CoSoMOTION
WETZELSBERGER

CONSULTING & SOLUTIONS IN MOTION
COMPANY BROCHURE

Getting development projects back on *track*.

Strengthening organizations.
Delivering results.



Kai Wetzelsberger

SENIOR EXECUTIVE CONSULTANT · TECHNICAL PROGRAM DIRECTOR

PROGRAM & PROJECT MANAGEMENT
PROCESSES & STANDARDS · ORGANIZATION
TASK FORCE · AI ADOPTION



LOGBOOK · 01

Bearing.

Where does the project really stand? Every course correction starts with an honest, unvarnished assessment of where things stand.

I

"I ensure complex development projects reach their goals. Whether from the start or when things get critical.

KAI WETZELSBERGER

Responsibility where it *counts*.

For over 20 years, I have taken responsibility in complex development projects where quality, deadlines and safety standards are non-negotiable.



Kai Wetzelsberger, M.Sc. Computer Science, PMP

Whether as program director, interim project lead, process optimizer, or the one who gets a project in crisis back on track: my mission is always the same. Deliver results.

My clients are international corporations and mid-sized technology companies that need someone who takes responsibility immediately, without weeks of onboarding. Someone who can manage large, distributed teams across locations and time zones, with external suppliers and multiple development partners simultaneously.

What sets me apart from traditional management consultants: I come from software development myself. I understand what my teams do. Technically, not just organizationally. This lets me make better decisions, talk to developers as a peer and spot risks before they escalate.

And I practice what I advise: I work with today's tools. Artificial intelligence is a daily tool for me, for analysis, automation, reporting and decision preparation. I bring this knowledge into your organization as well.

INDUSTRIES

Automotive · Cybersecurity & Defense · Embedded Systems · Telematics · Energy Systems

20+
Years in complex development programs

15+
Project engagements, all successfully completed

120
People in the largest project organization

II

—

"If you recognize yourself in any of these situations, we should talk.

SITUATIONS

Does this sound *familiar*?

1 **Your development project is off track.**

Deadlines are slipping, communication is stalling, the team is losing focus. You need someone to take control and get the project back on target.

2 **Your processes slow you down instead of speeding you up.**

Everything is defined on paper, but it doesn't work in practice. Audits are pending, quality isn't right, teams are working around the processes.

3 **Your organization isn't set up for the task.**

Team structures don't match project complexity. Responsibilities are unclear, interfaces create friction instead of results.

4 **You're launching a strategically important initiative.**

You want the right structure, the right speed, and an experienced hand at the helm from the start.

5 **You want to use AI productively, but don't know where to start.**

Everyone's talking about artificial intelligence, but nobody in your organization is actually using it. You need someone who shows you where AI creates real value in your projects and processes.



LOGBOOK · 02

Early warning.

Whoever understands what happens inside the system detects risks before they escalate. Technically, not just organizationally.

III

"*I take responsibility from day one and deliver results, not onboarding plans.*

SERVICES

How I *support* you.

Four service areas, one standard: bringing your initiative reliably to its goal, whether as regular lead, interim manager or Task Force lead.

LEADERSHIP

Program & Project Management

01

I take full responsibility for complex development initiatives, from strategic planning to successful delivery. I lead cross-functional teams, manage external partners, and keep all stakeholders aligned toward a common goal.

QUALITY

Process Optimization & Standards Compliance

02

I shape development processes so they match the requirements and are actually lived in daily practice. Whether industry standards, functional safety or certification preparation: I know the requirements and implement them pragmatically.

> *I understand what my teams do. Technically, not just organizationally.*
>
> TECHNOLOGY AND MANAGEMENT IN ONE PERSON

III

"Some projects don't need another workshop. They need someone to take control.

STRUCTURE

Organizational Development & Restructuring 03

When structures don't fit the task, I change the structures. I analyze team set-ups, responsibilities and workflows and restructure them so the organization becomes and stays capable of delivering.

CRISIS

Crisis Management & Task Force 04

I stabilize critical situations through immediate takeover, rapid root-cause analysis and uncompromising prioritization until the project is back on track.

- Immediate takeover of control
- Daily tracking and uncompromising prioritization
- Rapid stabilization and return to track

> *No concept papers, just action.*
>
> TASK FORCE

INDUSTRY EXPERIENCE

Automotive · Cybersecurity & Defense · Embedded Systems · Telematics · Energy Systems

Methods proven across industries, especially in regulated environments such as aerospace, medical technology and safety-critical systems. What works in the most demanding safety environments works everywhere.



