

Klaus Eike Mahlstedt

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

EM : HR Interim



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+30 years
professional experience in
HR management

+20 years
managerial experience and
functional responsibility

10 years
industrial experience each in
FMCG and Media

TOP-AREAS OF COMPETENCE

Management competence •
Systemic Organisational
Development • HR Development

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

WAY OF WORKING

This characterises my way of
working:

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

INDUSTRIES

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

- Five industries (FMCG, Production, Media, Services, Finance)
- Medium-sized, privately owned companies
- International, multi-cultural companies

(Aug 22 – Jan 22)

(Mar 21 – Jan 21)

(Jan 20 – May 19)

HR Interim Management CDP Europe Services GmbH, Berlin

Interim Head of People & Culture (NGO)

- Evaluation and optimisation of structures and roles of middle management
- Design & implementation of Company Pension Plan
- Enhancing retention & well being
- Analysing and changing HR internal structures & processes

HR Interim Management Northern Germany

BNW Training Institution of Regional Industry & Trade Association (Training & Education)

- Analysis of Restructuring needs & design of adequate measures
- Optimising workforce planning
- Design of measures for HC reduction
- Coaching and supervision of management
- Active support in operational HR business incl. Co-determination

MHC Mobility Ltd (Car Rental)

- Evaluation of Employee Survey (Analysis, defining fields of activities, development of measures and design of action plan)
- Comp & Ben (Analysis, internal & external benchmarking, developing a blueprint for a policy)
- Recruitment strategy (Optimising the employer branding, optimising the communication channels, introducing a UX concept)

HR Interim Management W3 World, Frankfurt a.M.

Interim Head of Human Resources E 3 Group/ Frankfurt a. M., Germany

Approx. 1100 HC, thereof 500 HC in German companies

Responsibilities: Participating in Development and implementation of a Group OD & PD Strategy; Analysing and redesigning Group HR processes and tools; Identifying and roll-out of „Best Practices“

Projects

- Integration of acquired companies
- Redesign of recruitings and onboarding processes
- Potential- and performance management
- Standardising and introducing HR-IT systems (HR-Works, Payroll)
- Managing change to new payroll vendor
- Participating in PMI processes
- Establishing HR budgeting, reporting und controlling
- Initiating and supporting change processes
- Shaping spin-off processes, incl. § 613a BGB
- Leading and developing allocated staff

Mahlstedt Training, Coaching, Consulting Hamburg/ Wedel

Training

- Leadership trainings
- Challenging situations of communication
- Recruitment interviews
- Design Thinking – problem solving and idea developing
- Career development for women/ specifics of male and female communication style
- Managing projects successfully
- How to deal with change

Coaching

- Individual Development
- Career Development (incl. Incoaching)
- Managing Change
- Managing and Solving Conflicts
- In-Coaching

Workshop Facilitation

- Team Building & Development
- Business Strategy
- Change Management
- Leadership and Digitalisation
- Product development/ B2B services
- Sexual harrassment and bullying
- Conflict solving

Consulting

- Management Potential Analysis
- Social Media product development
- Evaluation of Employee Surveys
 - Analysis
 - Defining fields of activities
 - Developing measures and action plan
- Analysing salary structures, internal & external benchmarking
- Shaping of recruitment processes

(May 17 - Sep 13)

(Sep 13 – May 12)

Omni-Pac Packaging Hamburg/ Elsfleth

Director HR Molded Fiber Europe – Senior Management Board

Approx. 420 staff in head office and production site

Projects

- Preparation of Due Diligence, responsible for HR section
- Design & implementation of restructuring program
- Restructuring internal HR processes
- Omni-Pac Guiding Principles
- Leadership concept & training
- Appraisal System and negotiation of shop agreement
- Measures for reduction of sickness rate
- Reduction of production downtime due to staff shortage
- Negotiating shop agreements with work's council

Hertz Rental Cars Eschborn

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

Approx. 1200 staff and 10 direct reports

Projects

- Organisational analysis to improve working efficiency and cost structure
- Redesign of processes/ interface to Shared Services Center
- Introducing a concept to optimise net pay out for employees
- Contributing to development of a new business model
- Relaunch of Idea Management
- Introduced concept for Head Office virtualisation

(Apr 12 - Oct 01)

(Sep 01 – Aug 97)

Spiegel Media Group Hamburg

Group Head Human Resources/ Senior Management Board

Approx. 1600 HC/ heading a staff of 13

Projects

- Training programmes at all management levels
- Management Appraisal System
- SAP R/3-based HR planning, controlling and reporting tool
- Merger of two sales organisations, involving a change management process and subsequent training programmes
- Split of a company into divisions according to §613a BGB German labour law
- Downsizing projects in various sections including social-compensation plans
- Negotiated and implemented a house salary-tariff system
- Salary benchmarking within industry
- Diversity task-force

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 Group Director Human Resources

Projects

- Recruiting international senior-management staff
- HR reporting system and procedures
- International Management Potential Analysis
- Global Management Appraisal System
- Electronic personal-file system (SAP R/3)
- New sales bonus system

(Jul 97 - Apr 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

Projects

- Reorganised retail sales force with the 10% HC reduction and change management
- Managed merger and post-merger of KRAFT and Jacobs Suchard for 'Central Functions'
- Managed Succession-Planning process for entire German section
- Team-building concept for executive level
- Participated in the international HR-development task-force
- Designed a tariff system for the non-managerial staff

(Apr 85 – Jan 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)

(Jun 81 – Jul 79)

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

QUALIFICATIONS

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