



References from my Colleagues at Allianz

Dr. Joachim V. Hofmann

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Letters of Reference Enabling Leadership

[Dr. Joachim V. Hofmann](#)

Business Coach, Hofmann Business Coaching (07/2008 – heute)

This is a complete collection of the personal notes from 47 colleagues of Allianz Technology SE, in a diary, mostly hand written, handed over to me on my retirement after eight years as **Head of Compliance, Applications 1, Allianz Technology SE**, where I have been leading a team of 12 people, six of them in Trivandrum, India, and six of them in Munich, Germany. Also the Munich team has been quite diverse, with members from India, Mexico, Romania and Germany.

The IT Function Applications 1, with about 1.400 employees worldwide, delivers 80+ globally shared services to Allianz Operational Entities.

[Allianz Technology SE](#) (see also [Allianz Technology](#)), with over 13.000 employees, is the international IT provider of the Allianz Group and its 55+ Operational Entities around the world ...

Letters of reference:

Allianz Technology Board Members:

Agostino Ferrara
CEO
Allianz Technology SE

Dear Joachim,

A big thank you for your leadership and dedication to the complex topic of compliance within not just our App1, but our entire organization. Rest assured you are leaving a legacy of excellence and integrity! Congratulations on your retirement and wishing you all the best as you embrace this new chapter filled with well-deserved relaxation and new adventures.

All the best,
Agostino

Jordi Balcells
Executive Management Team and Head of Applications 1 Function
Allianz Technology SE

Dear Joachim,

Thanks for all your dedication and hard work on those four years. It has been a real pleasure to work with you. I wish all the best for the time that opens in front of you. Enjoy it. You deserve it!

Jordi



Alexander Heinrich
Executive Management Team and Head of Applications 2 Function
Allianz Technology SE

Lieber Joachim,

Vielen Dank für Deinen wertvollen Beitrag über all die Jahre. Viel Freude und Spaß für Deinen neuen Lebensabschnitt.

Liebe Grüße,
Alexander

Rakesh Patil
India Management Board
Head of Applications at Allianz Technology, India
Allianz Technology SE

Dear Joachim,

Thank you very much for your leadership, collaboration & support while working with Indian teams. Your expertise and support have been very instrumental in tackling some of the most challenging topics.

I wish you all the best in your retirement & hope it brings you joy, relaxation & new adventures.

Congratulations & all the best,
Rakesh Patil

Colleagues from other Functions:

Nino Nicotra
Executive in Group Data & AI,
Allianz SE

Dear Joachim,

I am looking back with pleasure to the times where we “rocked” the Global Platform Board Office”. From the bottom of my heart all the best for this new chapter in your life.

Nino

Knut Weißer
Chief Data Privacy Officer
CEO Function
Allianz Technology SE

Lieber Joachim,

wir kennen uns nun 10 Jahre, seitdem ich als Datenschützer zur Allianz Technology gekommen bin. Von Anfang an hatten wir immer wieder Berührungspunkte und gemeinsame Themen. Ich habe unsere Zusammenarbeit sehr genossen und immer als sehr pragmatisch und effizient empfunden.

Ich wünsche Dir auf deinem neuen Lebensabschnitt alles Gute und viele neue Ideen, die nun freie Zeit mit schönen Aktivitäten zu gestalten.

Liebe Grüße,
Knut



Nils Motsch
Head of Digital Resilience & Compliance,
COO function
Allianz Technology SE

Lieber Joachim,

Ich wünsche dir alles Gute für deinen Ruhestand. Mir hat die Zusammenarbeit immer viel Spaß gemacht. Ich wünsche dir nun neue Herausforderungen abseits von VAIT & DORA.

Alles Gute,
Nils

Maayan Katz
Head of Internal IT Services
COO Function
Allianz Technology SE

Hello Joachim,

Our joint collaboration was always very interactive, interesting and joyful. I would like to thank you for picking up some strange ideas from our service owners ☺ and helping us to become better (understanding and comply better with AZ requirements).

In addition, I would like to share my appreciation about your openness to discuss and exchange about any available topic under the sun.

