SLOTTA
CONSULTING

SERVICE OVERVIEW · EDITION 2026/27

Transformation in banks.
Delivered, not presented.

Interim management, transformation & change and sparring for banks and financial service providers in Austria, Germany and Switzerland. With evidence you can hold me to.



STRAIGHT TALK · EXECUTION · RESULTS

Markus Slotta, MBA
slotta.at

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Start with the situation closest to where your organisation is today. Each page stands on its own: how you recognise the situation, what I do, what is different afterwards and which evidence stands behind it.

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Foreword

An outsider has to pay for himself. Otherwise he is the wrong one.

You bring in an outsider when something is missing in-house: time, experience with exactly this situation, or someone allowed to say uncomfortable things. It gets expensive when a concept ends up in a drawer and nothing changes.

Four major transformations in banks have shown me where programmes tip over: rarely in the plan, almost always between decision and result. That is where I start, and I stay until the first result is in.

The following pages show the five situations in which boards and division heads call me in most often. If yours is not among them, tell me about it. If it is not a fit for me, you will hear it in the first conversation.



Markus Slotta, MBA
Slotta Consulting · Interim management and transformation

since 1990

in financial services · more than 20 years in leadership roles

4

major transformations in banks, from branch structure to banking association

360

employees led, Rhine-Main-Neckar region with 36 locations

9 of 9

association banks in one uniform organisational structure

Programm Adler, Volksbank association 2019–2022 · figure of the association

01

Situation 01 · Transformation & Change

When a programme stalls

How you notice it

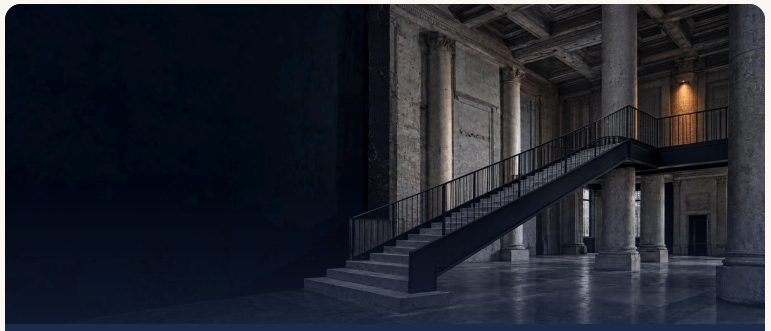
- The status reports show green, but something else is happening in the organisation.
- Decisions are pushed to the next committee.
- Your best people work on three initiatives at once.

What I do

First an honest diagnosis: where the programme really stands, who decides and what of it holds. Then I lead the implementation, with clear owners and figures that show whether it works.

What is different afterwards

The programme delivers again, and a fixed baseline shows you how far it has come.



Evidence

9 of 9

association banks in one uniform organisational structure, steered through shared monitoring. The programme was completed ahead of schedule.

Programm Adler, Volksbank association 2019–2022, according to the investor presentation of Volksbank Wien. A figure of the association, not a personally attributable achievement.

More: slotta.at/en/transformation-change-banks

02

Situation 02 · Interim Management

When a leadership position is vacant

How you notice it

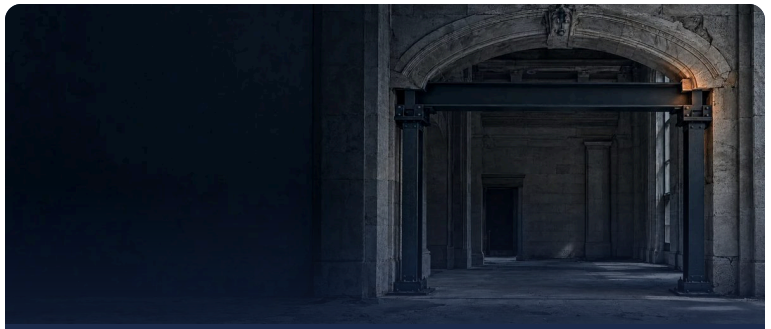
- The search takes months, and the unit is flying blind in the meantime.
- A division needs a turnaround, and nobody in-house has a free hand for it.