LOGBOOK · 03

Head start.

Those who bring AI into their processes early and enable their teams secure a real edge in efficiency and competitiveness.

IV

"I build AI-powered workflows and agents myself, not just on slides.

ARTIFICIAL INTELLIGENCE

AI that *speeds up* processes instead of complicating them.

AI is not a buzzword for me, it is a daily tool. I help companies introduce it where it creates real value: as agentic systems integrated deep into your workflows, with frontier-level performance and full GDPR compliance.

FROM PRACTICE

Company-Wide AI Rollout

In a client engagement I introduced AI company-wide and guided the rollout of Claude and Claude Code across the entire organization. I connected the existing systems to the AI and optimized the workflows. Whatever I introduce, I first prove in my own work.

WHEN AI SUPPORT PAYS OFF

You're stuck in pilot mode.

First experiments are running, but nothing reaches production. I turn pilots into a viable operating model.

Your processes are ripe for automation.

Reporting, documentation, research and the hand-offs between your tools can be reliably automated today with AI agents.

Frontier performance, but GDPR-compliant.

Top performance and data protection can be combined. They just have to be set up correctly.

Your team should master AI, not just use it.

I enable employees and leaders to use AI and agent harnesses productively in their daily work.

SINCE 2023

Continuous, hands-on training in agentic AI, LLM-based automation and modern AI tools.

IV

"Value comes from deep integration, not from a chatbot on top.

AI SERVICES

From strategy to agents in production.

01 AI Strategy & Use-Case Assessment

Not a technology study, but a prioritized roadmap with concrete use cases, clearly aimed at the path from pilot to production.

02 Agentic AI & Multi-Agent Systems

Autonomous agents that research, review, document and act. Orchestrated via MCP, with clear guardrails and human-in-the-loop.

03 Workflow Automation & System Integration

AI connected to your existing systems, from ERP and CRM to internal tools, with process chains across system boundaries.

04 Sovereign, GDPR-Compliant AI

From an EU-hosted frontier model to your own open-weight model in your own data center, fine-tuned where needed.

05 Coding Agents in Development

Rolling out coding agents like Claude Code: developers move from writing code to orchestrating it, with tangible productivity gains and no loss of quality.

06 Training & Enablement

Hands-on, on real tasks, so AI does not stay with individuals but delivers impact across the whole organization.

AI ROLLOUT IN 5 STEPS

Assessment
Honestly evaluated, free of tech hype.

Prioritize Use Cases
Greatest value, smallest risk first.

Pilot
One real use case, measurable. Proof instead of presentation.

Rollout to Operations
Anchored in processes, connected to systems.

Enablement & Embedding
Training, guardrails, governance.

IV

SOVEREIGNTY & COMPETITIVENESS

A competitive edge, no compromise on *data protection*.

Large companies adopt AI markedly slower than agile mid-sized firms. The reason is rarely the technology, but the concern that data flows to US providers. That concern is valid, but solvable.

"Performance and data sovereignty in the right balance, not an off-the-shelf default.

01 GDPR-Compliant and Still Strong

With EU data residency, data-processing agreements and zero data retention, you can use frontier models without giving up control of your data. For maximum sovereignty, self-hosted open-weight models are added.

02 Those Who Wait Fall Behind

You stay competitive by bringing AI into your processes early and broadly, and by giving your employees access to these tools. Those who hesitate end up slower and more expensive than the competition.

03 The Hurdle Is Organizational

Legacy systems, governance and procurement slow things down, not the models. This is exactly where I come in: from an honest assessment to an anchored operating model with clear guardrails.

> *Which model, where it runs and how your data flows: I choose what fits each use case.*
>
> SOVEREIGN AI ARCHITECTURE



LOGBOOK · 04

Precision.

Only as much customization as needed: from a frontier model via API to your own fine-tuned open-weight model.

IV

"*The result decides, not enthusiasm for technology.*

MODEL CUSTOMIZATION

Only as much customization as *needed*.

Not every task needs its own model. For each task I pick the right model and work step by step: the simplest lever first, measured on real tasks. At the end of the ladder sits fine-tuning, for exactly those tasks where nothing else is enough.



