



## DANIEL TIEBE

**Questioner**  
DISC Type : c

**Vice President Finance at KoRo**  
Berlin, Berlin, Germany

### Overview

Daniel is a growth-oriented finance leader with 15 years of experience in scaling companies like Zalando, Flink, and KoRo. His expertise covers IPOs, major funding rounds, and transforming financial functions. He holds a Master of Science from the University of Münster and is described as having "outstanding analytic skills. "

He is dedicated to fostering financial transparency and cultivating high-performing teams, taking great pleasure in cross-functional collaboration. Passionate about developing talent, he focuses on improving business performance from the ground up. His interests also include the work of the World Health Organization.

Unique fact: Daniel was a key member of the core team that successfully guided Zalando through its Initial Public Offering (IPO).

### Personality Overview

**Cautious & Analytical**

**Value Seeker**

**Not Easily Convinced**

While they don't hesitate to ask questions, they are generally risk-averse and tend to be late adopters. They are more likely than others to negotiate on pricing and terms. They prefer to fully evaluate every situation.

### Topics They Care About

#### **Finance Transformation**

He has repeatedly led the transformation of finance processes and implemented scalable FP&A software solutions to enable data-driven decisions in high-growth environments.

#### **Securing Growth Capital**

He has direct experience managing the financial stream for major capital events, including playing a pivotal role in a €100M funding round and a major tech IPO.

#### **Talent Development**

He lists 'developing talent' as a fundamental strength and is passionate about building and advancing high-performing teams from the ground up in fast-paced companies.

### Business Scalability

His career focuses on building financial functions and teams that can support and enable rapid company growth, from the startup phase through to public listing.

### Renewable Energy

Through his work and hiring posts at Enpal, he has shown support for the mission of transforming the energy sector by making renewable energy more accessible.

### Berlin Football

[Predicted] Having worked in Berlin for many years at companies like Zalando and Flink, he might follow local soccer clubs such as Hertha BSC or Union Berlin.



## Media Appearances

Daniel has no verified media appearances

## Work History

- 2-2026  
Vice President Finance at KoRo
- 9-2024 - 2-2026  
Director Finance at Flink
- 11-2022 - 8-2024  
VP Controlling at Enpal
- 11-2020 - 11-2022  
Director Business Finance Organization at Zalando SE
- 7-2013 - 10-2020  
Director Finance Performance Management at Zalando SE

## Education

- 2003 - 2008  
Master of Science in Information Systems from University of Münster
- 2007 - 2007  
Information Management from Queensland University of Technology, Brisbane

## More Information

### Social Presence :



### Prographics :

Exp : **12** Location : **Berlin, Berlin, Germany** Job Level : **Senior** Designation : **Vice President Finance at KoRo**

# Insights For Selling To Daniel

## 👉 During A Call Or A Meeting

### DO's

- Keep some extra margin in hand as they will likely negotiate the pricing
- Tell them that you will come back if you don't have a good answer for a question
- Back up any claims with data and numbers

### DONT's

- Don't overhype the product/pitch, keep it measured
- Don't depend too much on anecdotal evidence, it reduces their confidence
- Avoid phrases like 'do not worry about', 'no one compares to' etc.

## 👉 When Cold Calling

### Insights

**Pattern Interrupt:** Speaking in a slightly hesitant manner, and seeking their permission at the start through a negation can get you a chance.

**Pace:** Speak slightly fast, especially if you tend to be calm and confident. Sound like a 'knows their domain' person.

**Tone:** Keep your tone slightly apprehensive, as if you are a little unsure about calling them.

**Tactics To Win:** Use of negations, giving full information

**Mistakes To Avoid:** Use of superlatives, overusing social proof

**Making The Ask:** Use negations, it is extra effective with them. It gives them a chance to say no, they like doing that.

**Subconscious Driver:** They believe they know a lot, so it needs to make sense as well as make them curious. They need to think that it is something worth investigation.

