



Oliver Schulz-Oster

PX CEO & Founder

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Hamburg, Germany

INTERNATIONAL PEOPLE EXPERT

MY STRENGTHS

Ask – Listen – Think – Ask – Start: Experience has taught me that every customer is different and that success depends on matching my broad experience with the special characteristics and culture of the client. Having lived in 6 countries and speaking 5 languages symbolizes cultural sensitivity and the ability to connect with peoples of all levels and backgrounds. Aligning people projects with strategic direction makes success sustainable. Add a bit of humour and you're off to a good start!

CORE COMPETENCIES

- Focus on business success
- Change Management
- Competitive Remuneration
- Attract, Retain & Develop the Best
- HR Integration in M & A projects
- Turning Challenges into Opportunities
- Interim HR Management
- Overcoming „resistance“

JOB EXPERIENCES

PEOPLE EXCELLENCE Jul 2014 – till date

CEO & FOUNDER

Unleash the power of people for business success!

INTERIM MANAGEMENT

INTERNATIONAL CORPORATIONS & FAMILY OWNED BUSINESSES

Key Projects included:

- Performance Management Project: Conceptualise and sell it to management, prepare roll-out, train managers and employees, negotiate with different works councils in a chemical corporation
- Compensation Project: Conceptualise and sell it to management, perform job evaluations, get market data, define salary midpoints, introduce coherent bonus system, adapt company pension system in a global fashion company
- HR Business Partner: Responsible for HR Management of large parts of the global headquarters of a machining company
- Post-Graduate Programme: Design it and build relations with engineering schools, define selection process, negotiate the budget and implement the programme
- HR Governance and GDPR: Implement changes that came out of Corporate HR Audit and implement EU data protection practices in a financial services company.
- Talent Reviews: Design and implement an annual talent review process for a fast growing automotive supplier

Weinmann Medical 2011 - 2013





GLOBAL HR DIRECTOR

Key areas included:

- Modernizing the HR function
- Conceptualise and implement a global talent management system
- HR Strategy Roll-out Plan
- Global Mobility (Brazil, Lebanon, China...)
- Compensation Structures in Germany and across the world
- Implement Performance Management System, train managers and staff, negotiate with the works council
- HR Policies, Procedures and Systems
- Advice on Legal and Regulatory Compliance

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JOB EXPERIENCES

**FONTERRA
CO-OPERATIVE**
May 2001 – Dec 2010

REGIONAL HR DIRECTOR EMEA & NORTH ASIA

Full HR responsibility for HR in 15 countries across east and west Europe, Africa, Middle East, Japan and Korea. Setting up HR admin & systems, management recruitment, compensation structures including pensions, separation management, trainings negotiations.

**GEORG FISCHER
MACHINE TOOLS**
OCT 1997 – Apr 2001

GROUP HR MANAGER PEOPLE DEVELOPMENT AND EUROPE NORTH

Dual responsibility for the Centre of Excellence People Development and HR Manager for the HQ and Europe North for a Swiss machine tool corporation.

**JOHNSON CONTROLS
(ADIANT)**
Feb 1994 – Sep 1997

HR START-UP SPECIALIST - NEW PRODUCTION FACILITY FOR MERCEDES

Recruitment, onboarding, trainings, administration of 200 blue collar employees and 20 office staff within 12 months.
Set up of payroll, canteen, benefits structure, time management system, shift system.

COMPENSATION & BENEFITS SPECIALIST EUROPE

Recruitment, onboarding, trainings, administration of 200 blue collar employees and 20 office staff within 12 months.
Set up of payroll, canteen, benefits structure, time management system, shift system.

ASSISTANT TO THE VP HUMAN RESOURCES EUROPE

Project work for the executive committee, HR Business Partner for the Business Unit "Ford"

LEARNING AND TEACHING

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| Since 2017 | Independent lecturer for Change Mgmt, Remuneration, International Culture
University of Applied Sciences Europe, Berlin Germany |
| 1993 | Masters Degree in Economics
University Witten/Herdecke, Germany |
| 1989 | Licence ès Sciences Économiques
University of Aix/Marseille, France |
| 1988 | Bachelors Degree in Economics
University of Tübingen, Germany |