

Frank Waldow
HR Interim & Solutions

Anschrift Pater-Delp-Straße 46
47877 Willich
Deutschland

Telefon +49 (0)15142660130

Email kontakt@fw-hris.de

Web www.fw-hris.de

Candidate Profile

Frank Waldow



Your contact.

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Pater-Delp-Str. 46
DE-47877 Willich
Deutschland

Tel: +49 151 42 66 01 30
[Email / kontakt@fw-hris.de](mailto:kontakt@fw-hris.de)
Internet / www.fw-hris.de
Skype: frankwaldow55

Name:	WALDOW, Frank	Address:	D – 47877 Willich
Born:	1961	Nationality:	German
Education:	Diplom-Betriebswirt		

Executive Summary

A positive, active and results-driven Senior Manager with a very successful background in the provision of HR services with added value. Led by the idea to establish the HR Business Partner Model. With extensive experience in modern and classic HR management. In particular in the intercultural collaboration within all levels of hierarchies and functions. Broad and deep knowledge in the German labor legislation. Has excellent interpersonal communication and negotiation skills, as well as the ability to develop internal and external relations to the mutual benefit of all parties. Is able, to develop the HR strategy based on the business strategy and establish the HR policies and processes and make sure that its operational implementation is consistent with a high focus on results. This includes a high pragmatism and a "hands-on mentality" on the one side strong methodological skills and high analytic and conceptual skills on the other side. But always with fun and joy, Is able to deal with high pressure and demanding work environments. Knows how to lead, motivate and focused a team as well as to develop it.

Language skills

Deutsch	Mother tongue
Englisch	Fluent
Französisch	Basic skills

Further training / courses

Honorary Judge
Qualified instructor for apprentices

IT skills

MS Office
SAP R/3 HR
People Soft
Success Factor

Overseas assignment (under 6 months)
Austria, Switzerland, USA

Stay abroad (over 6 months)

Professional Experience (Overview)

2016/2017	Interim HR Manager / Consultant <i>Magna Powertrain GmbH, Hückeswagen / Bad Homburg</i> Manufacturer of vacuum and gearbox pumps for vehicles all over the world, Germany
2016	Interim HR Manager <i>Leuze GmbH & Co KG, Owen</i> Manufacturer of innovative and practical solutions in the field of optical sensors, Germany
2016	Interim HR Project Manager <i>A.Schulman GmbH, Kerpen</i> Manufacturer of Plastic granules and Plastic compounds, Germany
2015	Interim HR Manager / Consultant <i>Yara GmbH & Co. KG, Dülmen</i> Manufacturer of special fertilizers and environmental solutions
2015	Interim HR Manager DACH <i>A.Schulman GmbH, Kerpen</i> Manufacturer of Plastic granules and Plastic compounds, Germany
2013/2015	HR Business Partner <i>SPX, Flow Technology Rosista GmbH, Unna</i> Manufacturer of components for the food and beverage industry, Germany, € 250 Mio.turnover /250 EMP
2010/2013	HR Business Partner <i>SPX Balcke-Dürr GmbH, Ratingen</i> Plant engineering for power plants, Germany, € 500 Mio. turnover/650 EMP
2008/2010	HR Director <i>LGE Deutschland GmbH, Willich</i> Sales of consumer goods, Germany, € 900 Mio.turnover/320 EMP
2000/2007	HR Director <i>Medtronic GmbH Düsseldorf, Medtronic Ges.m.b.H, Wien</i> <i>Medtronic AG, Toločenaz</i> Sales and Manufacturer of implantable medical devices, Germany, € 730 Mio.turnover/700 EMP
1996/2000	HR Manager <i>Cyanamid Forschung GmbH, Cyanamid Agrar GmbH & Co.KG, Schwabenheim</i> R&D and Sales of crop protection, € 250 Mio turnover./540 EMP incl. CEE
1992/1996	HR Manager/Manager Comp & Ben <i>Abbott International, Wiesbaden</i> Sales and Manufacturer of pharmaceutical, Germany, € 900 Mio. turnover/320 EMP
1988/1992	Junior Consultant <i>Towers Watson, Frankfurt</i> Compensation and Benefits consulting, Germany

