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Business graduate

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Résumé

Personal Data

Dec. 30, 1956 born in Sinsheim (Germany- Baden-Württemberg)
married, 4 children (18/21/21/22 years)
Language: English: fluent
IT Knowledge: SAP, Microsoft Office, Excel, Word Power
Point, Outlook

Background

04.2021 – up to now **Adviser Human Resource processes, special salary statement and salary processs**

03.2020 – 05.2020 **VP – Human Resources RUAG Ammotec GmbH, Fürth with Headquarter in Switzerland (RUAG Swiss)**

- Creating new HR organization together with CEO and Management Team
- Search and staffing of Key Functions
- Transformation plant Fürth together with plant manager
- Negotiation and completion agreement short-time work with works council and joint works council
- HR project coordination implementation SAP SuccessFactors and SAP S/4HANA

- 05.2019 – 07.2019 **Restructuring- and organizational consultant Schenck Process Europe GmbH, Darmstadt**
- Work with the Managing Director, Finance Director, Senior Directors and the Human Resource department due to the new organizational structure and the reduction of staff
 - Consider, plan and drive forward a relevant reduction strategy
 - Negotiations with affected employees for leaving. Also together with works council, union (IG Metall) and lawyers
- 01.2019 -04.2019 **Interim Manager, HR-Consultant, Business Coach**
- Projects in HR Consulting and coaching
- 11.2016 – 12.2018 **Interim Head HR – Bock group – Bock GmbH & Co. KG, Negotiations with manufacturer and automotive industry with more than 2.700 employees**
- Work with Owner and Management Team to implement group HR strategy and initiatives
 - Full responsibility for HR activities at the 2 sites in Germany (1.000 employees) and responsibility for HR activities abroad together with site Management (Hungary, Canada, China)
 - Dotted line responsibility to all HR representatives within the group worldwide
 - First contact person to the works council and negotiation of all co-determination issues
 - Implementation SAP ERP HCM
 - Development of People, Coaching and Mentoring
 - Legislative advice to Owner and Management Team
 - Reporting and presentations to management board
- 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

- Work on German employment law issues and leading works council negotiations as partly required legally and partly through Group directive and Managing Director
- Low performer management
- Member of Site Management Team
- Restructuring
- Change Management by developing and executing people strategies to enhance business performance

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
- Work on Labor law issues and leading works council negotiations as partly required legally and partly through Group directive and Managing Director
- Recruiting executive managers

03.2015 – 02.2016

Interim Manager, 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
- Legislative advice to Senior Management and local managers
- Execution of a social plan
- Negotiation of a collective agreement with works council due to short time work
- 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 different 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 **Interim Manager, HR-Consultant, Business Coach**

03.2013 – 08.2013 **Interim Project – TRW Automotive Body Control Systems**
Radolfzell/Germany – Human Resource Manager (1.000 employees)

- Full responsibility for HR activities at the site with 6 direct reports reporting in to the role with concentration to recruiting, termination, cancellation and internal transfer of employees
- ERA-classification
- Healthcare program
- Works council and union (IG Metall) negotiations
- Reporting and presentations to management board (monthly, quarterly)

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 together with Managing Director, Senior Management and Directors
 - 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, Sweden

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 personnel 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

Time Soldier