-strategy engagements at Fortune 500 and Fortune Global 500 clients across automotive, retail, and insurance.
- Shaped and co-secured enterprise pursuits with Capgemini account and Invent teams: proposition design, executive pre-sales, and pursuit development from RFI response through award, including a jointly won automotive engagement with Capgemini Invent.
- Led a 15-person IAM team as People Manager with end-to-end responsibility across strategy, pre-sales, client engagements, and delivery of IAM, PAM, Zero Trust, and IGA solutions.
- Built a 169-lesson multilingual AI academy (10 tracks, 21 playbooks, 502 assessments, 4 languages) as Capgemini's global AI-cyber upskilling backbone.
- Global ambassador for Capgemini's Secure AI agenda; bylined Capgemini publications on trusted agentic AI and identity as the control plane for autonomous systems.

Global Lead Privileged Access & Secrets Management

Mercedes-Benz AG

06/2023 - 01/2025 Stuttgart, Germany

Mercedes-Benz Group AG, formerly known as Daimler AG, is an automobile company that develops, manufactures, and distributes premium and luxury cars and vans.

- Led the global rollout and continuous expansion of a Privileged Access Management (PAM) capability across multiple international locations, with architecture ownership and strategic alignment in collaboration with Infosys.
- Led PAM delivery, governance, & vendor performance; improved service quality & operational efficiency across teams.
- Defined and embedded global PAM standards, policies, and KPI frameworks, ensuring sustained compliance, successful audits, and alignment with internal RISE security requirements. **Achieved €800k in recurring annual savings** through CyberArk license optimization.
- Directed RFI and PoC initiatives for PAM, validating feasibility, scalability, and security posture for enterprise-wide adoption.
- Drove cross-functional governance and execution across IT, Operations, Compliance, Security, and Vendor organizations to ensure consistent outcomes and strategic alignment.

SELECTED PUBLICATIONS

The identity singularity 2035

Capgemini

Thomas Willner

03/2026 - 03/2026

<https://www.capgemini.com/insights/research-library/the-identity-singularity-2035/>

Zero Trust as a strategic operating system and architectural convergence

Agentic AI: From Gen AI experiments to enterprise operating models

Capgemini

Thomas Willner

06/2026 - 06/2026

<https://www.capgemini.com/insights/expert-perspectives/agentic-ai-from-gen-ai-experiments-to-enterprise-operating-models/>

Exploring how agentic AI differs from Gen AI, what it means for enterprise operating models, and what changes for these organizations overall.

Building control foundations for trusted agentic AI

Capgemini

Thomas Willner

06/2026 - 06/2026

<https://www.capgemini.com/insights/expert-perspectives/building-control-foundations-for-trusted-agentic-ai/>

What should enterprises do about the advances in agentic AI? How can they build the necessary governance, security, identity, and control foundations needed to scale agentic AI responsibly and effectively?

EDUCATION

MBA in International Business

University Gabriela Mistral (MIT Partner University during time of study)

06/2002 - 06/2004

GPA

6.50 / 7.00

Business Administration

German Chamber of Commerce (1.0 is best)

06/1991 - 07/1994

GPA

2.25 / 1.00

PERMANENT ROLES

Principal IT Project Manager

affinis AG

📅 08/2022 - 03/2023 📍 Bremen, Germany

IT Consultant company with technological competencies in SAP, Microsoft, and Business Intelligence as well as deep industry knowledge.

- Successful implementation of the **IT Project Management Excellence Program (PSP)**
- Leading and finishing 2 high-profile Projects
- Achieved a **95% project success** rate by introducing agile methodologies and continuous improvement practices

Senior Information Technology (IT) Manager

Axians IT Solutions GmbH (Part of Vinci S.A.)

📅 05/2019 - 06/2020 📍 Munich / Ulm, Germany

Axians provides all customers, whether businesses, governmental organizations and service providers, with a unique array of solutions for designing, implementing and operating their ICT infrastructure. These solutions include customized software, hardware, and services for various markets.

- Head of Microsoft Competence Center and Principal Project Manager.
- Project Lead on successful implementation of internal and external Sharepoint 2016 at MTU Aero Engines AG (Member of the DAX)
- Led the pre-sales process through contract award for an approximately €10M datacenter relocation and transformation programme at Paul Hartmann AG. Subsequently, project-led the migration of SAP, Oracle, Citrix, and further systems to VMware, delivering a seamless transition with improved performance and security.
- Project Lead on successful Database Migrations from IBM Power to SAP and Oracle VMWare instance at Max Bögl GmbH.

Senior Consultant

Alegri International Group

📅 04/2017 - 08/2017 📍 Munich, Germany

Alegri is one of the largest IT consultancies for Microsoft and SAP, managed services, and Internet of Things in DE, AT and CH.