Professional Experience (Details)

<i>Position:</i>	<i>Company / Sector:</i>	<i>Projects / Main Duties:</i>
Interim/Self-Employed HR Manager / Consultant 11/16 – ongoing	<i>Magna Powertrain, Hueckeswagen Automotive/Metal Germany</i>	<ul style="list-style-type: none"> • HR Manager for a total of 240 employees in production, and administration • Leadership responsibilities of 4 employees • Complete closure and relocation of the site • Support employees in a new employment relationship • Project work for the European Headquarter
Interim/Self-Employed HR Manager 03/16 – 12/16	<i>Leuze GmbH & Co KG, Owen Electronic/Metal Germany</i>	<ul style="list-style-type: none"> • HR Manager for a total of 700 employees in production, administration and sales • Leadership responsibilities of 10 employees • Creating and implementation of a new working time policy, taking into account the company's specific circumstances • Relocation of a production line
Interim/Self-Employed HR Project Manager 10/15 – 12/15	<i>Yara GmbH & Co. KG Dülmen Chemie EU</i>	<ul style="list-style-type: none"> • HR project manager for the reorganization of a production-oriented BU to a customer / market-oriented BU
Interim/Self-Employed HR Manager DACH Projectleader 03/15 – 06/16	<i>A.Schulman GmbH, Kerpen Chemical Germany</i>	<ul style="list-style-type: none"> • HR Manager for a total of 500 employees in the production and management • Leadership responsibilities of 5 employees • Closure of the old pension scheme and introduction of a new pension scheme • Introduction and support of global HR processes and systems • Introduction of European HR KPI's • Optimization of the payroll process • Project management for the „innovation process“ • Project management for implementation of a European car policy

Employed HR Business Partner 2013/2015	<i>SPX Rosista, Unna Metal Germany</i>	<ul style="list-style-type: none"> • Manufacturer of components for the food and beverage industry • HR Business Partner for a total of 250 employees in the production and management • Align human resources with the global business goals and objectives • Business partner with all levels of the organization in strategic planning, tactical management planning and effective implementation of processes and programs • Act as change agent • Coaching the management team • Leadership responsibility for 5 employees • Constructive cooperation with the works council • Implementation of a management organization • Implementation of change management processes • Implementation of a „performance management culture“ • Completion of works council agreements • Implementation of HR KPI's
	Turnover: / EMP Department Direct Responsibility	<ul style="list-style-type: none"> • <i>SPX Rosista GmbH: € 250 Mio./250 MA</i> • <i>HR</i> • <i>5 EMP</i>
Employed HR Business Partner 2010/2013	<i>SPX Balcke-Dürr GmbH, Ratingen Plant Engineering Germany</i>	<ul style="list-style-type: none"> • Plant engineering for power plants • HR Business Partner of total 350 employees in the countries Germany,UK, Hungary and ME • Responsible HR Business Partner for the locations in Ratingen, Rothenmühle, Leipzig, Dubai, Worcester and Budapest • Align human resources with the global business goals and objectives • Business partner with all levels of the organization • Act as a change agent • Constructive cooperation with the works councils • Implementation of matrix organization • Implementation of change management processes • Restructuring of departments and business areas • Reorganization of departments and business areas
	Turnover: / EMP Department Direct Responsibility	<ul style="list-style-type: none"> • <i>SPX Balcke-Dürr GmbH: € 500 Mio./650 EMP</i> • <i>HR</i> • <i>3 EMP</i>
Employed HR Director 2008/2010	<i>LGE Deutschland GmbH, Willich Electronic Germany</i>	<ul style="list-style-type: none"> • Sales of consumer goods • Leadership responsibility for 6 employees within HR and 5 employees within General Affairs • Overall responsibility for the alignment of the HR strategy