Wish you all the best in your personal & professional life!

Hope our paths will cross again in the future.

Yours,
Maayan

Kay Hüttmann
Head of Corporate Information Security
COO Function
Allianz Technology SE

Lieber Joachim,

ich habe selten jemand erlebt, der mit so viel Positivität und Menschlichkeit Engagement bis buchstäblich zur letzten Minute (und darüber hinaus) gezeigt hat. Herzlichen Dank für die gute Zusammenarbeit, und bewahre Dir das im Ruhestand (wobei ich mir sicher bin, dass Dir das leicht fällt ...)

Looking at the bright side of life.

Alles Gute,
Kay



Neeru Singh
Senior Project & Program Manager
COO Function
Allianz Technology SE

Dear Joachim,

It's so great having met you. I remember you as my friend, mentor, guide and to ask for you anytime I was sad. You had always patience to listen to me and provided me your advice. You can cheer up a person even at the lowest point. You always see the positive in others and the bright side. I remember your sentence "I have been always lucky". It shows all the positivity inside you.

I will miss you a lot but would try to still keep in touch with you, even outside the office.

Wish you a great time with your family.

Lots of love,
Neeru

Petra Brandenburg
Service Portfolio Manager,
COO Function,
Allianz Technology SE

Dear Joachim,

As you embark on this exciting new chapter of your life, I want to express my gratitude for the dedication and passion your brought to our discussions. Your knowledge, kindness and humor will be missed.

I am excited for you as you step into retirement. A time for a new adventure, relaxation and cherished moments. I hope this journey brings you as much joy and fulfillment as you had at work.

With warmest wishes,
Petra

Pauline Amezal
Organizational Development Strategy,
CPO Function
Allianz Technology SE,

Dear Joachim,

As you embark on your retirement journey, I want you to know that working with you has been an absolute pleasure. A big thank you for all your contributions and hard work, you'll be greatly missed.

Our journey together started in the Mindfulness Ambassadors Community, sharing mindfulness practices, and led us to the BA/App1 team. It's been amazing to see how our paths have evolved.

Your great spirit, constant smile, and the good vibes you always brought made everything better. I always enjoyed our interactions and will definitely miss our wine chat! Thanks for sharing your passion and knowledge with me.

As you dive into retirement, I hope it's filled with endless Tango dancing and all the happiness in the world. Keep spreading that joy and keep being the jolly person you are!

Here's to an amazing retirement, Joachim!

Enjoy every moment,
Pauline



Bianca Brunner
People & Culture Functional Business Partner
CPO Function
Allianz Technology SE

Dear Joachim,

It was always a pleasure working with you – both in recruiting and as your Functional Business Partner for App1 ☺. We will miss you!
Enjoy your very well deserved retirement – I wish you all the best for this exciting new chapter in your life!

Kind regards,
Bianca

Almut Halder
Head of Governance,
IF&S function
Allianz Technology SE

Lieber Joachim,

so eine Freude, die lange Zeit mit Dir arbeiten zu dürfen!
Für die neue Phase wünsche ich Dir alles erdenklich Gute. Genieße den neuen Lebensabschnitt – und lass mal von dir hören.

Alles Gute,
Almut

Saskia Günther
Head of Information Management,
IF&S Function,
Allianz Technology SE

Lieber Joachim,

Ich danke Dir für

- Aufmerksamkeit & Verständnis
- Kritik & Führung
- Herausforderung & Beruhigung

Alles Liebe und Gute für den Ruhestand,
Saskia



Gianluca Minutella
Information Security Officer,
IF&S Function,
Allianz Technology SE

Dear Joachim,

I have really enjoyed working with you, I like your positive attitude, your active participation in the many meetings we had, and your professionalism. I wish you all the best in the next phase of your life.

Enjoy and take care,
Gianluca

Maria Huber
Global Head of Digital Documents and Interaction Solutions,
App2 function
Allianz Technology SE

Lieber Joachim,

Ich wünsche Dir für Deinen neuen Lebensabschnitt alles erdenklich Gute.
Bleib gesund! Und bleib so umtriebig, wie ich Dich kenne.
Danke für dein Engagement in unserer beruflichen Zusammenarbeit und für alles,
das ich von dir lernen durfte.

