



**TRIMTAB SOLUTIONS**

ORGANIZATION &  
LEADERSHIP COACHING  
*Clarity – Focus – Results*

## **Hermann E. Eben**

Hermann has 40+ years of experience in Planning & Development, Project Management, Information Systems, Acquisition & Merger, Business Transformation, and Executive Management. He co-founded TrimTab Solutions in 1998 which is dedicated to leadership coaching – creating high performance leaders. TrimTab helps leaders achieve clarity, focus and results.

Prior to founding TrimTab Solutions, Hermann served in various executive management roles for Pioneer Natural Resources and its predecessors. Pioneer is a large independent, international oil and gas exploration and production company in the United States. During his twelve years with Pioneer he held the titles of VP Corporate Development, VP & Chief Information Officer, VP Special Projects, VP Investor Relations, and he held various other titles in subsidiaries, including Managing Director of Parker & Parsley Development Partners, LP. He was intimately involved with the strategy, planning, development, and implementation of the growth of the company from a \$25 million enterprise to a multi-billion dollar entity traded on the New York Stock Exchange.

Hermann's roles required detailed analysis, planning, negotiation, and implementation of more than \$2 billion worth of acquisitions and divestitures of oil and gas properties. From 1993 to 1996, the roles required more involvement in strategy, technology, and personnel development. During the later years he was integral in the development of the company vision, mission and goals, catalyzed initiatives to transform company processes and technology, and pushed for greater teamwork and culture change. No titles or formal roles were ever held in the Human Resources area, but influenced the company through initiating team building processes and incorporating tools used today in TrimTab Solutions.

His experience before Pioneer was primarily corporate development and planning as well as the evaluation and acquisition of oil and gas properties. He raised funds for acquisitions through presentations to financial and investor institutions throughout the United States. Early in his career he was responsible for the divestiture process that required four data rooms in Australia and two in the United States that resulted in the sale of the Delhi International Oil Corporation for \$620 million in 1981.

He has written and conducts relationship and marriage seminars with his lovely wife Louie and has a weekly radio show broadcast on American Family Radio. He has three grown children and seven grandchildren. He has served organization boards, chaired charitable event activities, and teaches and preaches in his church. He continues to enjoy sports such as tennis and basketball. Early credits achieved were: Salutatorian of Mesquite High School in 1967, All Big Eight football 1968, 1969, and 1970, and Honorable Mention All-America in football in 1970. He is characterized by others as a motivational leader with excellent facilitation skills, creative in determining and implementing solutions, long on perseverance, and effective in handling new and difficult situations.

Hermann has lived in Midland, Texas since 1983. He grew up in Mesquite, Texas. He graduated from Oklahoma State University where he received a Bachelor of Science in Accounting and a Masters of Business Administration. He is certified as a Business Structural Consultant, an Individual Structural Consultant, a Creating What Matters® facilitator, a Kolbe Conative Index® Interpreter, and an accredited Think On Your Feet™ instructor.