- Achieved process changes to increase Developer Delivery Team (DevOps) effectiveness from 65% to **above 80% using Scrum and Kanban**
- Successful Strategic Positioning of Office 365 Collaboration for the Bayer Group "eWorkplace" and planning of the roadmap until 2020
- **Office 365 subject-matter** expert for Daimler AG at Stuttgart HQ

Management Consultant / Director

Ciber, Inc.

📅 01/2016 - 03/2017 📍 Heidelberg, Germany

For more than 40 years, Ciber has delivered the technical savvy and IT solutions that help businesses achieve strategic goals

- **Team Lead Microsoft** for SharePoint and Office 365 projects.
- **Director IT Governance** responsible for compliance, security, data protection and successful **SAP, ISO 27001, ISO 9001** recertifications by leading a team of auditors and aligned with the Data Protection Officer.

LANGUAGES

German

Native



English

Proficient



Spanish

Proficient



CERTIFICATION

Applied Data Science Program: Leveraging AI for Effective Decision-Making (In Progress)

MIT Faculty

Privileged Access Management Administration (CDE)

CyberArk University

Ethical Hacking

Cybrary

ITIL

Anmaris GmbH

Prince 2

Axians IT Solutions GmbH

Agile Project Management

Invensis

PMP

PMI

MOST PROUD OF



Saving BSH Home Appliances Group 43 Million € in 2 years

By implementing and using Financial Hedging, I was able to save the company a total of 43 Million € in 2 consecutive years.



Being an important part on the biggest Merger in South America

Senior Technology Analyst that successfully defended the Liberty Media International. Metropolis - VTR Merger.

PERMANENT ROLES

Senior Inhouse Management Consultant

BSH Home Appliances Group

📅 01/2007 - 03/2013 📍 Munich, Germany

BSH Home Appliances Group, is the largest manufacturer of home appliances in Europe and one of the leading companies in the sector worldwide.

- Enterprise Risk & Portfolio Governance (CFO-facing): Successful implementation and by using **Financial Hedging** I was able to save the company **43 Million Euro** in 2 consecutive years
- Enabled Implementation of **SharePoint 2010** for Central Purchasing
- International IT Project Management
- Project Lead on Digital Marketing strategy and implementation
- **Head of Risk Management** in Central Purchasing

Chief Operating Officer

HSBC Bank

📅 01/2006 - 08/2006 📍 Santiago, Chile

HSBC Bank is one of the largest banking and financial services organizations in the world.

- Drove successful change management, enhancing the organization's ability to swiftly adapt to evolving environments and business needs.
- COO-level responsibilities in regulated banking, aiding executive decisions and operations.
- Accountable for cross-functional governance across Operations, IT, Risk, and Compliance, ensuring alignment with regulatory and internal control requirements.
- Managed complex operational structures in an international context, balancing global standards with local regulatory and market constraints.
- Acted as senior interface to executive stakeholders, contributing to operational stability, risk mitigation, and performance transparency.
- Achieved Implementation of the internal HUB System which resulted in a **22% increase** in productivity.
- Boosted IT department efficiency by 30% through strategic technology upgrades and workflow optimization.

Customer Success Manager

REUTERS LATAM

📅 01/2005 - 12/2005 📍 Santiago, Chile

Reuters delivers financial solutions with vital news, analytics, and services, connecting global trading, investing, and corporate experts.

- Increased Sales by 37% of the REUTERS 3000extra Trading Terminal.
- Led senior roles in an international setting, enhancing operational governance and team coordination.
- Aligned global models with regional execution. Ensured consistency, reliability, and regulatory adherence.
- Worked closely with senior stakeholders across business and operational units to support structured decision-making and execution.
- Operated in a fast-paced, high-accountability environment requiring precision, resilience, and executive communication.
- Improved product adoption by 45% by training more than 200 professional traders at leading global banks on options strategies.

MOST PROUD OF



Saving Mercedes-Benz AG approximately €800k yearly

Achieved €800k in recurring annual savings through CyberArk license optimization



Alegri International Group

Creating a competitive advantage by redesigning processes within the Delivery Team (DevOps) and implementing an Agile approach.



Axians IT Solutions GmbH

Increasing Productivity by a double-digit margin by implementing ITSM using OTRS7



My MBA

MBA Student of the Year Award, Magna Cum Laude



REUTERS Customer Award

Increased Sales by 37% in less than a year

STRENGTHS



Hard-Working

I am consistent and perseverant. Furthermore, I believe it is only through effort and dedication that one will fully mature into a hard worker making full use of my potential.



Persuasive

By asking people for what they want, and by demonstrating value. I stay persistent in my endeavors and message.



