



Helga Jungnickl

HR Interim Manager

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Brief profile

People Management /HR Interim

More than 25 years of professional experience as Head of HR for well-known companies (e.g. BMW Group, Toshiba GmbH and the Hoerbiger Group). Independent entrepreneur for 13 years, e.g. as

HR - Interim Manager - Temporary Manager

I provide targeted support to people in companies and organizations. Whether bridging a vacancy, capacity bottlenecks or as an expert in personnel development, recruitment, change management, HR organizational development or the realignment of HR processes and digitalization.

Thanks to my many years of experience as an HR executive, I am very familiar with the core issues of strategic and operational human resources management. I can also assist you with reorganizations and restructurings - from the initial concept and negotiations with the works council through to successful implementation.

HR business tools and processes

I am happy to implement topics that are critical to success, such as adapting to modern working hours, e.g. remote or hybrid working hours, in a way that suits your company's needs. Succession planning, time management and remuneration issues or the realignment of the employer brand.

Professional career

Since 2020	<p>Helga Jungnickl - Consulting HR Solutions - Allgäu Focus:</p> <ul style="list-style-type: none"> ▪ HR Interim Management ▪ Personnel and management consulting HR organizational consulting, HR process consulting and digitalization Analysis, development and optimization of HR processes Establishment and further development of personnel development and alignment with strategic corporate goals ▪ Outplacement consulting for companies ▪ Newplacement and career coaching for executives
Since 04/12 - 04/2020	<p>Foundation of HR advanced, consultant and project manager:</p> <p style="padding-left: 40px;">Recruitment of executives/executive search, new placement and career coaching</p> <p style="padding-left: 40px;">HR organizational consulting, HR process consulting and digitalization</p> <p>Projects carried out: see attachment</p>
04/08 - 03/12	<p>Head of Human Resources at HOERBIGER Automotive Komfortsysteme GmbH, Schongau</p> <ul style="list-style-type: none"> • Overall responsibility for HR activities, also at international locations • Development of a modern HR department with a service orientation • Introduction of systematic personnel development • Recruitment of engineers, managers and key functions Responsible • Implementation of the restructuring process (reduction and relocation of the site from 600 employees to 60 employees) • Constructive cooperation with the works council and IG-Metall • Negotiating partner for reconciliation of interests and social plan • Organization of the transfer company and the affected employees
2005 - 2007	<p>Head of Human Resources at Swoboda GmbH, Wiggensbach (Allgäu)</p> <ul style="list-style-type: none"> • Introduction of a personnel planning process • Realignment of personnel development • Conceptual preparation and introduction of an appraisal and remuneration system • Development and communication of company policies
2004 - 2005	<p>Project manager at ORGA 3 Unternehmensberatung GmbH, Gilching</p> <ul style="list-style-type: none"> • Executive search for managers • Support for organizational development projects
1996 - 2004	<p>Head of Human Resources and Social Affairs at SIP-Industrie-Produkte GmbH, Türkheim</p> <ul style="list-style-type: none"> • Introduction of a target agreement process • Concept and implementation of performance and results-oriented remuneration • Change processes: HR support, including the design and implementation of a contractual landscape, including negotiations of works agreements following the transfer of operations in accordance with BGB § 613 a • Creation of processes for the integration of new divisions
1986 - 1995	<p>Personnel Officer at BMW-AG in Regensburg, Toshiba GmbH, Regensburg and Personnel Manager at Deutsche Fibrit Ges. in Neustadt a. d. Donau</p>

Studies and further training

Study	<ul style="list-style-type: none"> • Betriebswirt VWA (1988-1992) at the Academy of Administration and Economics at the University of Regensburg (part-time)
Further training (excerpt)	<ul style="list-style-type: none"> • HR project management "HR CONTRAST" • Personnel specialist (IHK Munich) • "Education Controlling" (DGFP Munich) • "Managing change processes effectively" MZSG St. Gallen • "Train the Trainer" (Competence on TOP) • NLP Practitioner (mindsystems, Munich) • "Managing projects in HR management professionally" (HR CONTRAST)

Projects carried out - excerpt -

Projekte im Personalmanagement und Interim Projekte

■ 02/24 - 06/24 HR Interim Manager - Restructuring

Berry Global, Northamptonshire, NN10 6FB, United Kingdom, location Opfenbach, Allgäu

International packaging company for food

Reporting line to the French CEO and VP Human Resources Europe

HR Interim Manager and Outplacement Consultant with the following responsibilities:

- Representation of the company in the reconciliation of interests and social plan negotiations
- Coordination and close cooperation with VP Human Resources and the lawyer involved
- Constructive cooperation and exchange with the works council and the trade union
- Contact person and emotional stabilizer for the HR department and managers on site
- Conducting separation interviews with the employees concerned
- Managing information and creating transparency
- Creating a clear view of what can and must be done now
- In-house training to increase employability and chances on the regional labor market, e.g. through application coaching and interview training in a group or individually
- Coaching and support for managers in the daily process

■ 02/24 - 06/24 HR Interim Manager - People & Culture - Development of the HR department Dr.

