# DENIZ AYTEKIN



**Four-time DFB Referee of the Year**
**Expert on Decisions under Pressure**

Deniz Aytekin is one of the most popular former referees in Germany. For years, he was one of the absolute top referees and was voted DFB Referee of the Year in 2019 and 2022, 2024 and 2026.

Deniz Aytekin always kept an overview, even in passionate matches. He was admired for his authentic attitude as well as for his ability to empathetically communicate even difficult decisions by fans and players alike.

Aytekin (*1978) was a DFB referee since 2004. He refereed in the 2nd Bundesliga since 2006, and made his debut in the 1st Bundesliga in 2008 at the Hertha BSC versus Energie Cottbus match. From 2011 to 2022, Deniz Aytekin was also a FIFA referee and in this capacity served as Additional Assistant Referee at the 2012 European Championship in Poland and Ukraine. In the 2016/2017 season, he refereed the DFB Cup final between Eintracht Frankfurt and Borussia Dortmund.

In 2003, Deniz Aytekin was awarded the Bavarian Order of Merit as one of the best referees nationally and internationally. In his laudatio, Minister President Söder described him as a "true role model of Bavarian football".

Off the pitch, the graduate in business administration is co-founder and chairman of the supervisory board of anwalt.de services AG, the leading legal advice platform in Germany, as well as founder and managing director of the online marketplace fitnessmarkt.de. As an entrepreneur and former Bundesliga referee, Deniz Aytekin is a top decision-maker.

Scientifically grounded and with many analogies from professional football, Deniz Aytekin conveys new perspectives on leadership, decision-making under pressure and error culture in his entertaining and inspiring keynotes. Professional, authentic and pleasantly unexcited - this is how Deniz Aytekin impresses as a sought-after speaker at management conferences, customer meetings and employee events.