What I do

I take on leadership for a fixed period from the first week: as managing director, division head or programme lead, with a clear mandate, a clear reporting line and an end date set from the start.

What is different afterwards

A unit that keeps running without a gap, and a handover to your successor that does not start from zero.



Evidence

+60%

branch lending volume within nine months. 36 loss-making branches became a profitable sales network.

Branch turnaround GE Money Bank Austria · case study at slotta.at/en/success-stories/ge-money-bank

More: slotta.at/en/interim-management-banks

03

Situation 03 · Post-merger integration

When two organisations become one

How you notice it

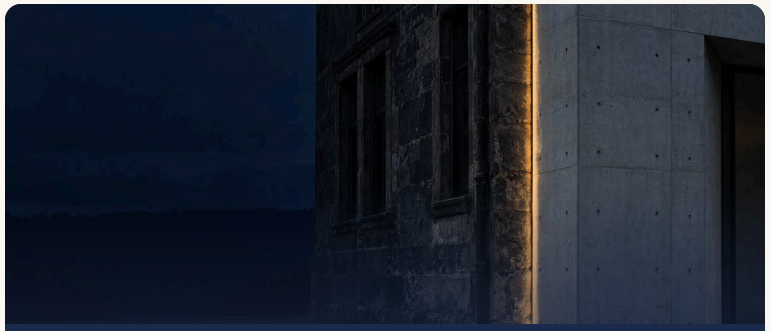
- Two sales cultures, but only one target.
- Day 1 is planned, day 100 is not. Meanwhile the good people leave, because nobody talks to them.

What I do

I bring sales and organisation together step by step: day 1, a 100-day plan, integration steering and training that reaches the daily work of the branches.

What is different afterwards

One organisation with one sales culture, and with the people you wanted to keep.



Evidence

35 branches

and around 190 employees integrated. An average of 84% in the knowledge test after the training.

Santander Consumer Bank, post-merger integration 2009–2010 · case study at slotta.at/en/success-stories/santander-post-merger

More: slotta.at/en/post-merger-integration-banks

04

Situation 04 · Sales Force Effectiveness

When sales falls short of its potential

How you notice it

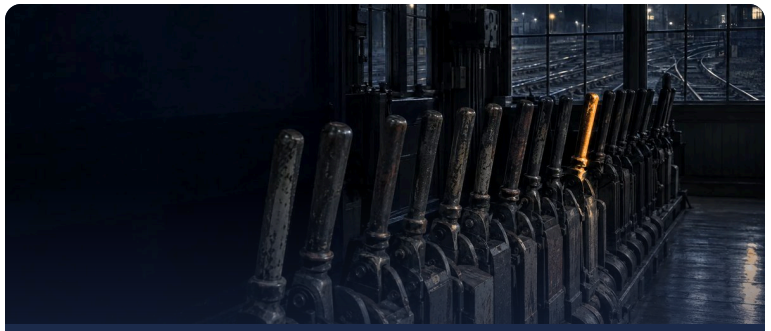
- Good products, weak closing rates.
- Leadership routines exist on paper, not in the field.
- Every branch works to its own pattern.
- The best sellers became managers and are now missing from sales.

What I do

I build steering, leadership routines and tools that reach the daily work of branches and partners. Introduced with coaching in the field, where the selling happens.

What is different afterwards

A sales force that hits its numbers, because everyone knows what to do on Monday.



Evidence

€20 million

revenue through the partner channel, eight months after market launch.

19 instruments

of Sales Force Effectiveness introduced across 36 locations.