Motivator & Leader

I try to be a motivational leader by motivating myself. And I motivate myself by striving toward excellence, by committing myself to become everything I am capable of becoming. I motivate myself by throwing my whole heart into doing my job in an excellent fashion. I motivate myself and others by continually looking for ways to help others to improve their lives and achieve their goals.



Analytical

My ability to collect and analyze information, problem-solve, and make decisions.

FREELANCE & INTERIM ROLES

Feel Good IT GmbH

📅 07/2020 - 06/2022 📍 Munich, Germany

Head of Modern Workplace

- Increased revenue by **24%** by developing strategies and pursuing 6 new business opportunities, resulting in significant growth.
- Increased team productivity by **20%** by building and leading a high-performing, collaborative team.
- Supported sales efforts by **aligning IT solutions with customer needs**, enhancing client relations.

GSD Remarketing GmbH & Co. KG

📅 07/2022 - 02/2023 📍 Sulzemoos, Germany

Head of IT

- Implementation of a **Hybrid Cloud Strategy** to Microsoft 365 / Azure using an external Consultant Company
- Security Hardening on-premise and cloud including Endpoint Security using Hardware and Software Solutions
- Implementation of the new Web Shop Frontend to Backend
- Vendor Management
- Optimization and standardization of internal processes with Stakeholders

OPTiVATION MAINZ GmbH

📅 12/2018 - 04/2019 📍 Mainz, Germany

Senior Information Technology (IT) Manager

- **Project Lead** for IT security implementation and adaptation at the Max Planck Institute and additional clients, **securing over 12+ systems, achieving a 100% compliance rate, and enhancing security protocols by 87%.**
- **Project Lead** on successful implementing and managing Office 365 including SharePoint, Skype for Business for various customers.

Sky Deutschland AG

📅 03/2018 - 11/2018 📍 Unterhaching, Germany

Head of Security / Senior Service Line Manager

- **Project Lead for the implementation of GDPR compliance**, successfully aligning company processes with data protection regulations, enhancing data privacy practices, and ensuring legal adherence across the organization.
- Implemented security guidelines, increasing operational efficiency by 25% and reducing breach incidents.

Novartis Business Services GmbH

📅 09/2017 - 02/2018 📍 Holzkirchen, Germany

Web Application and Project Manager

- Management and direction of IT staff to achieve ongoing technical and application support to business units in compliance to ICE and adherence of GxP where applicable.
- Improved data delivery efficiency by 38% by leading cross-functional initiatives with IT and business sectors.

STRENGTHS



Communicator

Being a good communicator means listening actively, being mindful of words and tone, and asking questions to gain understanding instead of forcing agreement.

TRAINING / COURSES

Plus 100+ internal leadership and technology trainings at BSH, Mercedes-Benz, and Capgemini.

LIFE PHILOSOPHY

"If you don't have any shadows, you're not standing in the light."

This philosophy motivates me to embrace challenges, take risks, and strive for excellence. It drives me to step out of my comfort zone, continuously learn, and lead teams by example, fostering an environment where growth and resilience are celebrated.

VOLUNTEER

Monthly Donor

Save the Children

📅 02/2010 - Present

I am a small part helping to keep the life-changing programs running and enable to plan for the ever-changing hunger, health, and education needs of children.

Member

Caritas Germany

📅 05/2015 - Present

Monthly Donor

PASSIONS



Technology



Finance



Sports



Travel



Debates



History

FREELANCE & INTERIM ROLES

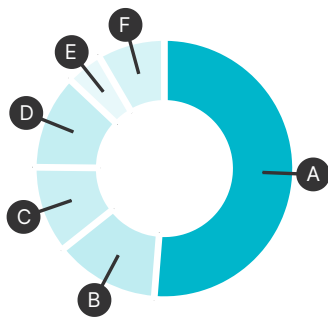
IT Freelancer

📅 04/2013 - 12/2015 📍 Munich, Germany

Microsoft / Web IT Freelancer managing different projects at various companies.

- Successful IT Security Project Management
- Successful SharePoint Project Management
- Drove awareness of Office 365 capabilities at several mid-sized companies converting into sales and therefor projects
- Developed Social Media Marketing and SEO implementation services
- Developed CMS launches of Typo3, Drupal and Joomla

A DAY OF MY LIFE



- A Working in the (home) office or at customers
- B Business Travel / Syncing with the team(s)
- C Sport activities
- D Reading and learning new things
- E Discussing ideas
- F With family or friends

QUOTES

"They did not know it was impossible, so they did it"

Mark Twain

FIND ME ONLINE

 **LinkedIn**
thomaswillner

 **Xing**
Thomas_WillnerMBA

 **Twitter**
@thomaswillner