

Dr. Steven Vettermann

Executive Coach • Author • Trainer

Leadership begins where certainty ends.

About

Dr. Steven Vettermann holds a PhD in engineering and is an author, executive coach, trainer, and consultant with more than 20 years of experience in international industrial, technology, and transformation projects.

He works at the intersection of leadership, organizations, and transformation - particularly where technological change creates new challenges for decision-making, responsibility, and collaboration. At the heart of his work is the question of how people and organizations can remain capable of making decisions and taking action under uncertainty. He combines technological expertise, systems thinking, and extensive leadership experience.

He is the author of *Changing Course*, the English edition of his original German book *Kursänderung*. As an honorary member of the prostep ivip Association and an RYA Yachtmaster Offshore, he brings together perspectives from industry, organizational transformation, and sailing.

Topics for Interviews, Podcasts, and Speaking Engagements

Technical excellence is no longer enough.

Technical expertise remains essential. But success increasingly depends on the ability to navigate uncertainty, reconcile conflicting demands, and take responsibility beyond traditional disciplinary boundaries.

The answer is not AI.

Companies are investing in AI, developing use cases, and launching pilot projects. Yet technological possibilities do not automatically translate into business value. What matters is whether organizations can turn these possibilities into sound decisions and meaningful change.

Making decisions without certainty.

A well-founded decision is not necessarily the right decision. How can leaders base their decisions on explicit assumptions, observe their effects, and use what they learn to inform future decisions?

When experience becomes a liability.

Experience is valuable—as long as the conditions under which it was gained still apply. How can leaders recognize when proven approaches begin to limit their ability to adapt?

What sailing reveals about leadership.

At sea, uncertainty, responsibility, and the consequences of decisions become immediately tangible. What can these experiences teach us about leadership and collaboration in complex organizations?

Books

Kursänderung - Leadership zwischen Transformationsdruck und Orientierung

German edition, 2026

ISBN 978-3-384-92093-5

Changing Course - Leadership between Transformation Pressure and Orientation

English edition, 2026

ISBN 978-3-567-01814-5

Both books explore leadership, responsibility, and the ability to make decisions and take action under uncertainty.

Further Articles, Essays, and Publications

<https://stevenvettermann.com/en/perspectives/>

Media and Speaking Inquiries

Dr. Steven Vettermann is available for interviews, podcasts, expert discussions, panel discussions, and conference presentations in English and German. Topics and areas of focus can be tailored to the occasion.

Contact

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