



CHANGE

INTRO

Publications relating to the topic of change are filling shelves of bookstores. Following you will find selected quotes that represent my understanding of change:

- The only one who likes change is a wet baby (Marcia Tate)
- Grass will not grow faster, even if you pull it (Chinese Proverb)
- You must be the change, you want to see in the world (Mahatma Gandhi)
- People don't resist change. They resist being changed (Peter Senge)
- If you begin to understand what you are without trying to change it, then what you are undergoes a transformation (Jiddu Krisnamurti)

WORK EXPERIENCE

As Consultant with a Pharma Company

Change Support for a 15-months long culture change process for a HR Department; topics were mainly focused on introducing trust and feedback (2014,2015)

As Consultant with a Media Company

Change support during a twelve month restructuring and process optimization project; included various workshops with SVPs, VPs and program managers (approx. 150 people) as well as facilitation of department meetings and information sessions on change and leadership (2011, 2012, 2013)

As Executive at Freightliner

As Director for Executive Management Development responsible for a three year culture change initiative on "people topics"; included 24.000 employees in 11 plants in USA, Canada and Mexico (2004-2005)

As Executive Management Development Key Account Responsible at Daimler

Introduction of global HR standards such as performance management tools and talent processes; intensive collaboration with local HR groups to realize a successful rollout (2001)

As Manager at Daimler

Participation in PMI-Teams, e.g. to restructure the International Transfer Center, to define a new strategy and organization structure, to optimize processes with the help of change criteria (1999)