

Joachim Holz-von Hanffstengel
Diplom-Kaufmann
Business graduate

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Résumé

Personal Data

Dec. 30, 1956 born in Sinsheim (Germany- Baden-Württemberg)
married, 4 childs (13/17/17/18 years)
Language: English: fluent
Hobbies: Literature and sport (basketball, running)

Background

- 05.2019 – up to now **Restructuring- and organizational consultant Schenck Process Europe GmbH, Darmstadt**
- Support of the Managing directors and the Human Resource department due to the new organizational structure and the reduction of staff
- 01.2019 -04.2019 **Interimmanager, HR-Consultant, Business Coach**
- Projects in HR Consulting and coaching
- 11.2016 – 12.2018 **Interim Head HR – Bock group – Bock GmbH & Co. KG, Postbauer-Heng, Family owned company, chair components manufacturer and automotive industry with more than 2.200 employees**
- Leading all HR processes
 - Supporting the owner and the management in all HR topics
 - Dotted line responsibility to all HR representatives within the group worldwide
 - Implementation SAP ERP HCM

06.2016 – 10.2016 **Interim Project – Novartis (Salutas Pharma GmbH), Magdeburg
Head of HR, 1.800 employees, 3 locations in Germany**

- Head of HR team with 4 HR Business partners, Labor Relation Manager, Time-System, Personnel development
- Labor law issues
- Works council negotiations
- Low performer management
- Member of Site Management Team
- Restructuring
- Negotiation of collective agreements
- Change Management

03.2016 – 07.2016 **Interim Project – Private Equity (Europoles GmbH), Neumarkt, Bavaria, Germany, Head of Human Resource, 1400 employees, 700 in Germany on different locations including two maintenance plants, and 700 employees abroad also with maintenance plants**

- Leading collective bargaining employer site
- Head of HR team with 8 HR specialists
- Labor law issues
- Works council negotiations
- Recruiting executive managers
- Management development

03.2015 – 02.2016 **Interimmanager, HR-Consultant, Business Coach**

- Foundation Consulting together with partners
- HR Consulting due to management buy out
- Business Coaching
- HR Consulting to smaller companies

09.2014 – 02.2015 **Interim Project – Faurecia Kunststoffe Automobil Systeme GmbH, Human Resource Manager, Ingolstadt, Offenau, Neuburg**

- Handling/Managing sale of the company HR issues
- Execution of a social plan
- Negotiation of a collective agreement with works council due to short time work
- Works council issues
- Actions to keep motivation on a high level
- Health management

- Managing Human Resources with three HR specialists
- Head of personnel for all three locations

04.2014 – 08.2014

Interim Project – Faurecia Interior Systems GmbH

Hagenbach/Germany – Human Resource Manager (750 employees
divers locations in Germany)

- Handling/Managing three different restructuring projects
- Negotiation of a collective agreement with works council due to flexible work time
- Works council issues
- Managing Human Resources with four HR specialists
- Head of personnel for all five locations

09.2013 – 03.2014

Interimmanager, HR-Consultant, Business Coach

03.2013 – 08.2013

Interim Project – TRW Automotive Body Control Systems

Radolfzell/Germany – Human Resource Manager (1.000 employees)

- Recruiting
- Termination
- Cancellation
- Internal transfer
- ERA-classification
- Healthcare program
- Works council and union (IG Metall) meetings
- Head of employees within Human Resource department

07.2011 – 06.2013

Jauss HR- Consulting, Düsseldorf u. Nürnberg

Interim Manager, Senior HR-Consultant

Key aspects of activity:

- Executive Search
- Business Coaching
- Personnel Development
- Restructuring
- Implementation and Optimization of Personnel Tools

Specialized Focus:

- Automotive
- Machine building industry

- Electrical Engineering
- Wood Industry

12.2000 – 06.2011 **Pfleiderer AG**, Neumarkt

01.2005 – 06.2011 *Head of Human Resources and member of the management team from two business units with 1750 employees*

- Realignment of the company
 - Merging of two business units in Germany with different cultures
 - Consolidation of payroll accounting into two shared service center
 - Redesign personnel processes
 - Closing three locations with 400 employees
 - Negotiations and conclusion including balance of interests and social-compensation plan with works council and trade unions
- Recruiting of business executives in Germany
- Coordination and implementation of important HR-issues for the whole group in Germany
- Support and consultation to top management
- Member industry-wide bargaining
- Expert guidance of five HR-Managers

01.2003 – 12.2004 *Head of Human Resources Pfleiderer Engineered Wood, Neumarkt – 3.500 employees; Germany 2.500 employees and Poland 1000 employees*

- Support and consultation top management in all HR-issues
- Expert guidance of the polish HR-director
- CEO employers' association wood handling NRW and Bavaria

12.2000 – 12.2002 *Head of Human Resources Pfleiderer Isolation, Neumarkt (Bayern), employees in Eastern Europe (1.000), Belgium (200) and Germany (400)*

09.1985 – 11.2000 **ASEA Brown Boveri (ABB)**, Mannheim

01.1988 – 11.2000 *General Manager (in 2000) and head of controlling and finance, Supply Management, Human Resources and Information technology*

at ABB medium voltage transformers , Brilon (NRW), 150 employees, 60 mio.€ revenues

07.1994 – 12.1997 *Assistant to the Transmission and Distribution Manager (T&D), Germany, Mannheim – COO and board member Germany: Sune Karlsson, Schweden*

07.1992 – 06.1994 *Head of Human Resources ABB switchgear, Mannheim (1.300 employees, different locations in Germany)*

- Implementation SAP R3
- Implementation employee attitude survey
- Member of international HR Group (international personal rotation, recruitment und development)

06.1989 – 06.1992 *Head of Human Resources ABB switchgear, Hanau and substitute CFO (production line with 500 employees)*

05.1988 – 05.1989 *Human Resources Manager ABB CEAG in Soest (NRW)*

01.1987 – 04.1988 *Human Resources Manager ABB Headquarter Germany*

- First experience restructuring because of the merger between ASEA and BROWN BOVERI & CIE to ABB group
- Teacher at the „Berufsakademie Mannheim“ Human Resources

09.1985 – 12.1986 *Trainee program BBC – Finance and Human Resources*

Education

1978 – 1984 University Mannheim, economics with concentration on Human Resources, organization behavior and labor law
Degree: business graduate (Diplom-Kaufmann)

1976 Gymnasium Sinsheim (Baden-Württemberg)
Degree: Final secondary school examination (Abitur)

Military service

1976 – 1978

Soldier at time