



GreenTech is our future

An Interview with Vera Calasan,
CEO of Excellence AG

What motivates an international engineering and IT company to consistently focus on green tech? And who are the people behind this mission?

We had the opportunity to talk to Vera Calasan - CEO and co-founder of Excellence AG - about the company's vision, the path towards sustainable technology and the values that unite the team.

Excellence AG pursues its mission 'Engineers, save the earth!' with passion, a spirit of innovation and a clear view of the future. It is a guiding principle that is far more than just a slogan.

Why GreenTech?

Our earth is falling apart - and technology is part of the cause, and at the same time the solution!

The change to sustainable technology did not come out of nowhere. For Vera Calasan and her co-founder Gerjan Mazenier, it was a logical but also emotional step. 'Put simply: we said "GreenTech, that's what we're doing now",' explains Vera. The global debate about climate change and resource conservation was the catalyst. "Our earth is crumbling. And the cause is mankind. Through plastics, mobility, our consumption of energy and resources."

A decisive 'aha' moment was the realisation that it is precisely the engineers who are helping to shape the technology of the future. 'If they were the ones who brought us forward technically, then they can also develop technology that will save our future.'

What exactly does Excellence AG do?

Excellence AG is an internationally active company that works with project partners on pioneering technologies. The focus is on engineering and IT. Two disciplines that no longer function separately today.

"The best example is the car: a mechanical component no longer works without the corresponding IT. That's why we work across both areas and bring together precisely the people who can do this."



*"An engineer from our team can work on this very project.
This is GreenTech you can touch."*



GreenTech in practice

Is there a specific project, that fascinates you?

Yes, in an industry that everyone knows and that is heavily criticised for emitting so much CO₂: the shipping industry.

"Large cruise ships emit enormous amounts of CO₂. Especially in cities like Hamburg or Venice, this has a huge impact on the environment."

At the same time, it is clear that the fascination with travelling by ship is unbroken. People like this form of travelling, which is why it will not simply disappear.

This is precisely where one of Excellence AG's project partners comes in. 'It's not about banning travelling, but about making it better,' says Vera. That is why they are working on hydrogen-based propulsion systems for cruise ships.

An environmentally friendly alternative to the classic diesel engine.

Why is sustainable behaviour so difficult for many people?

‘Human behaviour is pure psychology and there is evidence in psychology that we humans only change our behaviour when it affects us individually,’ says Vera. ‘This is precisely why we are focussing on technology that is more sustainable without having to compromise on comfort.’ For Excellence AG, GreenTech therefore means focussing on innovations that conserve resources while remaining efficient.

Green is not just Green

What does ‘contributing green’ mean?

Not every project is green from the ground up, but many make a contribution. ‘A chemical company that reduces its energy consumption in production or uses recycled materials is a Contributing Green project for us.’

Or project partners who do not operate a wind turbine themselves, which is of course 100% green, but who supply components for this turbine, are also included. “They may not generate energy themselves, but they contribute to it. And that’s what counts.”



GreenTech as a USP

Is GreenTech the feature that makes the difference to other companies?

Vera says clearly: “Yes, the focus on GreenTech is still unique in Germany. There are probably companies that already have individual areas for this, but the fact that the focus is on this and that we have over 80% of GreenTech projects is what sets us apart.”





What counts are the people

What type of person suits the Excellence AG?

People who enjoy their work and want to take on responsibility. Skills can be learned, but attitude cannot.

Vera talks about a so-called "Gönnfaktor" in the corporate culture. A term coined by an excellence recruiter from the Netherlands when Vera asked her about the secret of her success. The "Gönnfaktor" describes the ability to be honestly happy about the success of others, without envy or ego, but with the common mission in mind. It stands for a culture of cooperation in which individual successes are seen as progress for the entire team.

What else about Excellence AG makes it special in your eyes?

"Obviously: the people! Each individual makes the difference." Vera emphasizes that genuine cooperation, mutual support and a shared attitude towards sustainability count for more at Excellence AG than pure expertise. It is this special culture that characterizes the company, which is supported by people who not only develop solutions, but also take responsibility.

***“Skills can be learnt.
Mindset cannot”***



What development opportunities are there for your employees?

Further training is more than just a benefit, it is an integral part of the culture. Whether it is the secure handling of programmes, targeted coaching or part-time studies. We promote individual development in a targeted and practical way. Further training not only means an increase in knowledge, but also self-confidence and long-term job satisfaction.

Every person has different strengths. It is important to us to recognise and promote this potential. Be it on a professional or personal level.

The right motivation

The employees are one thing, but what motivates you personally?

"The people. No matter which branch I'm in, whether in Düsseldorf, Munich, Hanover or Rostock, I enjoy the interaction with our teams. When I see how someone has developed thanks to my coaching or when a customer reports that an employee is motivated and satisfied."



Closing words

Vera, your pitch to anyone who is thinking about applying to Excellence AG:

Easy ...

ENGINEERS, SAVE THE EARTH!

If you love technology and want to help make the world more sustainable, then Excellence AG | GreenTech Engineering is the right place for you.