Knut Müller, dkm Rechtsanwälte, Wolfratshauser Straße 50, 81379 Munich Law firm - Müller

Kratz Krebs PartG mbB, 13 employment lawyers and 8 assistants.

* Objective: Establishment and realignment of a future-oriented HR department and organizational development and team building throughout the firm

1. Recruiting

Recruitment of open positions - Partner assistance, labor law attorney - HR personnel management. Creation of requirement profiles, search in various media and search channels, pre-selection of applicants, conducting interviews with the responsible superiors, provision of additional decision-making aids (MSA, GDP, references), assistance in salary determination and contract drafting

2. Analysis of current personnel processes

Finding optimization potential and creating free space with the aim of minimizing administrative expenses.

3. Implementation and assumption of the strategic HR tasks of the law firm - e.g.

a) Design of a structured onboarding process

b) Use and content of employee appraisals (probationary period, resignation, annual appraisal,

further education,)

- c) Concept development and implementation of a mentoring program for lawyers
- d) "Employees recruit employees" concept and program
- e) Development and implementation of a structured onboarding program for lawyers and assistants

4. Measures for team building and leadership culture

- a) Analysis of the problems through interviews and surveys with all those affected (managers and employees)
- b) Analysis of the current situation and the survey conducted some time ago
- c) Finding solutions with strong involvement of the team - Moderation of clarification and solution workshops
- d) Coaching individual managers and team members

5. Recommendation and implementation of measures for employee retention and motivation

How do you develop a culture to stay?

We looked at the following dimensions and took stock:

- a) The direct working environment
- b) The corporate culture
- c) The quality of leadership
- d) The integration of new employees
- e) The development and training opportunities
- f) Salary satisfaction
- g) Communication and information

6. Coaching and support for managers and employees in the daily process

01/24 -05/24 Advising the management and personnel management, JVK Filtration Systems GmbH, Georgensgmünd, 160 employees

Hidden champion in the field of technical filter technology

The company is undergoing a transformation process from an owner-managed company to an externally managed company

Project description:

- Reporting level to the COO
- Conceptual support for the topics "Recruiting and Employer Branding"
- Advice on the induction of the new HR manager
- Analysis of current HR processes and optimization and digitalization
- Selection and recommendation of suitable measures (trade fairs, agencies, events for the recruitment of specialists)

- 07/2022 - 12/2022 Interim Head of HR at Medi-Globe Group, Achenmühle, medical technology, Turnover €120 million, 580 employees; part of DCC plc. since 2022. Dublin, turnover: 17.7 billion pounds, 15,400 employees

- Reporting line to the CEO of the Medi-Globe Group
- Management of the HR department with 4 employees
- Activation of recruiting measures from the concretization of job advertisements to media presence, social media measures and cooperation with personnel consultants
- Training managers to conduct professional interviews
- Expansion of employer branding measures
- Optimization of the onboarding process
- Agreement of individual and collective salary adjustments
- Support in conflict discussions with managers and employees
- Contract optimizations with the international subsidiaries
- Coaching and communication partner for managers with regard to the sale of the company between signing and closing
- Support with company integration

- Close cooperation and coordination with the future position holder
- Cooperation with the works council and negotiation of agreements

- **09/2021-01/2022 Interim HR Manager, VG Nicolaus GmbH, Kempten, packaging manufacturer, turnover: € 102 million, employees: 420, a Van Genechten Packing Company, packaging manufacturer Belgium, turnover: € 400 million, employees: 1,600**
 - Reporting line to the CFO
 - Management of the HR department with 5 employees at two locations
 - Active exchange with the HR head office in Belgium
 - Activation of recruiting measures from the concretization of job advertisements to media presence
 - Expansion of the onboarding process
 - Advising and coaching the plant manager and managers on labor law and employee management issues
 - Structuring personnel development and further training
 - Preparation of employment contracts, warnings, references and notices of termination
 - Operational cooperation with BR

- **03/2019 - 05/2019 Interim - Personnel Officer, Kardex Remstar GmbH, Neuburg** automated storage and retrieval systems, turnover € 347.5 million, 1,511 employees, a company of the Kardex Group, CH, turnover € 432.4 million, 1,807 employees
 - Operational support in recruiting and contract drafting
 - Supervision and coaching of the division's managers
 - Administrative processing and advice for all managers and service technicians on foreign assignments