Servus,
Maria

Rakshit Sadasukhi
Head of Applications 2 Assurance
Allianz Technology SE

Dear Joachim,

as you step into a new chapter of life, I want to express my heartfelt gratitude for your guidance, leadership and unwavering support. Working under your mentorship has been a privilege, and I've learned a lot from your wisdom & example. Your dedication and passion have inspired all of us.

While it's hard to see you go, I'm excited for you to embrace the well-deserved joys of retirement.

I will always remember your words "We are not the healer of the world", which reminded us to focus on what is within our control and do our best.

Although, I switched from your team few years ago, I always looked forward to our regular Jure Fixes. DORA brought us closer again this year for alignments and I cherished our connects.

If possible, I would like to request for a connect privately to stay in touch.

Wishing you health, happiness, and the time to enjoy everything you love (reading, Tango, ...) in this new phase.

Will miss you!

Regards,
Rakshit



Shilpa Othayoth
Compliance Officer
App2 Assurance
Allianz Technology SE

Dear Joachim,

I consider myself one of the luckiest people as you gave me the opportunity to meet you, talk to you, and work with you.

The only reason I am good at my work today is that I learned it from you.

I still remember how scared I was in those initial days to speak with foreign colleagues, as I had never interacted with anyone from abroad in my previous job.

But somehow you made it easier for me, when you entrusted compliance expert responsibility, giving me the chance to work closely with you – it was so thrilling.

Since then, every bit of your appreciation and feedback has motivated me and helped me to grow. I am deeply grateful for all that you have done for me.

I would love to continue our connect at least once or twice a year going forward.

Thank you so much, Joachim, for everything, you have been a remarkable person in my life.

With lot of love,
Shilpa Othayoth

Oliver El-Toukhy
Service Owner Digital Documents
App2 Function
Allianz Technology SE

Dear Joachim,

It was a real pleasure working with you – even when you put quite some pressure on me.

Viel Spaß in der Rente,
Oliver

Christian Ihring
Head of Product Development and Platform at Digital Interaction
App2 Function
Allianz Technology SE

Lieber Joachim,

Ich bin total neidisch auf Dich! Allerdings hast Du Dir den „Ruhestand“ sicherlich schon allein mit diesem Jahr verdient!

Danke Dir für unsere super Zusammenarbeit und angenehmen Gespräche.

Ich wünsche Dir viel Freude und Zeit für all die Dinge, die bislang zu kurz kamen, und natürlich gute Gesundheit. Ich werde dich vermissen.

Liebe Grüße,
Christian



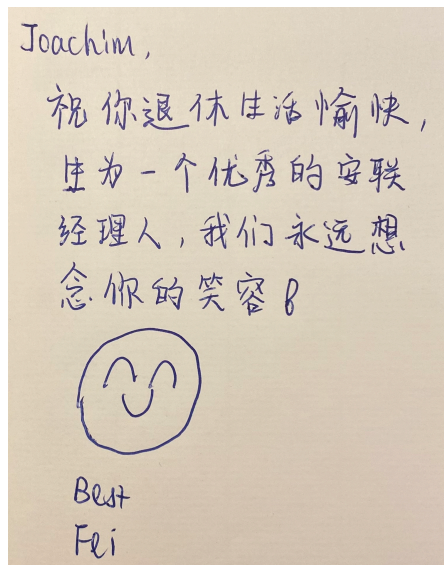
Fei Feng
Head of Office,
App2 Function
Allianz Technology SE,

Dear Joachim,

It was constructive and funny in every small conversation we had. I believe your compliance team and also the colleagues (incl. from App2) going to miss you both in IT and in DORA discussions.

Just saw your picture while archery. As you embark on this new adventure, may your arrows fly true, you targets be clear. Thank you for everything, and happy retirement.