B2B partner sales and Sales Force Effectiveness · evidence at slotta.at/en/references

More: slotta.at/en/services/sales-force-effectiveness

05

Situation 05 · Sparring & Advisory

When a decision is due that you would rather not make alone

How you notice it

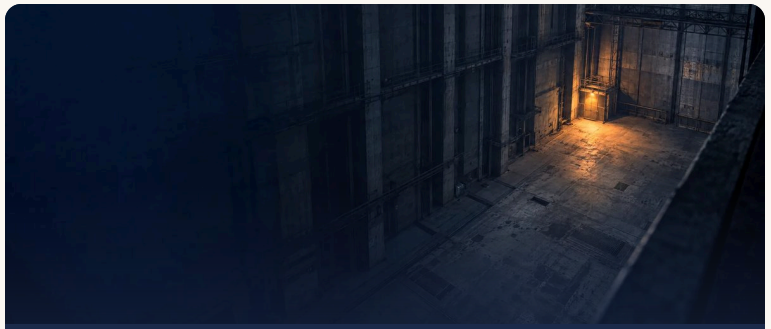
- Nobody in-house may contradict you without an agenda of their own.
- The board asks follow-up questions, and the paper does not convince you either.
- A new role, the first 100 days, high expectations.

What I do

Sparring at eye level. Confidential, direct, and with no stake of my own in the outcome of your decision. As a single session, with fixed availability each month or as board advisory for supervisory board, advisory board and owners.

What is different afterwards

A decision you can stand behind, because it was tested beforehand. In front of the board as well.



Evidence

Board & ECB

In Programm Adler I regularly prepared papers for supervisory boards and the ECB. I know which questions a board will ask before it asks them.

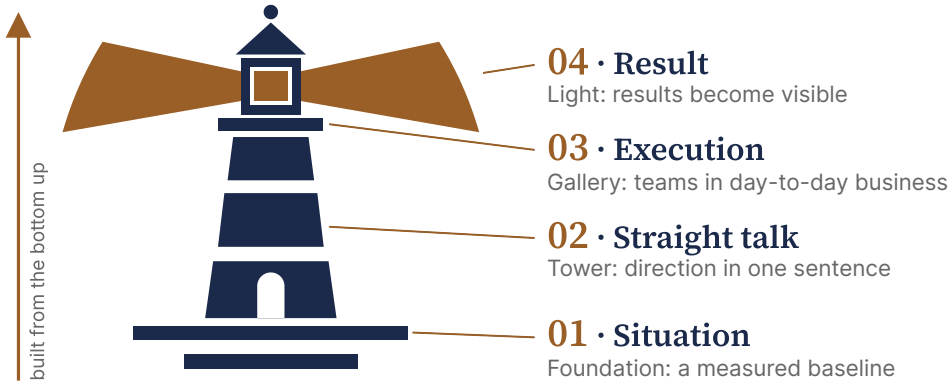
Programm Adler, Volksbank association 2019–2022 · role: strategy and transition manager

More: slotta.at/en/transformation-supervisory-board

The method

The Slotta method. From decision to result.

The cycle I run every mandate by, in an interim mandate as much as in a transformation and in sparring. It grew out of four major transformations in banks.



01

Foundation

Situation

Where the organisation really stands, measured and recorded before the start: activity, behaviour, result, return.

02

Tower

Straight talk

A direction the board can state in one sentence. A few priorities instead of many initiatives, committed to in writing by the leadership team.

03

Gallery

Execution

Enable first, then demand results. Implementation happens in day-to-day business, with leadership and coaching in the field. I clear obstacles early.

04

Light

Result

Results are measured against the baseline from stage 01. A checkpoint follows after 90 days, then the cycle starts again.

Not every mandate starts at stage 01. In detail at slotta.at/en/slotta-method.

Formats and entry points

From the first conversation to the mandate

Every format has a clear scope, most a fixed price, the others an openly stated range. You know beforehand what you get and what it costs.

