MOONSHOT ORCHESTRATOR

Full-time or Contract · Remote or Munich Hybrid · VP*

You have ambitious goals, but the needle of product growth isn't moving like expected?
You find yourself at the crossroads with many opportunities, yet spotting real game-changers is hard?
You're aiming for product market leadership, but your way is full of uncertainties and high risk?

This is where the journey with a **Moonshot Orchestrator** begins.

I'm **Thomas Gläser**, your guide in elevating bold product visions from imagination to the sphere of realization. I'm dedicated to sharpening focus and accelerating product growth in dynamic markets. With 14 years of experience, I harmonize empathy and intuition with analytical judgement**. My unique blend leads to well-informed product strategies that empower teams to rally behind our shared goals and drive significant business success.

I believe that the lasting prosperity of tech companies lies in focused, outcome-driven product management which serves real customer jobs. Therefore I master to…

1. Map the Mission

- Collaborating closely with stakeholders at all levels
- Prioritise gaining a deep understanding of our customers, products, and organisational structure
- Aligning on customer segments, identifying core jobs during their journey and focusing on main KPI drivers
- Laying the groundwork for creating a compelling product vision.
  Proof: Steering XING Events to profitability amidst the industry-disrupting Corona crisis and shifting the product focus from revenue towards engagement

2. Explore the Unexpected

- Actively pursuing unconventional analogies from other domains, as is key to become a unique market leader
- Focus on de-risking critical assumptions and prototyping at any speed
- Engaging stakeholders in experimentation, fostering collective learning to reach our desired outcomes
  Proof: Driving Delightex's pivot to VR-education, starting with a successful fake-door website which ultimately led to exponential growth

3. Ignite the Launch

- Advocating for simplicity, I lead product teams to start with a small and gradually build momentum
- Supporting teams to embrace a just do it mentality and apply pragmatism to ensure a fast go-to-market
- Designing a system which supports cross-disciplinary communication, common product principles and clear goals to achieve, I empower contributors to make autonomous decisions
  Proof: Helping innogy launch new smart home products from validated idea to delivery in just three days, achieving ambitious sales targets

My areas for growth include balancing adaptability with structured plans and routines, effectively delivering tough feedback, and channeling my enthusiasm to ensure both team productivity and health.

I prefer working with mid-sized companies or units within larger groups, where I thrive in an environment that offers agile stability and creative forward-thinking. Ideally under a business leadership that provides me with trust and freedom to significantly impact product and business strategies.

One day? Or day one? The decision is yours.
Connect with me: ich@thomasglaeser.de

* For a traditional view of my career journey and accomplishments, please **download my CV**. And here's how my profile can be applied to existing job titles: VP Product & UX, CPBO (Chief Product & Business Officer), Head of Product, Head of Innovation, Director Product Strategy, Chief Innovation Officer, Director of Experimentation, Strategic Product Lead, Design and Innovation Director, Lead Product Strategist, Chief Experience Officer, Startup Advisor, Founder / Managing Director of a startup or boutique agency

** Based on the Myers–Briggs Type Indicator, I am a **Protagonist** (ENFJ), a rare personality type characterized by Extraverted, Intuitive, Feeling, and Judging traits. According to the Clifton Strengths Finder, my top five strengths are **Strategic**, **Relator**, **Woo (Winning Others Over)**, **Activator** and **Arranger**. In the Predictive Index, I am considered a **Maverick**. In the **Belbin Team Roles** I am identified as a Shaper, Resource Investigator, and Plant.

Thank you to everyone involved in supporting me to shape my talent profile: My career coach, **Ann Krombholz**, my former bosses, clients and colleagues, such as **Kati Rittberger** (former Managing Director at XING Events), **Torsten Sosat** (former Director of Product at XING), **Henrik Mitsch** (former Senior Manager at Mozilla Open Innovation), **Philipp Walz** (Ex-Co-Owner and Associate at SMP GmbH), **Jef Kalil** (Senior Product Manager for Elsevier) and **Steffen Bunzel** (former Managing Director at Pentland Firth)