

Wincor Nixdorf AG / ADR
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Exhibit 99.1

How to Successfully Lead a Geographically Dispersed Company

By Susie Gharib | @susiegharib | February 24, 2016, 1:34 PM EST

Diebold CEO Andy Mattes explains.

[Transcript of Interview with CEO Andy Mattes for Fortune.com](#)

Susie Gharib: Andy, you have a tough job as CEO of Diebold. You are based in your headquarters in Canton, Ohio, but most of your other employees are far away from that headquarters. Why did you allow this kind of situation to develop?

Andy Mattes: In the 21st century, people don't move to corporate headquarters anymore. You have to provide an environment, especially if you're a mid-size company, where we can embrace talent wherever it exists, wherever people want to contribute to our organization, and give them a platform to work from there.

Our customers are the largest financial institutions. They're all over the map. The important thing is not where does the leadership team reside, the important thing is, how open of a level of communication do you have amongst the leadership, and do you make time for that communication?

Susie Gharib: How do you effectively lead in a situation like that?

Andy Mattes: We're extremely virtual, we're on weekly calls with the management team, we've got videoconferencing going, we get ahold of each other basically 24/7. I can drum up my management team at any given point in time with a 30-minute notice to discuss whatever we need to discuss.

Susie Gharib: You know, when people talk about leadership, they always talk about the corporate culture. You've got a lot of different cultures going on in your company, because you have some of your employees are on the East Coast, some are on the West Coast, some are in Canton, Ohio, and some are in Asia. How- and soon, you have people who are going to be in Germany as well. How do you make all of these cultures work together as a leader?

Andy Mattes: I grew up in Germany. There is a great term in the German language, it's called Streitkultur, the culture to argue and to debate with each other, to be tough on a topic but never, ever make it personal, and we've worked really hard to develop that culture, of debating topics openly in our company, anybody in the leadership team can take a contrarian view on just about anything that we discuss to make sure that we come to the best outcome, to the best results for the organization, and it's amazing how that gels a team together.

Susan Gharib: Andy, you've worked at many different places in your career. You were at Siemens of Germany for many years, then you went to Hewlett-Packard. Along the way, what would you say was the best advice that you got on leadership?

Andy Mattes: One of my old bosses told me very early that if you stare at numbers long enough, they will confess the truth. If you really look at the numbers and you try to connect the dots between the numbers, it cuts through a lot of noise, it cuts through a lot of conversation, and it grounds a leadership team in reality and you may not like the fact pattern, but once you have it, then you can deal with it.

[Link to <http://fortune.com/video/2016/02/24/diebold-andy-mattes-leadership/>]

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