Best,
Fei



Aneesha Gupta
Senior Consultant - IT Product Manager
metafinanz (Allianz Group)

Dear Joachim,

It was such a pleasure working with you, even so it was for a short time. But I wanted to tell you this, that your leadership has been nothing short of inspiring. I am taking with me the wisdom and genuine care you showed for your team. Wishing you a well-deserved retirement,

Thank you,
Aneesha



Anisa Fona Tageiser
Senior IT Product Consultant
metafinanz (Allianz Group)

Dear Joachim,

It was a pleasure to work alongside you over the past one and a half years.
I appreciate your dedication to your work and you have been an inspiration during this time.
Wish you a well-deserved retirement, enjoy your time & make new wonderful memories

All the best,
Anisha

Dr. Thomas Lilly
Information & Cyber Security – Risk Analysis – Business Continuity
metafinanz (Allianz Group)

Lieber Joachim,

Auch von mir alles Gute zu deinem wohlverdienten Ruhestand!
Wir alle werden deine freundliche & offenen Art vermissen, aber auch dein exzellentes Leadership. Es war toll, eine Zeitlang dein Team unterstützen zu dürfen.

Alles Gute,
Thomas

Tamara Savchuk
Transformation Consultant,
AZTech DORA Project Management Office
McKinsey & Company

Dear Joachim,

It was a great pleasure working with you in the last few months! I was truly impressed by the progress made to close all those activities 😊. Congratulations.
I wish you very good continuation and enjoyment of next steps and hobbies.

Tamara

Armand Palombo
Program Management & Execution
AZTech DORA Project Management Office
ORPHOZ, a McKinsey Company

Dear Joachim,

Many thanks for your support and dedication to the setup of the Global Shared Services tracker and everything that came along with it. I just joined the DORA program in July at the Orphoz McKinsey team and it was great to have such a great and experienced counterpart to drive this topic with!

All the best for your future,
Armand



Colleagues from Application 1 Function

Jordi Balcells
Executive Management Team and Head of Applications 1 Function
Allianz Technology SE

Dear Joachim,

Thanks for all your dedication and hard work on those four years. I has been a real pleasure to work with you. I wish all the best for the time that opens in front of you. Enjoy it. You deserve it!

Jordi

Antonia Winderl
Executive Assistant to Jordi Balcells
App1 Function
Allianz Technology SE

Lieber Joachim,

Es war mir eine große Freude mit Dir zusammenarbeiten zu dürfen! Deine Lebensfreude und deine positive Art sind ansteckend, so machen sogar Compliance Themen Spaß (zumindest mehr als vorher ☺).
Ich wünsche Dir alles Gute für Deinen Ruhestand, ausreichend Zeit für Familienurlaube auf Mallorca, ausreichend Energie für Neues, Gesundheit, Glück und mehr. Auf dass du weiterhin so beschwingt durchs Leben tanzt!

Alles Liebe,
Antonia

Philipp Moser
Head of Office of Jordi Balcells,
App1 Function
Allianz Technology SE,

Dear Joachim,

Your passion and commitment to compliance topics have been always remarkable. It's not every day you meet someone who can approach exciting topics ;-)
like DORA, ARA, VAIT, and IAM TOM with so much ownership and dedication. Working with you has been a real pleasure, and your contribution will leave a lasting impression in our company.
You will be missed, but I hope you can now trade in compliance frameworks for more enjoyable aspects of life ;-)
Wishing you good health, happiness, and plenty of new adventures ahead.

All the best,
Philipp

Sandra Gonzales
Personal Assistant to Jordi Balcells
App1 Function
Allianz Technology SE

Dear Joachim,

Although we didn't work closely together, I want to take the moment to wish you all the best as you begin this new chapter. I hope your retirement is filled with happiness, relaxation and plenty of time to enjoy the things you love.

All the best :-),
Sandra



Ayush Shrivastava
Intern App1 Office,
App1 Function
Allianz Technology SE

Dear Joachim,

As you step into this wonderful new chapter of your life, I want to take a moment to celebrate the joy and energy you've always brought to those around you. Your contagious enthusiasm and positivity have been such a gift, brightening the room and lifting our hearts.

While I'll miss seeing your vibrant spirit in action, I'm so excited for you to have this well-deserved time to relax, explore, and do all the things that bring you happiness (TANGO . wink, wink).