1 · Prompt and Context Engineering

Clear instructions, the right information in context and a defined output format. With current models this solves a large share of tasks, quickly and without any training effort.

Move on when: *the model lacks a way of working or access to your systems.*

CONTEXT ENGINEERING · STRUCTURED OUTPUTS · PROMPT CACHING



2 · Skills and Tools

If procedural knowledge is missing, the model gets Agent Skills with working instructions and checking routines, plus access to your systems through the Model Context Protocol.

Move on when: *knowledge is needed that is current or proprietary.*

AGENT SKILLS · MCP · AGENTS.MD



3 · RAG: Knowledge at Runtime

Documents are searched on every request and handed to the model, always at their current state. A test set of real questions means retrieval accuracy is measured rather than assumed.

Move on when: *format, tone or speed are off despite good retrieval.*

HYBRID SEARCH · RERANKING · CONTEXTUAL RETRIEVAL · GRAPHRAG



4 · Fine-Tuning for Specific Tasks

If a concrete bottleneck remains, I train a model for the task itself: for a fixed output format, short response times, lower cost per request, or data that must not leave your organization. Through supervised and reinforcement fine-tuning or distillation, efficiently with LoRA adapters, with QLoRA also on quantized open-weight models, local or as a managed service.

LORA / QLORA · SUPERVISED FINE-TUNING · REINFORCEMENT FINE-TUNING · DISTILLATION · SYNTHETIC TRAINING DATA

EVERY STEP IS MEASURED

Before the first change there is a test set of real tasks, and the same test runs before and after every further step. I use fine-tuning deliberately, not as a default: training data, measurement and maintenance with new base models take effort.

WHAT LASTS

Dataset and evals carry over to the next base model when the market moves again.

IV

"I don't follow the development from a distance. I work with it every day.

BACKGROUND & TOOLS

At the *forefront* from day one.

I studied computer science and bring a deep technical understanding. When the first ChatGPT went public, I immediately recognized how disruptive this technology is, and that you have to get on board early to avoid being left behind.

Artificial intelligence is an extremely fast-moving field: new models, new tools and new hardware all the time. Today I am right at the front, whether cloud automation via AI agents, agentic workflows or connecting entire system landscapes to AI.

Tools & Tech Stack

From frontier models and coding agents to self-hosted open-weight models, including the leading Chinese models.

AGENTS & ORCHESTRATION	Multi-Agent Systems · Model Context Protocol (MCP) · Agent2Agent (A2A) · Agent Skills · LangGraph · CrewAI · OpenAI Agents SDK · n8n · OpenClaw · Hermes · Jev (TypeSafe AI)
CODING AGENTS & CLIS	Claude Code · OpenAI Codex CLI · Antigravity CLI · Cursor · Cline · OpenCode · GitHub Copilot
FRONTIER MODELS	Claude · GPT / ChatGPT · Gemini
OPEN-WEIGHT MODELS	Mistral · gpt-oss · Gemma · Nemotron · DeepSeek · Qwen · Kimi · GLM · MiniMax
CUSTOMIZATION & RETRIEVAL	LoRA · QLoRA · Supervised Fine-Tuning · Reinforcement Fine-Tuning · Hugging Face TRL · Unsloth · Fireworks AI · Hybrid Search · Reranking · GraphRAG · Evals
SOVEREIGNTY & DEPLOYMENT	EU Data Residency · Microsoft Foundry · AWS Bedrock · Gemini Enterprise Agent Platform · On-Premise / Self-Hosted · vLLM · Ollama · Zero Data Retention · Python / APIs

V

WHAT SETS ME APART

Five reasons to bring me on *board*.

> *Many of these projects came to me because they were in trouble. None stayed that way.*

01 Results over Methodology

Over 15 project engagements for international clients, each one successfully completed. Many of these projects came to me because they were in trouble. None stayed that way.

02 Technology and Management in One Person

My software development background makes me a credible counterpart at every level, from architect to board member. I understand the technical context and translate it into management decisions.

03 Ready from Day One

No ramp-up time, no overhead. I take responsibility from day one and deliver results, not onboarding plans.

04 Proven across Industries

From automotive to cybersecurity and defense to embedded systems. The methods that work in the most demanding safety environments work everywhere.

05 AI as a Real Tool, Not a Buzzword

I use AI daily and productively and know the difference between what works and what just sounds good. I pass this knowledge on: as consulting, as enablement and as measurable efficiency gains.