- Overall responsibility for the conceptual and targeted HR work
- Implementation of a talent management system
- Constructive cooperation with the works council
- Initiate and support a local management
- Member of the European HR committee
- Leading of the General Affairs department
- Introduction of a new flexible working time model
- Reduction of recruitment costs
- Reduction of general affairs costs
- Implementation of a HR strategy
- Implementation of HR processes and HR KPI's)

Turnover: / EMP
Department
Direct Responsibility

- *LGE Deutschland GmbH: € 900 Mio./320 EMP*
- *HR*
- *11 EMP*

Employed
HR Director
2000/2007

Medtronic
Düsseldorf, Wien,
Tolochenaz
Medical Technology
Germany/ Austria/
Switzerland

- Sales and Manufacture of implantable medical devices
- Leadership responsibility for 7 employees direct and 2 employees indirect
- Overall responsibility for the alignment of the HR strategy
- Implementation of HR Business Partner model
- Overall responsibility for the HR management of all 3 countries
- Overall responsibility for the design, negotiation and implementation of HR policies
- Member of the European HR-Committee
- Implementation of a talent management system
- Implementation of change management systems
- Implementation and standardization of HR processes
- Implementation of HR Business Partner Model
- Post Merger Integration
- Solid experience in the following areas:
Recruitment – Compensation & Benefits – Management Development – Training & Succession Planning – Payroll & HR Administration – Talent Management – Change Management
- Implementation of a new pension plan
- Implementation of an online performance assessment system (People Soft)
- Implementation of e-recruit
- Integration of regional offices into Düsseldorf HQ
- Reduce company car cost by 1 million €.

Turnover: / EMP
Department
Direct Responsibility

- *Medtronic: € 730 Mio./700 EMP*
- *HR*
- *9 EMP*

Employed
HR Manager
1996/2000

*Cyanamid,
Schwabenheim
Chemical
Germany/ Austria/
Switzerland* 7 CEE

- R&D and sales of crop protection
- Leadership responsibility for 5 employees
- HR Manager for the research site, Sales & Marketing organization in Germany and Sales & Marketing organization for 7 Central Eastern Europe countries
- Enforcement of strategic objectives
- Optimization of headcount planning based on HQ requirements
- Constructive cooperation with 3 works councils (2 works council in Germany, 1 works council in Austria)
- Promote a common corporate identity and a common identity within the CEE region
- Implementation of a job grading system
- Implementation of a performance management system
- Implementation of „Altersteilzeit“ – Old Age Parttime – to optimize HC Planning
- Implementation of a new pension plan
- Implementation of a new HRIS
- Development and implementation of employee development and training programs for the entire CEE region
- Completion of a “balance of interests” and a „social plan“ within 8 days of negotiation
- (Complete downsizing of the site)
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Turnover: / EMP
Department
Direct Responsibility

- *Cyanamid: € 250 Mio./540 EMP incl. CEE*
- *HR*
- *5 EMP*

Employed
HR Manager
Manager Comp&Ben
1992/1996

*Abbott GmbH,
Wiesbaden
Pharmaceutical
Germany*

- Sales and manufacture of pharmaceutical
- Support of 320 employees
- Leadership responsibility for 1 employee
- Development and refinement of the HRIS system
- Preparation of bargaining agreements
- Preparation of operational working time models
- Development of salary structures in the tariff area
- Preparation of HR strategic KPI's
- Implementation of salary increase process of all exempt employees on one review date
- Development of a multi-day training „Interview Techniques“
- Development of a common performance management system for the different sales forces
- Integration of two different sales forces into one

Turnover: / EMP
Department
Direct Responsibility

- *Abbott GmbH: € 900 Mio./320 EMP*
- *HR*
- *1 EMP*

Employed
Junior Consultant
1988/1992

Towers Watson
Frankfurt
Consulting
Germany

- Compensation and Benefits consulting
- Conducting job evaluation and job grading for the customers
- Preparation of total compensation proposals and job pricings
- Self-configuration and implementation of salary surveys in various industry sectors
- Development of salary structures at the customer
- Preparation of job descriptions
- Further development of a computerized application system for job evaluation

Turnover: / EMP
Department
Direct Responsibility

- *n/a*