

Employer Branding & Marketing

- University Tiering, Relations & Marketing (Dresdner Bank, Deutsche Bank)
- Development/re-launch of Employer Brands and support material (Microsoft, Swarovski, Zalando, Oda)
- Diversity Branding & Marketing (Microsoft)
- External evaluations & certifications (all)

Sourcing & Recruiting

- Executive Recruiting Operations (all)
- Executive Hiring Strategy & Process Design (Parexel)
- RPO Management & Vendor Selection incl. RFP (Microsoft, Parexel, Lidl)
- Hiring Agency Selection, Negotiation & Relations (all)
- Selection Process Design, incl AC's (Deutsche Bank, Microsoft, Parexel, Zalando)
- Design and Implementation of dedicated Sourcing Teams (Zalando, Lidl, TUI, Oda)
- Recruiting Operations, incl. High Volume, IT/technical, 'Blue collar' (Swarovski, Parexel, Zalando, Lidl, TUI, Oda, Capita)
- Demand & resourcing planning (all)

Strategy & Training

- Interviewer & Hiring Manager Training (Parexel, Oda)
- Recruiter Development Programs (Parexel, Oda)
- Re-design of Talent (Acquisition) Organizations & Processes (Deutsche Bank, Parexel, Lidl, Oda, TUI)
- Talent Mapping, market research & evaluation (Zalando, Lidl, TUI, Oda)

Systems

- ATS Selection, incl. RFP, & Implementation: SAP Success Factors, IBM Kenexa, Greenhouse, Lever (Deutsche Bank, Parexel, Lidl, TUI, Oda)
- Onboarding app development (Parexel)

Onboarding

- Process Design & Implementation (Parexel, Lidl)
- Buddying/Onboarding Program Design (TUI)

People Development

- Heat Mapping/Succession Planning and Pipelining for Top Tier Positions (Microsoft)
- Internal Management Development Assessment Centers
- Implementation of cross-business People& Performance Reviews (Swarovski)
- Development & Delivery of Leadership Development Programs (Swarovski)

Rewards

- Consolidation and implementation of multi-business/multi-country Job Grading – Hay (Swarovski)
- Salary Review and Job Grading Taxonomy - Mercer (Oda)
- Market mapping & evaluation (all)
- Executive Compensation (Microsoft, Parexel, Lidl)

Organizational Design & Workplace Experience

- Implementation & change management of flexible worktime models (Swarovski, Lidl)
- Implementation & change management of flexible office solutions (Lidl)
- Implementation of childcare friendly policies & solutions (Lidl)
- Employee Listening Strategies incl. regular and on-demand surveys (Microsoft, Swarovski, TUI)

References & Certifications (excerpt)

- *International Masterclass L&D Leadership (Nyenrode/IE Business University)*
- *Lecturer for Recruitment and HR (ISM Munich, Hochschule Fresenius)*
- *Internal Key Notes, Workshops & Trainings for BMW, British American Tobacco, IBM, McKinsey*
- *Founding Member of Queb | Bundesverband für Employer Branding, Personalmarketing und Recruiting e. V.*
- *Recruiting Leadership Lab (Recruiting Toolbox)*
- *Science of Well-being (Yale)*
- *Diplom-Kaufmann – M.Sc. equivalent (Universität Bielefeld)*

Individual Coaching, Mentoring and Advisory

- *Upon request*