Molly Jungbauer didn’t consciously set out to run a female-centric IT and management consulting company, but here she is, owner and CEO of Hollstadt Consulting with a progressive roster of female talent. Fifty-six percent of employees are women; four out of seven members of the management team are female; and two of the three leadership roles are currently held by women.

“I think it’s important to provide an opportunity for anyone to succeed within the organization,” Jungbauer said.

For her part, Jungbauer is known to wear many hats around the Mendota Heights office.
“No day is ever like the other,” she said. “Some days I’m a firefighter. Some days I’m a gardener. And some days — as my grandmother used to say — I’m the chief cook and bottlewasher.”

Jungbauer and her husband, Jim, purchased Hollstadt Consulting in 2012. She said they had talked about buying something for awhile before they finally seized the opportunity to buy Hollstadt Consulting where Jim was serving as president.

“We thought it would be a lot of fun to work together,” Molly Jungbauer said. “We knew we had a skill set that complemented each other.”

Jungbauer said they didn’t come in with any major changes planned for the well-established company. “We knew we had a strong foundation to work with. We are stewards. All we wanted to do is build on this foundation.

“This will be the company we retire with,” she added.

In 2014, they added Benchmark QA to their business portfolio. Today, Hollstadt Consulting has about 180 employees.

Jungbauer emphasizes community engagement with her team members. The company offers a program called True Impact where employees volunteer at organizations of their choice and Hollstadt Consulting provides a monetary donation for every volunteer hour.

Jungbauer said it has opened their eyes to so many wonderful organizations in the community. “It’s the gift of time and treasures.”

Jungbauer’s personal volunteer efforts are made with Solid Ground, an organization dedicated to ending the cycle of homelessness. She also serves on the Carlson School of Management Undergraduate Advisory Board, where she is focused on equal access to education, and the Minnesota Chamber of Commerce board. Jungbauer also was part of Gov. Mark Dayton’s 2015 Health Care Financing Task Force.

More from Jungbauer …
What does leadership and being a leader mean to you? It is an immense responsibility to be a leader, and I strongly believe in the concept of servant leadership. I often tease that as a CEO, I now have more bosses than ever before in my career. In reality, this is a very factual statement because ultimately my ability to attract, retain and grow talented employees, and provide exceptional service to Hollstadt’s clients, are the true measures of my success as a leader. I focus on listening to our stakeholders to ensure Hollstadt lives up to our core values and promises.

What’s the toughest part of leading a company? Dealing with the uncertainty of government policies and regulations. The business environment continues to change at a fast pace, requiring every leader’s attention to ensure their organization remains relevant. New government regulations and policies at the local, state and national level have to be addressed, but typically don’t help drive an organization forward. They oftentimes are administratively burdensome and a distraction to an organization’s strategic vision. It is vital that our government leaders consider the impact to business, and ultimately to our economy, when establishing policy.

What’s the biggest perk of your job? The opportunity to meet and work with so many fascinating and smart people.

What’s the biggest risk you’ve ever taken? Did it work? What did you learn from it? The biggest risk my husband and I have ever taken was to buy Hollstadt Consulting in 2012. We risked everything we had worked hard for over our 20-plus year careers, but it was the best decision we ever made. We have navigated Hollstadt successfully through immense change in our industry. Through tough times, I have learned to remain calm and focus on the positive. Hollstadt has been in business for 28 years and has a solid foundation and brand that would be difficult to destroy overnight.

What accomplishment are you most proud of in your career? I am most proud of having the opportunity to engage with many government leaders to share my industry and business challenges. I have lobbied for policy change at the state and national level and been influential in the formation of new policies.

What are you working on that you are most excited about? A national tax policy ruling that would be a significant help to my business and industry.
What legacy do you hope to leave behind? I wish for my legacy to be that I was an ethical and compassionate leader who worked hard to improve the community around me.

Who is a CEO you admire? Mary Brainerd, former CEO of HealthPartners, because she exemplified the servant leader concept. During her tenure, she not only grew her organization to more than 23,000 employees, but also did much to improve health care in our community. She was a collaborative and passionate leader whose organization won many impressive awards for outstanding service under her leadership.

Fast facts

Age: 53

Years with Hollstadt Consulting: Six

Years as CEO: Six

Education: Bachelor of Science, accounting, University of Minnesota's Carlson School of Management; licensed CPA

Family: Married with two adult children

Hobbies: Cooking, bike riding, hiking and reading

Board memberships: Minnesota Chamber board of directors and Carlson School of Management Undergraduate Advisory Board; just completed a two-year term as board chairwoman of a nonprofit called Solid Ground

Year Hollstadt Consulting was founded: 1990

Employees at Hollstadt Consulting: 180