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Summary Statement

Systemically-oriented professional with a background in behavioral science and 20 years of experience in international HR, Organizational Development, Marketing and Sales.

Professional Experience

Since 01.2024	Systemic Consulting on Organisation, Leadership and Teams www.andreasgeiblinger.at	Founder
June 2018 – March 2024	HiPP, Pfaffenhofen, Germany	
October 2022 – March 2024		Head of Global Function Teams
Direct Report to: CFO, dotted line to owner-family Teamsize: 12 FTEs (1-Teamlead for Recruiting) Scope: Global		
<ul style="list-style-type: none">- Group responsibility for Learning & Development, Talent Acquisition and Compensation & Benefits. Projects: Leadership, Training & Competence, Change-design, OKR, Employer Branding.- Hosted the change-agenda for HiPP's group-wide matrix organisation.- Member of HR-Leadership team with direct reporting line to group CFO.		
June 2018 – March 2024		Head of International HR Community
Direct Report: Group HR Director, dotted line to owner family Teamsize: established and lead OKR community Scope: Global		
<ul style="list-style-type: none">- HR Business Partner for all international (non D/AT) offices and production sites. (12 in Europe, 1 in Shanghai, CHN)- Design and roll-out of OKR (goal management) on group level.- Rolled out standardized HR procedures (staff planning, OKRs, surveys, performance management, salary benchmarks).- Managed numerous HR-projects (BCG restructuring project; closure of Belgrade office; appointment of CEOs in FRA & RUS; etc.).		
June 2016 – May 2018:	Smarter Ecommerce GmbH, Linz, Austria	Head of HR and Organisation
Direct Report to: Founders and management board Teamsize: 2 FTEs Scope: AT, GER, UK		
<ul style="list-style-type: none">- Implemented HR-procedures. (Sourcing, Onboarding, Compensation, OKR, employee survey).- Developed an "inbound recruiting"- approach to respond to extremely difficult availability of software developers.- Implemented HR-administration & legal framework. (work contracts, time-writing, flex-time, guidelines, external payroll)- Facilitated organisational development in regards to core processes and leadership.		
May 2010 – May 2016:	Business Upper Austria – Regional Development Agency, Linz, Austria	
November 2011 - May 2016		Department Head of „Network HR“ (www.netzwerk-hr.at)
Direct Report: General Manager Teamsize: 6-10 FTEs Scope: Austria		
<ul style="list-style-type: none">- Acquisition and management of HR-related projects. (e.g. Austria's first inter-company kindergarten, welcome service for international workforce, Resilience...)- Execution of labor market initiatives in order to strengthen regional Upper Austrian economy.- Development of new services in order to respond to company's needs regarding workforce and talent.- Built a strong network of company executives, HR-professionals, government representatives and universities.		
May 2010 – November 2011:		Project Manager "Automotive"
Direct Report: Head of Department Scope: AT & GER		
<ul style="list-style-type: none">- Developed international cooperations with TIERS, OEMs and automotive networks in Europe- Project lead EU-project "CNCB" – for optimization of cluster management activities. Total Volume: €: 3 Mio, 12 team-members)		
From 2006 – 2010 I gained valuable experience in Marketing and Sales. This time fostered my understanding of customer relationship management, planning and negotiation skills and my business acumen in a high-tech environment.		
July 2008 – March 2010:	Borealis GmbH., Linz, Austria	Application Marketing Manager
August 2007 – May 2008:	Colgate-Palmolive, Vienna, Austria	Customer Development Manager
May 2006 - July 2007:	directsuccess, Vienna, Austria	Account Manager
July 2002 – May 2006:	OMV AG, Vienna, Austria	
Aug. 2004 - May 2006:		HR-Management R&M (Comp. & Ben. CEE)
Direct Report: Head of HR Scope: CEE (CZ, SK, HU, RO, BUL, HRV, BiH, SRB)		
<ul style="list-style-type: none">- Implemented a standardized Compensation & Benefits System in CEE (9 countries), incl. IT-Application.- Implemented MbO-system within CEE-subsiidiaries, including workshops and trainings with executives and leadership.- Led and reported staff appraisals for High Potential program in ROM, SRB and BUL.		
Oct. 2002 - June 2004: (during studies)		Assistant to the Vice President "Corporate Human Resources"
Direct Report: VP HR OMV AG		

Education

Oct. 2014 – Nov. 2017	Master of Science in Coaching and Supervision, Postgraduate Center at the University of Vienna systemic consulting, based on psychoanalytical understanding of person-group-organization.
Oct. 2006 – June 2008:	Advertising and Marketing Program Vienna University of Economics and Business Administration
Oct. 1999 - April 2005:	Master's Degree in Business Administration Vienna University of Economics and Business Administration <u>Major 1:</u> Change Management & Management Development, Prof. Kasper <u>Major 2:</u> Behavioral Sciences, Prof. Mayrhofer
Jan. 2002 – June 2002	Exchange Semester at University of Illinois at Urbana-Champaign, USA

Vocational training

March 2021:	Change Management (Beratergruppe Neuwaldegg, Vienna)
July 2020:	Process management training (BPM&O Akademie GmbH, Cologne)
August 2019:	How to deal with low performers in a team (ppc Training Vienna)
April 2019:	OKR Master Certification (die agilen, Munich)
October 2016:	Time Writing (Austrian "Arbeitszeit-Gesetz") (SAGE DPW, Vienna)
2011 – 2014:	Leadership Education (Führungswerkstatt GfP Vienna; 2 days per year)
November 2013:	Process Management (procon)
August 2012:	Austrian Labor Law Basics (ARS seminar)
October 2010 – October 2011:	Project Management (IPMA Standard, Roland Gareis Consulting)
December 2007:	Business Integrity (Colgate Training) (Hamburg, GER) Connecting With Our Customers (Colgate Training) (Brussels, BEL)
November 2004:	Jobdescription and Jobgrading: The HAY Method (Frankfurt, GER)

Assignments and voluntary engagement

- **Lecturer** at the University of Applied Sciences in Vienna (since 2018) and Steyr (since 2024)
- **Contributing author** on HR, OKR, work and behavior on hrweb.at and the Personal Manager magazine.
- **Key Notes** at the annual HR-conference "HR-Tagung" (2012 – 2015) (hr-tagung.at).
- **Key Notes at Graduation ceremony** of the University of Applied Sciences in Vienna (2012, 2016, 2019).
- **Trainer** for adolescents at the WiFi. (2000 – 2001)
- **Volleyball-Coach** for girls and boys teams (until 2016)

Skills

IT	MURAL, SAP Success Factors, Netigate, Teams, Skype, Sharepoint, MS Office, google-Drive, SAGE DPW, Lotus Notes, Business Warehouse, Netscape, Slack, Asana.
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Languages

German: Mother tongue; **English:** fluent; **Spanish:** advanced.

Hobbies and Activities

Sports (volleyball, tennis, badminton, sailing), history, travelling, people and behavior.