

Klaus Eike Mahlstedt

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www.mahlstedt-hr-interim.de & www.mahlstedt-tcc.de

EM : HR Interim



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25 years
professional experience in
HR management

TOP AREAS OF COMPETENCE

Management Competence •
Systemic Organisational
Development • HR Development

- Change Management
- Compensation & Benefits
- International recruiting & leadership development trainings
- Labour Law, Health & Safety

20 years
managerial experience and
functional responsibility

WAY OF WORKING

Characteristics of working style

- Experienced in and sensitive for informal company rules
- Team-oriented
- Strong negotiator
- Analytical and systemic approach
- Focus on solution and implementation

10 years
industrial experience each in
FMCG and Media

INDUSTRIES

Experienced in all operational and strategic HR- and organisational topics, comprising

- Five industries (FMCG, Media, Car Rental, Production, Finance)
- Medium-sized privately owned companies
- International companies

HR Interim & Mahlstedt TCC Hamburg/ Wedel

Clients: i.a. Müller Group, TESA, date up Training, Jungheinrich

Projects

Training

- Leadership trainings
- Challenging situations of communication
- Recruitment interviews
- Design Thinking – problem solving and idea generating
- Career development for women/ specifics of male and female communication style

Workshop Facilitation

- Team building
- Change workshops
- Leadership and digitalisation
- Product development/ B2B services
- Sexual harrassment and bullying

Coaching

- Individual & career development
- Managing change
- Management and solving of conflicts

Consulting

- Management potential analysis
- Social Media product development

Omni-Pac Packaging Hamburg/ Elsfleth

Director HR Molded Fiber Europe – Senior Management Board

Approx. 420 staff in head office and production site

Main responsibilities:

Guiding and managing the overall provision of HR services, policies, and programs for the entire company

(09/13 - 05/12)

(04/12 – 10/01)

Hertz Rental Cars Eschborn

Human Resources Director GE/ CZ/ SLK – Senior Management Board

Approx. 1200 staff and 10 direct reports

Main responsibilities:

Developing and ensuring a HR strategy according to qualitative and quantitative business needs; implementation and further development of respective HR concepts and tools needed

Spiegel Group Hamburg

Group Head Human Resources/ Senior Management Board

Approx. 1600 HC/heading a staff of 13

Main responsibilities:

Contributing to the development and shaping of the company's strategy, participating in the company's decision-making process and responsible for managing HR and working relations with the works council

(09/01 – 08/97)

Reemtsma Tobacco Companies,
Hamburg (now Imperial Tobacco)

Head of Human Resources National
for approximately 1100 staff, general services and payroll (heading a staff of 50), reporting into Director Human Resources

Main responsibilities:

HR management of both national and international operations including expatriate staff; Co-ordination of HR management and development for the marketing teams of the international subsidiaries; Comp & ben and job grade management (HAY) for Germany, including payroll, general services, facility management, medical services, and canteen

(07/97 – 04/91)

Kraft Jacobs Suchard Germany,
Bremen (now Mondelez)

Management Development Programm

Head of 'Training & Development' (for 3400 staff)

HR manager 'Sales Force' (for 340 staff)

HR manager 'Central Functions' (for 500 staff)

Manager HR Development

(04/85 – 01/84)

Sparkasse Lüneburg
(Savings & Loan)

Executive Market Strategy

Strategic Marketing Department
Market Analysis & Reporting
New Product Development & Introduction
Administrating joint businesses (Assurance/ Insurance & Building Society)

(07/79 - 06/81)

German Navy

Petty Officer, overseas experience

Personal Data

Date of Birth: March 2nd, 1960
Place of Birth: Lüneburg
Married, two children: born 1998 und 2003
Nationality: German

Klaus Eike Mahlstedt

EDUCATION

University of Kiel, Germany

Diplomas: Master in Business Administration

Master in Teaching of Commercial Subjects

Majors: Organisation / HR Management

Finance

Educational and Teaching Theory

English Language and Literature

Final thesis: Methodic Aspects of Management
Training Programs

Training Program with the Sparkasse Lüneburg, final exam:
Bank clerk

Primary and secondary education, final exam: German
equivalent to A-Level (Abitur)

EXPERIENCES/ MEMBERSHIPS

- Member of two joint collective-bargaining negotiation groups
- Speaker of the Publisher's Association HR-development task-force and member of the Companies Working Group of the Publishers' Association
- Member of the Control Committee of the German pension organisation
- Board member and member of advisory committees
- Mentor of students and doctoral candidates at University of Hamburg
- Lay judge at Labour Court, Hamburg
- Board member of Martens & Partner AG

QUALIFICATIONS

- HR Manager Qualification
- Work Shop Moderation
- Labour Law (ongoing)
- General Management Training (IMD Lausanne/ Inhouse REEMTSMA)
- Finance, St. Gallen Business School
- "Certified Innovation Manager", SIB Zürich
- Training "Systemic Management Coach" with exam
- Seminar "Systemic Organisational Positioning"
- Training "Systemic Consulting"
- Training „Design Thinking“, Hasso Plattner Institut Potsdam (2017)
- Certification „Lumina Spark“, Hamburg (2017)
- Training „Inner Team“, Hamburg (2017)