

# CURRICULUM VITAE

## PERSONAL INFORMATION

Claudia Wandl  
07.10.1965 in Frankfurt/Main

Haderunstr. 43, D - 81371 München  
+49 151 12 26 26 80  
claudia.wandl@gmx.de

## PROFESSIONAL EXPERIENCE

07/2016 company & me: HR Interim Management, Consulting & Mentoring

10/2013 – 06/2016

Daiichi Sankyo Europe GmbH, Munich

Executive Director HR strategy and projects Europe  
(2000 employees)

Reporting line to Senior Vice President Human Resources Europe  
Member of European Management Committee

Five direct reports plus nine country HR directors (dotted line)

Define and implement European HR strategic initiatives  
in 12 European countries:

- European Leadership Development Program  
(In Co-Operation with SAID Business School,  
University of Oxford)
- Organisational Development e.g. market access business  
model incl. Reorganization and Change Management
- Create a “Talentpool “and Succession planning process
- Integration of Spanish and Portuguese Organization to an  
Iberian hub
- European Total Reward Strategy and Implementation
- Harmonization of Performance Management instruments  
and tools across Europe
- Pan European HRIS (Success Factors)
- Global HR projects, e.g. Global competency Model

02/2007 - 09/2013

Daiichi Sankyo Deutschland GmbH, Munich

Director HR D-A-CH (400 employees)

Reporting line to General Manager D-A-CH  
Member of the DACH management committee

Seven direct reports in HR Germany, Austria and Switzerland

Strategic and operative HR responsibility in D-A-CH

- Talent Acquisition and Development
- Talentpool and succession planning
- Personnel cost budget € 40 Mio planning and HR Controlling
- Reorganisation of the customer-facing roles incl. social plan negotiations with workers council
- Change Management
- European projects:  
European Competency Model (2007)  
Feedback Dialogue (2007),  
Integration of primary care sales force from Merck Serono (Betriebsübergang 2008),  
create leadership principles and culture (2012),  
Talent Management (2012),  
Restructuring project (2013)

08/2006-01/2007

Daiichi Sankyo Europe GmbH, Munich  
HR Senior Manager (1000 employees)

Reporting line to Senior Vice President HR Europe  
Two direct reports  
Operative HR responsibility and consulting role

01/2005-07/2006

Fresenius ProServe GmbH, Oberursel  
HR Manager (300 employees)

Reporting line to CEO  
One direct report  
Responsible for all HR relevant topics

04/1990-12/2004

Gesellschaft für Zahlungssysteme mbH, Frankfurt/Main

01/2000 - 12/2004

HR Manager for IT department (300 employees)

11/1994 - 12/1999

HR Manager People Development (1.200 employees)  
Training concepts for IT tools and customer orientation

04/1990 - 10/1994

Administrator for global customer care and complaints

02/1988 - 03/1990

CAMUS GmbH, Eschborn

Groß-und Außenhandelskauffrau

## EDUCATION

08/1982 - 08/1984

Kaufmännische Fachoberschule, Frankfurt/Main

Fachhochschulreife

09/1984 - 08/1986

Fachhochschule, Frankfurt/Main

Business Administration

08/1986 - 01/1988

CAMUS GmbH, Eschborn

Groß-und Außenhandelskauffrau

Final grade 1,5

## ADDITIONAL SKILLS

Change Management

Coaching and consulting skills

Leadership and Collaboration in a Matrix Organisation

Intercultural competencies

Fluent English

## REFERENCES

Available on request