Getting to know

First conversation
30 minutes, phone or video, no fee

Six self-assessments
four minutes each, no registration

Roundtable Vienna
half a day, no more than eight executives

Off-site and outside view

Outside view
two to three hours in your off-site

Off-site day
one day, decisions with names and dates by the evening

Implementation check
half a day, result against baseline

Diagnosis

Diagnostic sprint compact
two weeks, up to five interviews, one area

Diagnostic sprint full picture
four weeks, up to twelve interviews, paper for the supervisory board

Sparring and oversight

Sparring
single session, 90 minutes

Retainer
four or six hours a month, reachable within one working day

Board advisory
annual mandate for supervisory board, advisory board or owners

Interim and programme

Interim sprint
one to three months

Interim mandate
three to twelve months, with budget and staff responsibility

Programme support
after the diagnosis, by days worked

All fees are published openly on the website, with crediting, travel costs and conditions. That way the current version always applies: slotta.at/en/fees-and-terms

Evidence

What others have observed

Anyone can make promises. Whether they hold is shown by those who have worked with me. Three voices, with name and role; the German originals are unchanged, the English is a translation.

“It would not have worked without you, because you always kept everything in view and always found solutions.”

Regina Ovesny-Straka
Member of the Management Board (at the time of the project), Volksbank Steiermark

“While keeping sight of the big picture, you never lost sight of the needs of the banks in the association.”

Martin Alge
Member of the Management Board (at the time of the project), Volksbank Vorarlberg

“No distance is too far, no analysis too laborious; every detail finds its place in the mosaic of the solution.”

Elisabeth Fritz-Fraisl
General Management and Markets, Volksbank Wien

All 23 references from employment certificates and recommendations, dated 1996 to 2022, are on slotta.at/en/references, with source and context.



SLOTTA CONSULTING

About me

Markus Slotta, MBA

I don't hand over recommendations. I hand over results. · In financial services since 1990 · more than 20 years in leadership roles

With Slotta Consulting I run a boutique for interim management and transformation in banking. My path led through sales, branch networks, integration and association steering, which is to say through exactly the places where transformations are won or lost.

Volksbank Wien AG
Programm Adler, strategy and transition manager, 2019–2022

Cronbank AG
Head of point-of-sale financing with P&L responsibility, 2011–2013

Santander Consumer Bank
Post-merger integration, 2009–2010

GE Money Bank Austria
Branch turnaround, 36 locations, from 2005

GE Money Bank Germany
Rhine-Main-Neckar region, 360 employees · Six Sigma

golf-unique.com
Built Europe's first live booking platform for golf, sold to an investor

MBA in General Management, with distinction · FH Burgenland
Six Sigma · GE

Working together

Six commitments you can hold me to

Each of them can cost me something. That is exactly why they are here.

01

I decline if I am not the right person

In the first conversation, not after the third meeting. If I know someone who fits better, I give you the name.

02

You get me, not a team

Whoever makes the proposal leads the mandate. If I need support, I say so beforehand, and you decide.

03

Execution is part of the mandate

My work ends with the first result, not with the recommendation.

04

No second mandate with a direct competitor

As long as I work for you, no mandate with a direct competitor. It is written into the agreement.

05

What did not work goes into the report

Which assumption was wrong and what I would do differently is part of it. Otherwise your organisation learns nothing from it.

06

An agreed end date

Every mandate has an end point fixed at the start. An extension is a new decision, and it is yours.

On request I sign a non-disclosure agreement before the first conversation. I name clients only with their written consent.

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STRAIGHT TALK · EXECUTION · RESULTS

The next step

Thirty minutes. Then you know where you stand.

Describe the situation to me. I will tell you what I see and whether I am the right person for it. If not, I will tell you so in the same conversation. Free of charge and without any obligation.

Markus Slotta, MBA · Slotta Consulting

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Book a first conversation

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slotta.at/en/first-conversation

Save contact

Scan the code and the contact details go straight into your phone.

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