LOGBOOK · 05

On target.

Over 15 project engagements for international clients. Every single one successfully completed.

VI

Selected from over 20 years of project work. Every project successfully completed.

PROJECT EXPERIENCE

Selected *engagements*.

PIONEER · END CUSTOMER MERCEDES-BENZ

Amplifier · Full responsibility for software development

Steering a distributed team across multiple locations, with AI as a continuous lever for control and transparency.

- Responsibility for planning, quality and deadlines of the entire software development
- AI-supported reporting, progress tracking and cost control
- Faster, better-founded decisions through automated analysis

EBERSPÄCHER · END CUSTOMER PORSCHE

Battery Management

Project leadership and process optimization for a safety-relevant energy system: transformation from V-Model to agile, a modern CI/CD platform, process cleanup through to safety clearance.

VALEO · END CUSTOMERS NISSAN & RENAULT

Telematics ECU

Task Force deployment for a critical embedded project. Took control, restructured the team, restored delivery capability under extreme time pressure.

BOMBARDIER PRIMOVE · END CUSTOMER AUDI

Energy System

From regular operations to Task Force escalation: built a new software organization, introduced processes for maturity requirements, delivered on time despite a critical starting point.

CONTINENTAL

Driver Assistance Systems

Technical project leadership of an advanced development project for autonomous systems. Completed on time with full goal achievement.

ROHDE & SCHWARZ

Cryptography ECU

Program management for a security-critical system for encrypted communication, under the highest security and confidentiality requirements.

CONTINENTAL · END CUSTOMER BMW

Camera-Based Monitoring System

Managing an international team across multiple locations and cultures. Successful delivery despite high organizational complexity.

MARQUARDT · END CUSTOMER MERCEDES-AMG

Display & Control Systems

Technical project leadership for complex human-machine interfaces. Start of series production without delay.

CONTINENTAL · END CUSTOMERS VW, MERCEDES-BENZ, BUGATTI, PORSCHE

Instrumentation

Long-term project and team leadership across multiple product generations. Consistently successful deliveries.

CLIENTS

International corporations and mid-sized technology companies.

VII

"*I drive implementation hands-on. No plans that gather dust.*

METHODOLOGY

A structured path to the *goal*.

1

Assessment

Where does the project really stand?

I analyze processes, risks, team structures and bottlenecks. Honest and unvarnished.

2

Concept

What needs to happen?

A clear action plan with goals, milestones and responsibilities, aligned with what the organization can actually implement.

3

Execution

From plan to result.

I drive implementation hands-on, focused on results, deadline adherence and team buy-in.

4

Sustainability

What remains when I leave.

Results that last beyond my engagement: through anchored processes, knowledge transfer and stable structures.

SPECIAL MODE

Task Force

When a project is already critical, a different mode kicks in: immediate takeover, daily tracking and uncompromising prioritization. No concept papers, just action, with the goal of stabilizing and getting back on track as quickly as possible.

VIII

CERTIFICATIONS & EDUCATION

Proven *qualifications*.

> *Classical, agile or hybrid: the method that fits the environment.*

CERTIFICATIONS

PMP · PRINCE2 · ITIL · Professional Scrum Master I · Professional Scrum Product Owner I · ISO 26262

EDUCATION

Master of Science in Computer Science *(with distinction)*

Diploma in Computer Science *(Embedded Systems)*

Study abroad, University of Maryland, USA

METHODS

Classical and agile project management

Scaled frameworks (SAFe)

Hybrid approaches for regulated environments

SCIENTIFIC PUBLICATIONS

AMS 2007 · Eurobot 2008

ROSE 2010 *(IEEE Best Paper Award)*

ICRA 2011

AI TRAINING SINCE 2023

Building AI Agents & Automated Workflows (n8n + MCP)

AI-Driven Project & Taskforce Management

Applied AI Coding with GitHub Copilot, Claude Code and ChatGPT Codex

Developing Skills, Plugins, Hooks, MCPs & CLIs for Technical Project Workflows

Advanced Prompt Engineering for Technical Leaders

Efficient Use of AI Harnesses

LANGUAGES

German (native)
English (business fluent)

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CONTACT

Let's *talk*.

Facing a challenge that needs an experienced consultant? Describe your situation in a brief conversation. No obligation, fully confidential.

Often 30 minutes is enough to clarify whether and how I can help.

Kai Wetzelsberger

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