Wishing you endless laughter, adventures, and all the happiness retirement has to offer!

Warmest regards,
Ayush

Gerard Esparducer
Head of the Spain Hub,
App1 Function
Allianz Technology SE,

Dear Joachim,

Luckily for the Hub we did not have to work together, or not as much as you did with the others ...;-)

In this year together, I could see how much committed you are with your duties and how carefully you manage them. Your attention to detail in DORA, VAIT, ARA and all the topics under your umbrella are an example of others.

I wish you all the best,
Gerard

Sabine Hefner
Area Lead at Allianz Technology,
App1 function
Allianz Technology SE

Dear Joachim,

It was always a pleasure working with you! Thanks a lot for your great support and your passion! I wish you many happy Tango hours in great places. Enjoy life – I am sure you will do it!

All the best,
Sabine

Nuria Fernandez
Global Head of IT for Retail Products
App1 Function
Allianz Technology SE

Dear Joachim,

you really rocked IT together with us. I will miss you a lot for the next offsites or N:XTech sessions, where you were an active part of the party.

Hoping you will enjoy you next stage of life, full of amazing new adventures.

Looking forward to know about you in the future,

Nuria



Serap Keskin
Head of People & Culture Platforms
App1 Function
Allianz Technology SE

Dear Joachim,

THANK you very much for welcoming and making us compliant for our services. It has been a true pleasure working alongside you for the year. Your experience and support have been fundamental in navigating some of the most complex topics, from regulatory DORA to ARA and VAIT. Your contributions have not only helped us meet our goals but have also left a lasting impact on the team and the projects we've worked together.

Beyond your professional achievements, I've always appreciated your kindness, patience, and willingness to give guidance whenever needed. As you retire, I know you'll bring that same passion and dedication to whatever comes next in your life, especially as you continue to dance through life with the rhythm of Tango. Wishing you all the best in this exciting new chapter.

You will surely be missed,
Serap

Thomas Weingartner
Head of Finance and Reporting Services,
App1 Function
Allianz Technology SE,

Dear Joachim,

When I saw you on stage at our CFP event 2023, I was truly impressed by your passion for compliance. I think that no one else would have been capable to motivate people for this topic with similarly sparkling eyes! Thank you for all of your support – for sure, sometimes we were annoyed by the topic – nevertheless, we would not have made it without you!

I am sure you will pretty soon let go VAIT and DORA and deal with the way nicer facets of life! I wish you all the best, first and foremost stay healthy. A lot of fun and great company around you.

All the best,
Thomas

Sabrina Schiele
Head of Data Strategy and Modernization
Data Analytics Platforms, App1 Function
Allianz Technology SE,

Lieber Joachim,

Eigentlich ist unser Schnittpunkt bei Allianz Technology Compliance nicht das beliebteste Thema im Arbeitskontext. Aber Deine Strukturiertheit, Dein Pragmatismus und Dein Ansatz eines gesunden Gleichgewichts zwischen den manchmal gegensätzlichen Bedürfnissen haben die Themen mindestens erträglich gemacht. Manchmal sogar interessant (wie Du ja weißt – aus den „follow-ups“ nach den großen Runden ;-).

Ich danke Dir herzlich für Dein Engagement und Deine Übersetzungsarbeit. Für Deinen Ruhestand alles nur erdenklich Gute, viel Ruhe, Genuss, private Projekte und Gesundheit.

Liebe Grüße,
Sabrina



Anju Ramesh
Senior HR IT Service Manager,
App1 Function,
Allianz Technology SE

Dear Joachim,

As you bid farewell to this remarkable chapter of your career, I want to express heartfelt gratitude for your outstanding leadership, vision & unwavering dedication. May your retirement be filled with joy, good health & countless opportunities to pursue your passions!!!

