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MEINE KENNTNISSE

End2End Employee Life Cycle + weitere anliegende Themen, die zum People Management gehören)

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|---|---|
| 1. HR (People) Strategy | 42. Labour Relations (z.B. Tarif) |
| 2. Workforce Strategy | 43. Zusammenarbeit mit Betriebsräten |
| 3. Operating Model Design | 44. HR Compliance |
| 4. Job Design | 45. Arbeitsrecht |
| 5. Employer Branding | 46. Global HR |
| 6. Talent Attraction | 47. Organisationsentwicklung |
| 7. Recruiting | 48. HR Governance |
| 8. Executive Search | 49. (Globale) Datenschutzlösungen |
| 9. Candidate Experience | 50. HR Risk Management |
| 10. Auswahl & Assessment | 51. HR Shared Services |
| 11. Einstellung (Hiring) | 52. Strategisches Business Partnering |
| 12. Onboarding | |
| 13. Begleitung der Probezeit | 53. HR-Technologie, HR-IT-Landschaft & Strategie |
| 14. Talent Management | 54. HRIS Implementierungen (Workday, SAP SuccessFactors, Personio) inkl. Vertragswerk |
| 15. Performance Management | 55. Steuerung von HR-Dienstleistern & externen Partnern |
| 16. Learning & Development | |
| 17. Leadership Development | 56. People Analytics |
| 18. Nachfolgeplanung | 57. KI im Personalmanagement & am Arbeitsplatz |
| 19. Talentprogramme | 58. Workforce Analytics |
| 20. Fast Track Programme | 59. Workforce Cost Management |
| 21. Karrierekonzepte | 60. HR Budget- und Finanzplanung |
| 22. Interne Mobilität | 61. Strategische Personalkostenplanung |
| 23. Internationale Mobilität (Entsendung) | |
| 24. Skill & Kompetenz-Management | 62. Mergers & Acquisitions (People Due Diligence) |
| 25. Offboarding | 63. Post-Merger Integration |
| 26. Alumni Management | 64. Restrukturierungen |
| 27. Compensation & Benefits | 65. Transformationen |
| 28. Job Architecture (Grading) | 66. Organizational Effectiveness |
| 29. Vergütungssysteme & Rewards | 67. Future of Work: Kompetenzen heute & morgen |
| 30. Executive Compensation | 68. Produktivität |
| 31. Payroll Outsourcing | 69. Aufbau neuer organisationaler Fähigkeiten |
| 32. Payroll (Gehaltsabrechnung) | 70. Krisenführung |
| 33. Zeitwirtschaft | 71. Kulturtransformation |
| 34. HR Operations | 72. Change Management |
| 35. Employee Relations | 73. Change Communication |
| 36. Interne Kommunikation | |
| 37. Anerkennung & Recognition | 74. Executive Leadership Advisory |
| 38. Employee Engagement | 75. Betreuung von Vorstand sowie Vergütungs- und Personalausschüssen |
| 39. Wellbeing | 76. Kommunikation mit Investoren |
| 40. Diversity, Equity & Inclusion | 77. Corporate Governance |
| 41. Unternehmenskultur & Werte | 78. Ethics & Compliance |



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MY EXPERTISE

End-to-End Employee Lifecycle & the Full People Management Ecosystem

1. HR (People) Strategy
2. Workforce Strategy
3. Operating Model Design
4. Job Design
5. Employer Branding
6. Talent Attraction
7. Recruiting
8. Executive Search
9. Candidate Experience
10. Candidate Assessment & Selection
11. Hiring
12. Onboarding
13. Probationary Period
14. Talent Management
15. Performance Management
16. Learning & Development
17. Leadership Development
18. Succession
19. Talent Programs
20. Fast Track Programs
21. Career Framework Design
22. Internal Mobility
23. International Assignment
24. Skill & Competence Management
25. Offboarding
26. Alumni Management
27. Compensation & Benefits
28. Job Architecture (Grading)
29. Compensation & Rewards
30. Executive Compensation
31. Payroll Outsourcing
32. Payroll
33. Time & Absence
34. HR Operations
35. Employee Relations
36. Internal Communication
37. Appreciation & Recognition
38. Employee Engagement
39. Wellbeing
40. Diversity, Equity & Inclusion
41. Company Culture & Values
42. Labour Relations (z.B. Tariff)
43. Works Council(s)
44. HR Compliance
45. Labour Law
46. Global HR
47. OD = Organisational Development
48. HR Governance
49. (Global) Data Protection Solutions
50. HR Risk Management
51. HR Shared Services
52. Strategic Business Partnering
53. HR-Technology, HR-IT-Landscape & Strategy
54. HRIS Deployment (Workday, SAP SuccessFactors, Personio) incl. Contracting
55. Management of Solution Providers, external Partner & Parties in HR
56. People Analytics
57. AI in People Management & in the workplace
58. Workforce Analytics
59. Workforce Cost Management
60. HR Budget- und Finance Planning
61. Strategic Personnel Cost Planning
62. Mergers & Acquisitions (People Due Diligence)
63. Post-Merger Integration
64. Restructuring
65. Transformations
66. Organizational Effectiveness
67. Future of Work: Today & Future Skills
68. Productivity
69. Upskilling of the organisation
70. Leadership in crisis
71. Cultural Transformation
72. Change Management
73. Change Communication
74. Executive Leadership Advisory
75. Advising Executive Boards & Compensation Committees
76. Communication with Investors
77. Corporate Governance
78. Ethics & Compliance