

BUSINESS PROFILE



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INDIVIDUAL MANAGEMENT SUPPORT

I consult executive managers in challenging situations of leadership, change and decision making in business reality and personal development.

The support is based on 30 years of management experience in national and international context and takes place in English or German.

MANAGEMENT COACHING

Guidance in the process of problem solving and professional development:

- Current challenges (changes in the organisation or regarding personal role)
- Professional development (career planning, definition of objectives, motivation)
- Decisions (consideration and implementation of critical proposals)
- Conflicts (relationship, interaction or communication with colleagues or within team)
- Pressure (overload, priorities, self-management, self-confidence)

EXECUTIVE ADVISORY

Expertise, suggestions and opinions in a business-oriented sparring process:

- Business strategy, business model, business case, ROI
- Transformation, reorganisation, change management
- Culture change, stakeholder management, communication
- Programme/project management, programme office
- International teams, virtual management
- Process/organisational design

BUSINESS MEDIATION

Guidance through a targeted process of conflict resolution:

- Conflicts between managers
- Conflicts between manager and employee
- Conflicts within teams and working groups

PROFESSIONAL ENGAGEMENTS

2014 TO PRESENT

FREELANCE PROFESSIONAL

MANAGEMENT COACH / EXECUTIVE ADVISOR / BUSINESS MEDIATOR
INDIVIDUAL SUPPORT AND GUIDANCE FOR MANAGERS IN PROCESSES OF CHANGE OR PROBLEM SOLVING

2003 TO 2014

SONY EUROPE LTD.

HEAD OF TRANSFORMATION OFFICE EUROPE
DESIGN AND EXECUTION OF TRANSFORMATION INITIATIVES ACROSS EUROPE

HEAD OF CHANGE MANAGEMENT OFFICE EUROPE
SETUP AND DELIVERY OF CHANGE PROGRAMMES ACROSS COUNTRIES AND BUSINESS AREAS

1994 TO 2003

ORACLE DEUTSCHLAND GMBH

REGIONAL DIRECTOR CONSULTING
RESPONSIBILITY FOR ALL ASPECTS OF REGIONAL CONSULTING BUSINESS

HEAD OF DEMAND CREATION
CREATION AND MANAGEMENT OF CONSULTING SALES TEAMS ACROSS GERMANY

HEAD OF INTEGRATED TECHNOLOGIES/PRACTICE MANAGER
FORMATION OF BUSINESS UNIT/ACQUISITION AND DELIVERY OF SPECIALIZED CONSULTING PROJECTS

1990 TO 1994

MOUNTAINGATE DATA SYSTEMS/LOCKHEED CORP.

PROJECT MANAGER
DEVELOPMENT OF TECHNICAL AND SCIENTIFIC APPLICATIONS

1983 TO 1990

ACADEMY OF SCIENCES

DIVISION MANAGER & HEAD OF DEPARTMENT
SPECIAL APPLICATIONS FOR IMAGE PROCESSING AND COMPUTER GRAPHICS

EDUCATION

BUSINESS COACH
BUSINESS MEDIATOR

EXECUTIVE MBA

DOCTOR OF SCIENCE/DR.-ING.
MASTER OF SCIENCE/DIPL.-ING.

PROFESSIONAL EXPERIENCE

MANAGEMENT COACHING, ADVISORY AND MEDIATION

- Supported, coached and consulted business managers in processes of operational and transformational change, decision making and problem solving
- Guided managers in processes of personal change, development and problem resolution in national and international context
- Consulted managers, conflicting parties and teams in the process of conflict resolution

TRANSFORMATION AND CHANGE MANAGEMENT

- Defined and developed the objective, content, design and approach of several pan-European transformation programmes for a global consumer electronics company
- Executed European business transformations with changes in legal status, finance and tax setup, organisation, process harmonisation, outsourcing, IT systems and headcount with a resulting cost reduction of up to €100 m each
- Developed and introduced mechanisms, tools and training for the governance and control of pan-European and country-specific transformations

BUSINESS RESPONSIBILITY

- Led regional and Germany-wide business structures with €25 m revenue in IT consulting
- Built and led sales structures for regional and Germany-wide consulting business with €35 m order value
- Set up and led a European structure with 15 business project managers in charge of the planning and execution of transformation and change initiatives on country and European level

PEOPLE MANAGEMENT

- Led, selected, developed and coached employees, managers and teams in various organisational forms and business structures up to a size of 195 employees
- Managed local, regional and European teams and worked with a virtual setup in an international context
- Maintained identification and motivation in times of change, restructuring and cultural shifts

PROGRAMME AND PROJECT MANAGEMENT

- Led the programme office in complex transformations with several work areas and sub-projects, virtual teams and roll-outs in numerous European countries
- Coordinated and implemented special pan-European projects for harmonisation, outsourcing and cost control in various business areas (e.g. sales, marketing, finance, procurement, customer service, logistics, HR, IS, payroll, facility)
- Managed proposal and bidding processes

ORGANISATIONAL DEVELOPMENT

- Defined, built and led local and international structures and teams for the management of transformation, change, process improvement, consulting and research & development
- Delivered initiatives for improvement, harmonisation and outsourcing of business processes in nearly all units of a European sales & marketing organisation under the terms of transformation, reorganisation and culture change