



CLAUDIA WANDL

07.10.1965 in Frankfurt/M.

verheiratet

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Haderunstraße 43
D-81375 München

CO-OPERTIONS

Member Healthcare Frauen e.V., Berlin

www.healthcarefrauen.de

lecturer at praxisHochschule, Cologne

www.praxishochschule.de

PERSONALITY

Strategic thinking

empathic

strong in implementation and deliver results

LANGUAGES

German: native language

English: fluent

Curriculum Vitae

Since 03/2017 freelancer

company & me: hr consulting & mentoring

- Consulting and Interim-Management for healthcare companies

07/2016 – 10/2017 Health Coach (AHAB, Berlin)

10/2013 – 06/2016 Daiichi Sankyo Europe GmbH, Munich
Executive Director HR Strategy and Projects Europe (2.000 employees)

Define and implement European HR-strategy in 12 countries (budget € 7 Mio p.y.)

- European Leadership Development Program
- Organisational Development and Change Management
- Integration of business units
- Define a European „Total Reward Strategy“
- Harmonise HR-processes and tools
- Implement a 360-Feedback Tool
- Implement a European Performance-Management
- Implement HR-Technology/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)

span of control: seven

Strategic und operative HR-responsibility

- talent acquisition und people development
- talentpool und succession planning
- leadership guidelines
- reorganisation incl. social plan
- change management
- projects:
 - European Competency Model
 - Feedback-Dialogue
 - M&A project (Betriebsübergang gem § 613a)
 - Leadership-Culture-Project
 - Talent Management
 - re-structering project

08/2006-01/2007 Daiichi Sankyo Europe GmbH, Munich
Senior HR-Manager (1000 employees)

span of control: two

- operative HR-responsibility
- coaching and counselling managers



CLAUDIA WANDL

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married

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HONORARY POST

Career-Mentoring for young professionals (Healthcare Frauen E.V.)

Advisory board training (Healthcare Frauen e.V.)

01/2005-07/2006 Fresenius ProServe GmbH, Oberursel

HR-Manager (300 employees)
span of control: one HR Administrator

- operative HR-responsibility
- coaching and counselling managers

04/1990-12/2004 Gesellschaft für Zahlungssysteme mbH, Frankfurt/Main

01/2000 - 12/2004 HR-Manager IT

- operative HR-responsibility
- coaching and counselling
- reorganisations

11/1994 - 12/1999 Manager training

- training concepts
- implement trainings

04/1990 - 10/1994 Administrator

- responsible to manage global customer complaints

02/1988 - 03/1990 CAMUS GmbH, Eschborn

- Sales Administrator

EDUCATION

08/1982 - 08/1984 Kaufmännische Fachoberschule, Frankfurt/Main

Degree: Fachhochschulreife

09/1984 - 08/1986 Fachhochschule, Frankfurt/Main

Business Administration

08/1986 - 01/1988 CAMUS GmbH, Eschborn

Degree: Groß-und Außenhandelskauffrau

Abschlussnote 1,5

ADDITIONAL SKILLS

- Mental Coach (AHAB)
- Intercultural competencies
- Presentation and workshop moderation
- Working in matrix structures
- Microsoft Office (Word, Excel, PowerPoint)
- SAP HCM/Success Factors