With love,
Anju

Members of my App1 Compliance team:

Neethu Balan
Security Officer and my follow up as Head of Compliance
App1 Compliance Team
Allianz Technology SE

Dear Joachim,

Thank you for being literally the best manager I had to date.
I wish you a lot of happiness and good health, now that you have decided to retire.
You have been an exceptional role model for me, showing me characteristics that I myself could emulate as a leader. I will definitely miss your guidance, support and cheerfulness.
Most importantly, you have been a big factor in my career, providing me the opportunity to work in Germany. This, in many ways, has changed my life and opened a door of opportunities for myself. I hope, as you retire, you know how many lives have been touched by your generosity and openness.
I would like to keep in touch with you and would therefore ask if we could meet up sometimes during the year for a coffee or lunch?

Neethu

Sibin Nelson
Security Expert & SPOC for Data Analytics Platforms
App1 Compliance Team
Allianz Technology SE

Dear Joachim,

My heartfelt gratitude and appreciation for everything you have done for me and our team.
Your leadership wisdom and dedication have been truly inspiring. I really felt motivated and valued under your leadership. I will surely miss your presence, here. I am excited for you as you embrace your retirement life and new opportunities.

Thank you for everything,
Sibin



Gerardo Martinez
Risk Officer & SPOC for Central Functions Applications
App1 Compliance Team
Allianz Technology SE

Dearest Joachim,

As your retirement approaches, I find myself with mixed emotions – mostly because I wish I could keep you as my boss forever! It is hard to imagine not having your calm guidance, clear vision and endless enthusiasm shaping my days. Your leadership has profoundly shaped my career. You have always cared about my growth, ensuring I had the support and opportunities to develop. For this and much more I will be always grateful! I have admired how you have led with kindness, humility and enthusiasm especially during the challenge of implementing DORA. Your positivity and dedication has brought out the best in all of us and has set an example I will carry with me, always.

Joachim, you have been the very best boss I could ask for and I will miss your wisdom and humor in the office. I hope, if possible, that we can stay in touch. Wishing you all the best and immense happiness in this exciting new chapter. Thank you for everything. I will miss you ...

With gratitude and admiration,
Gerardo

Serban Minea
Protection & Resilience Officer & SPOC for Data Analytics Platforms
App1 Compliance Team
Allianz Technology SE

Dear Joachim,

It's hard to believe we've come full circle – starting as colleagues nearly a decade ago, and for the past six years, working as part of your team was an honor.

Your leadership has profoundly impacted me, both professionally and personally, and I'm deeply grateful for your wisdom and guidance.

I want to express my gratitude for your constant support and guidance, especially in the domain of disaster recovery. I am proud of everything we've accomplished together. I'll always treasure the memories we've made and I will feel lucky to meet another like you.

Wishing you a fulfilling and joyful retirement – you've surely made a difference in so many ways.

Warm regards,
Serban



Hadlee Wilson
Security Officer & SPOC for Retail & Claims
App1 Compliance Team
Allianz Technology SE

Dear Joachim,

As you step into this new chapter of your life, I want to take a moment to express my heartfelt gratitude and admiration for everything you have taught to our team. Your empathy, boundless and unwavering energy and dedication have been a constant series of inspiration

Even at this stage of your journey, your passion and growth has been remarkable. Watching you embrace new challenges and seeking knowledge with such an enthusiasm has motivated us all to strive for better every day. Your hard work combined with the ability to lead with compassion and understanding, has left an indelible mark on us all. We will truly miss your presence, your guidance, and the positive energy you brought to the workplace.

But we are also excited for you, as you truly deserved retirement. May this next phase of life bring you immense joy, fulfillment, and countless new adventures. Good luck and please stay in touch – we would love to hear about your post-retirement journey

Hadlee

Ashwini Ganiger
Security Expert and SPOC of Central Platform Services
App1 Compliance Team
Allianz Technology SE

Dear Joachim,

I wish you all the best for the new phase of your life. It is very rare to find a person like you who is so kind and marvelous inside & out. Thank you for trusting in me and for pushing me out of my comfort zone, which has really helped me to develop.

A good manager is often defined as someone who provides direction & feedback, but you have been so much more than that. I am very grateful to have you as my mentor, coach & a true inspiration.

Your belief in my potential & your willingness to invest your time in my growth have made a profound impact on my professional journey. Thank you for everything. You will always hold a special place in my heart.

