

DIETMAR HOPPE



// Position Industry Sector Manager
// Company Siemens S. A., El Salvador
// Industry Electronics and Electrical Products and Engineering
// Company established in 1967 (in El Salvador)
// Number of employees 150



What is in your opinion the key feature of a good executive culture?

The key features are ethics, consistency and simplicity. In addition, a good executive culture must be aligned to the vision of the company, and good communication should exist within it. Also, it must have the ability to raise the employees' self-confidence and passion.

What should an executive be capable of? What should he/she be like in order to create a trusting relationship with his/her employees?

An executive should be capable of empowering and developing the self-confidence and the talents of the employees by means of adequate training and coaching. Also, an executive should be creative and driven by continuous improvement. In addition, a leader needs mental and spiritual health, as well as strong spiritual beliefs. Furthermore, he or she must be consistent and honest, and should lead others with his or her example and actions, and not only by words.

How can you acquire the qualities of a leader?

In my opinion leadership is a gift. Since childhood, you should develop your leadership skills. If you begin to develop these skills when you are an employer, it will be too late. In addition, good education may help, but it does not guarantee anything.

Were you educated to become an executive or was it more like "learning by doing"?

Yes, I was educated in the company, and then, as a junior executive, I did my MBA. Nevertheless, the real executive training consists of the daily work in the company, dealing with your employees and dealing with the customers in order to achieve the company's and your own goals.

How would you describe the executive culture in your country? Are there any special features?

The executive culture in El Salvador has relied heavily on one person: "The Boss". This is more often in family companies, but in the last years, this situation has changed to a more decentralized leadership. //