### Script

**Greeting:** Hi Daniel, this is [user\_fname] at [user\_companynamewordstwowords].

**Opener:** You probably don't want to be on this cold call, would it be a problem if I asked for 30 seconds of your time?

**Introduction:** My company has leveraged 30+ years of research to build an AI that can predict anyone's personality, behavior and decision-making style before you even spend a minute with them.

**Ask:** Companies like [abc], [xyz] have been able to move [KPI1] by X% and [KPI2] by Y%. Would it be too much to put 15 minutes on your calendar to share why this could be high ROI for you?

**Close:** Can I suggest [time1] on [date1]? Or would you prefer any other slots? And [prospect\_email] would be the right email ID for you?

## 👉 When Writing An Email

**Subject:** Objective

*Example: Getting personalization right, '40% increase' etc.*

**Salutation:** Yes (Something usual)

*Example: Use 'Hi' or only the first name*

**Greeting:** No

*Example: Skip lines like 'I hope you are doing well'*

**Emojis/GIFs:**

**Bullet Points:** Recommended

**Closing Line:** Logically summarize/ask

*Example: Something like 'If these points make sense, shall we speak tomorrow?'*

**Complimentary Close:** None or formal

*Example: Something simple like 'Thanks', or nothing at all.*

**Tone of Words:** Objective, informational

**Overall Messaging:** Focused on allaying doubts and ROI

**Length of Mail:** Short

*Example: Ideally upto 100-120 words*

## 👉 While Negotiating & Closing

The secret to closing fast with Daniel is

- *Confidence that the product provides ROI, effective pricing and process adherence matter the most to them.*

Will you ever get a clear answer from Daniel

- *It doesn't come naturally to them but they can say no if they are not convinced.*

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## Insights For Deal Planning

How Fast (Or Slow) Will Daniel Move?

- *They can move at a reasonable pace while making their decisions if they have the necessary information.*

Can Daniel Take Some Risk Or Not?

- *If they believe that they have analyzed the situation well, they can take a little risk.*

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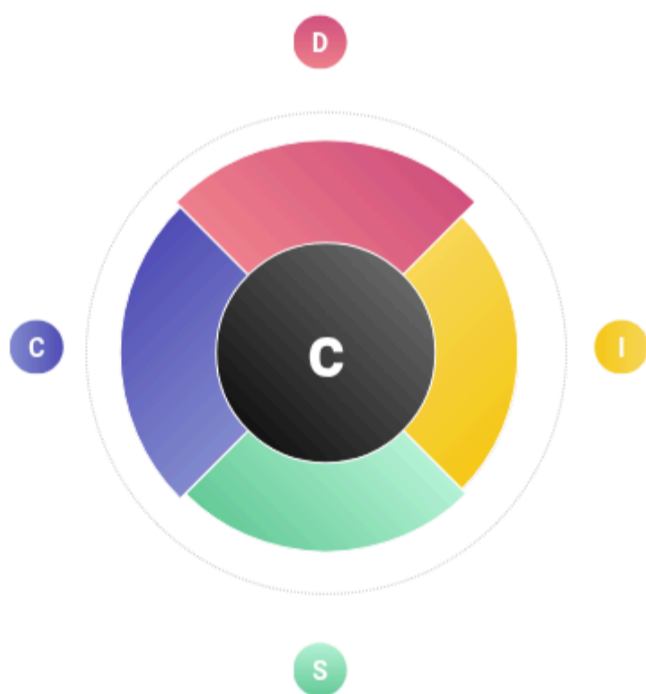
## You And Daniel

### Personality Compatibility

Not enough data to show compatibility comparison

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## DISC Profile : Daniel's Key Traits



### **CALCULATIVENESS**

Calculativeness(C) reflects the degree to which a person is likely to be cautious, systematic and analytical. Those scoring high tend to emphasise quality and accuracy, enjoy showing off their expertise or challenging assumptions but can sometimes overanalyze things and be overcritical.