Happy well deserved retirement to you. I am sure you have already planned what you would like to do next ;-). Take care. I wish to stay connected. Will miss you for sure.

Ashwini



Diana Paul
Protection & Resilience and Portfolio Expert and SPOC of Data Analytics Platforms
App1 Compliance Team
Allianz Technology SE

Dear wonderful and inspiring leader, our captain, who led with his heart, a true visionary, our beloved and most respected boss ... The pillar of our team. Joachim, as you step into this new chapter of your life, I would like to pause and take a moment to express my gratitude and tell you about the tremendous impact you have had on me. Thank you!!!

Please also know, that you have a special place in our hearts ... We all admire you ... You are such a wonderful boss and an awesome human being. Joachim, your leadership and your wisdom has been a guiding light, just like the "North Star".

Because of you, our workplace was not just a workplace, but a place to explore, experiment, make mistakes, learn and grow ... Your dedication, compassion and integrity have indeed left a mark on all of us, we are grateful for this journey and all the lessons you have taught us.

May this new journey be filled with happiness, health and a lot of Tango, along with all the adventures you have been dreaming of.

XOXO, Diana

Harvinder Kaur
Compliance Officer and SPOC of HR Platforms
App1 Compliance Team
Allianz Technology SE

Dear Joachim,

I wish you all the best for the future & just new beginning. I am very fortunate that I was able to work under your lead. I remember the moment when I had my job interview with you and my first impression of you was that you are such a happy and positive person. It really helped me to relax and gave me positive vibes as well. So, that quality of yours, as best leader that I have worked with, & your feedbacks were so valuable to me to grow in our team. It's very sad that you will not be seen in the meetings around and your presence will be missed. But every end is a new start. So, I wish you a great time ahead, hope you get to do all that you wanted to do & stay healthy & happy, always. All the wishes to you & your family. Hopefully, we come across path some days. Thank you so much for your support. I appreciated it.

Best wishes,
Harvinder Kaur



Yuben Joseph
Security Officer / SPOC for Retail & Claims
App1 Compliance Team
Allianz Technology SE

Dear Joachim,

I wanted to express my sincere gratitude & best wishes. Saying goodbye to a wonderful leader & mentor like you is not easy. Thank you for giving me the chance to join this team. Your trust and support have been vital in shaping my career. I have learned much under your guidance, lessons that will stay with me, forever. Your leadership has been truly inspiring. You have had the wisdom and kindness, creating a place where we all could grow & work together. It has been an honor to work with you and see your dedication in action. As you retire, remember that you have left a lasting impact on all of us. You will be greatly missed.

I wish you a retirement full of joy, relaxation & new adventures. May you enjoy every moment with your loved ones. Thank you once again for everything.

Please keep in touch & know that you always hold a special place in our hearts.

Thank you,
Yuben Joseph



Key Leadership Capabilities:

Those 47 reference address the following key leadership capabilities:

- A: appreciation, attention to details, positive attitude
- B: balance, very best boss, my boss forever
- C: calmness, challenge, cheerfulness, coaching, collaboration, commitment, compassion, compliance, complexity, contribution, constructiveness
- D: dedication, development, direction
- E: efficiency, empathy, energy, engagement, enthusiasm, example, excellence, experience, expertise
- F: feedback, focus, fun
- G: generosity, growth, guidance
- H: hard work, humanity, humility, humor
- I: lasting impact, impression, inspiration, integrity, interaction
- J: joyful, joy of life
- K: kindness, knowledge
- L: leadership, wonderful and inspiring leader, best leader that I have worked with
- M: management, best manager I had, mentorship, mindfulness, motivation,
- N: north star
- O: openness, opportunities, ownership
- P: participation, passion, patience, pleasure, positivity, pragmatism, professionalism
- R: role model
- S: smile, spirit, strive for better every day, structure, support
- T: team orientation, translation, trust
- U: understanding
- V: value, good vibes, vision,
- W: willingness for guidance and support, wisdom, a workplace, but a place to explore, experiment, make mistakes, learn and grow, dedication, compassion and integrity

Joachim Hofmann,
14.02.2025