

Focus Areas and Experience

Human Resources Management

- ▶ Development and execution of HR strategies at European and national levels
- ▶ Advisor of board, management and employees in all strategic and operational questions related to Human Resources and organization development
- ▶ Consulting and execution of internationalization and professionalization of HR work
- ▶ Execution of reorganization and restructuring plans, including social plan negotiation



Organizational Development

- ▶ Development and implementation of employee appraisal systems and talent management
- ▶ Conduction of executive assessments and board assessments
- ▶ Advising managing directors on questions of organizational development
- ▶ Coaching managers at all levels in the areas of leadership challenges, team development and personal development
- ▶ Development and execution of HR organizational and operational structures.
- ▶ Execution of culture changes through employee surveys and team development actions

Change Management

- ▶ Development of organizational designs and implementation after restructuring, post merger integration or strategic realignment
- ▶ Planning and execution of internal communication supporting change management processes
- ▶ HR integration leader in post merger integration

Professional Experience

- ▶ Several years of experience as self-employed consultant for human resources with a focus on HR management, organizational development and change management
- ▶ Prior to self employment more than 15 years of experience as HR Business Partner, in leadership and operational roles in human resources management in several multinational corporations.(e.g. General Electric, Avnet, Danaher, Hewlett-Packard und Honeywell) in different countries
- ▶ Several years of experience in Europe-wide functions. Member of European management teams and global HR teams
- ▶ Industries: financial services, IT distribution, manufacturing, logistics, telecommunication

Qualifications and Expertise

- ▶ Studies of business administration with a major in human resources, business organization, and employment law at university of Applied Sciences in Ludwigshafen, Germany and Dublin Institute of Technology in Dublin, Ireland
- ▶ Systemic consultant (Institute for Systemic Consulting in Wiesloch, Germany, Bernd Schmid)
- ▶ Certified KODE® Consultant and Trainer (Competency Diagnostic and Development)
- ▶ Six Sigma Black Belt - Certification in Quality Management
- ▶ Training in leadership, facilitation, M&A and lean manufacturing
- ▶ Work experience in UK, USA, Austria and Sweden

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