

Focus Areas and Experience

Human Resources Management

- Advising the board and managers of medium-sized units of international corporations
- Leading a HR team, responsible for all key processes and requests in day to day business. This includes cooperation with headquarters and regular, consultation with the workers council



HR Projects

- HR due diligence in mergers and acquisitions and post merger integration
- Design of organizational structures as part of reorganization
- Execution of reorganization, negotiation of balance of interest and social plan with workers council
- Definition of job descriptions for role evaluation
- Optimizing HR processes and organizational structures

Organizational Development

- Change Management during phases of integration restructuring and organisational redesign
- Team development through workshops, coaching and team feedback for managers
- Performance and talent management process: Implementation and development including: Coaching of managers in execution of employee assessments, performance reviews and goal setting discussions

Leadership development

- Inclusive Leadership
- Recruiting and interview skills
- Employee appraisals and employee development
- Communication skills

Professional Experience

- Several years of experience as a self-employed consultant for human resources in operational interim roles and consulting in projects with wide range of focus areas
- Prior to self employment, 12 years experience as HR business partner in leading and operational roles in Human Resources management in various businesses for General Electric in Germany and Austria. For several years as head of HR, member of German management teams and European HR team. Prior to this several years as a consultant in executive recruiting for the IT and telecommunications industry

Qualifications and Expertise

- Degree in Business administration with a major in human resources, marketing and employment law from University of Applied Science in Ludwigshafen, Germany
- Qualification as Systemic Coach at iNeKo Institute University of Cologne
- Training in leadership, change management, facilitation and train the trainer

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