- **01/2018 - 08/2019 Consulting and project management, TIB Chemicals AG, Mannheim**
 Internal. Chemical company in the field of basic chemicals, turnover: € 143.8 million, 350 employees
 HR transformation and reorganization Initial situation:
 Commissioned by the Management Board and the company's HR management. The company was undergoing another quantum leap in the growth process. The step from a previously owner-managed company to a company managed by external managers had already been completed. In order to optimally shape the growth and organizational change, the HR organization was subject to high expectations on the part of its customers. Attractive framework conditions were created without increasing HR resources and budgets.
Our services:
 1. Workshop to develop the HR strategy - what goals do we want to achieve in the next 3 years to support the corporate goals?
 2. Definition of the HR service spectrum - which concepts, processes and tools do we want to offer with the HR department in the future in order to be attractive for applicants, managers and employees?
 3. Creating the HR roadmap - how do we go about achieving our goals?
 4. HR organization - how does the HR department need to be set up to achieve these goals?
 5. Analysis of existing HR processes and support for optimization and digitalization
 Applicant management - Personnel development - Time management

- **11/2015 - 10/2016 Interim Head of HR, Wöhner GmbH & Co. KG, Rödental**
 Family-run electrical engineering company, turnover: € 115 million, 365 employees
 - Reporting line to the CFO and the owner
 - Management of the HR department with 2 employees
 - Taking over the recruiting measures from the concretization of job advertisements to media presence, social media measures and cooperation with personnel consultancies
 - Renewal and conclusion of key works agreements and negotiation with works council and legal support
 - Expansion of employer branding measures
 - Optimization of the onboarding process

- Agreement of individual and collective salary adjustments
- Support in conflict discussions with managers and employees
- Advice and coaching for all managers on labor law and employee management issues

- **10/2013-10/2018 Sub-project management, S-Y Systems Europe GmbH, Regensburg,**
Automotive on-board electronics, turnover: € 450 million, 350 employees, a subsidiary of
YAZAKI Europe Limited, Cologne, Germany, 43,360 employees
Sub-project management for the introduction of a new remuneration framework agreement
(ERA) and implementation of an integration project with the Japanese parent company
 - Goal: HR integration of the Regensburg site into the parent company by
implementing HR systems and structures that are as standardized as possible
 - Sub-project management with a focus on job model, remuneration structure, job
descriptions, labor law framework conditions
 - Inventory and review of relevant S-Y internal employment contracts that could have an
impact on the introduction of ERA at employee level
 - Identification and need for adaptation
 - Examination of the employment contracts to determine whether and which reference clause is
present in each case
 - Check that current job descriptions are up to date and complete
 - Comparison of current procedure for allocation to pay grades and future procedure with ERA
orientation examples (preliminary stage for analysis of over- and under-riders)
 - Analysis of the number of over/underruns and the financial magnitude
 - Informing the client and coordinating countermeasures

Newplacement - Coaching and outplacement - Excerpt

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| <ul style="list-style-type: none"> • Managing Director International, Packaging Solutions, 2023 • Team Leader Acoustics, Occupational Health and Safety, Switzerland, 2022 (reorientation in Germany) • Product and Marketing Manager-Autonomous Driving, 2021 • Head of Business Development and Innovation (separation process and reorientation), 2021 • Technical Managing Director (reorientation) • EVP Operations and Components (separation process and reorientation) • Chief Software Solutions Officer Telecommunications | <ul style="list-style-type: none"> • Technical Marketing Manager Automotive • Head of IT division (reorientation) • Head of Marketing - Aerospace (new orientation) • Newplacement consulting for 20 senior employees of a Japanese solar company in Munich 2017 • Head of Sales & Marketing, Life Cycle Service |
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Recruiting projects

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| <ul style="list-style-type: none"> • Account Manager, Automotive Interior, Würzburg 2022 • Electrical engineer, automotive iron foundry, Baden-Württemberg 2021 • Automotive quality engineer for an EMS Service provider in the Allgäu 2021 • KAM Automotive Elektronik, for a Tier 1 company in the premium interior segment, Baden- Württemberg 2020 • Specialist plastics technology - tools for a Tier 1 automotive supplier in the premium interior segment, Baden- Württemberg 2020 • Production Manager Plastics Technology, Automotive in Upper Franconia, 2019 • Key Account Manager Plastics Technology, Automotive in Upper Franconia, 2019 | <ul style="list-style-type: none"> • Managing Director Tank and Storage Tank Construction for an owner-managed, medium-sized company in Ostallgäu, 2018 • Head of Sales/Customer Segment Automotive for a technology company in Upper Bavaria 2018 • Head of Strategic Purchasing for an innovative mechanical engineering company in the Allgäu, 2017/18 • HR Specialist - HR Controlling + Compensation & Benefits for the largest textile retailer in Europe in Northern Bavaria, 2017 • Head of Sales and Marketing for a medium-sized plastics technology/ automotive company in northern Bavaria, 2017 • Head of Human Resources and Social Affairs for a medium-sized company in the automotive industry in Upper Franconia, 2016 |
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Bad Wörishofen, September 2024