Dear CTI Leadership Team!

Two months ago, when I left my company after 15 years, I asked some of my colleagues to endorse me on Linked-In. Reading these endorsements make me believe that they come from their hearts and represent my impact as a leader very accurately. It also represents well the international and multi-cultural character of my former company Nokia.

Sincerely,

Werner Zorman

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"Werner is an enthusiastic leader who has the ability to make a positive impact on any situation. I appreciate his open approach and focus on bringing the good forward from difficult situations. He made a great contribution to the transformation of our leadership style and is respected widely for these efforts."

**Todd Wilson**, *VP (Head) Care Services North America, Nokia Siemens Networks*, managed Werner

In-directly at Nokia | *Nokia Siemens Networks North America*

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"I have been in this telecom industry for 34 years. During that time it was my passion to develop and lead some of the finest engineering service teams on the planet. To get there, I had to put my heart into it because, to lead, you must use your heart. Throughout the years I have developed and studied, there were mentors and teachers but, I was never able to find a colleague with my passion and leadership successes. Werner far exceeds my leadership vision. He embraces leadership from the heart and it is evident through his teachings. Having Werner as a colleague and a friend has made me a better leader and a better person. He puts clarity into the things I still want to achieve. Werner is one of the most inspiring role models I have had."

**Larry Mezoe**, *Director Optical Services, Nokia Siemens Networks*, worked with Werner at *Nokia*

*Siemens Networks*

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"I initially worked with Werner when I managed projects under his area and later he was my coach,

Toast-masters evaluator and someone I respect. Werner is very enthusiastic, positive, focused & down-to-earth person. He has unique coaching skills that bring out best in people by helping them think differently and as a result have a very positive impact on the organization where they work and as well as their personal lives. I enthusiastically recommend Werner as a coach, change leader in leadership & organization development. I wish him great success as ultimately he brings success, peace and happiness to individuals, teams & organizations as he pursues what he loves to do in life."

**Shekar Benakatti**, *Senior Project Manager, Nokia Siemens Networks*, worked with Werner at *Nokia*

*Siemens Networks North America*

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"I worked with Werner very closely in two occasions. In one of them I was senior to him, in another occasion he was senior to me. In both occasions, I had an extremely good experience. He always had an open mind, had a very healthy and sincere communication style, followed through tasks and always passionate about what he does. It is this passion that I believe makes a difference in what he does every day that leaves a positive mark with everyone he touches. He is a recognized leader, a very good coach and an extremely collaborative employee. I would recommend him to any position."

**Tufan Beyatli**, Executive Director, *CTO Operations and National Programs, Nokia Siemens*

*Networks*, worked directly with Werner at *Nokia | Nokia Siemens Networks North America*

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"I am very pleased to write about Werner. Werner is an inspirational leader whom I have met face to face, unlike others we read, watch and listen so needless to say Werner coaching made profound impact on me. As my mentor Werner made significant positive difference in my approach to work, rest of life priorities. It was so impressive to see Werner driving transformation and leading Service Excellence Program in company which radically change the concept of service delivery tangibly . It’s great to see Werner pursuing his passion and preference for Leadership & Organization Development for next phase of professional life. I strongly believe Werner id going to create WOW and wish him best of luck."

**Behl Avneesh**, PMP, *Care Technical Manager/Service Delivery Manager, Nokia Siemens*

*Networks*, worked indirectly for Werner at *Nokia | Nokia Siemens Networks North America*

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"Werner is one of the best leader, coach & mentor I have come across in my career. His ability to connect with team & help them to achieve outstanding results by providing relevant data and case studies is superb. He conducted 'Service Excellence' program in North America for the company & helped in creating strong service culture. His dedication to the cause and excellent mentoring & coaching skills brings out the best both in a team environment and for an individual. Werner has been one of the most inspiring coaches I have had. I highly recommend his work for groups & individuals as mentor & coach."

**Devendra Shukla**, Account *Director, West Region, USA, Nokia Siemens Networks*, worked with Werner at *Nokia | Nokia Siemens Networks North America*

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"Werner Zorman is one of the charismatic leader and an outstanding coach. I have had the pleasure working with and getting to know him personally. Werner led the Care Program Management team to a new level. He uniquely inspires confidence and has an art of influencing people to reach their potential to achieve their goals. He's highly sought by his peers as a leader, mentor and a coach. He is a great asset to an organization."

**Purushotham Polavaram**, *Senior Regional Care Program Manager, Nokia Siemens Networks*, reported to

*Werner at Nokia | Nokia Siemens Networks – North America*