




Michael Kröger

Human Resources Manager

PERSONAL DATA

 September 6, 1971 in Cologne
 married
 mail@kroeger-hr-consulting.de
 +49 1523 612 58 68
 Böhlerstr. 57, 40549 Dusseldorf

 live:consulting_395
 [Michael_Kroeger](#)
 [Michael Kroeger](#)

PROJECTS

Development of a recruiting structure in the area of personnel administration, configuration and further development of the applicant management software (Umantis) including company-wide rollout (ongoing).

Development (strategic/operative) of a recruiting and employer branding strategy (e.g. Xing/LinkedIn, kununu, active sourcing, direct approach).

Selection, configuration and rollout of a recruiting backend system with deletion concept (GDPR).

Introduction of a global recruiting software for Germany.

Exploration and consolidation of the consultant landscape (specialization).

Negotiation of a nationwide framework agreement with a personnel service company.

Process development and rollout of a company-wide process instruction for cooperation with the severely disabled representative.

Reconciliation of interests with the works council (compensation for intercontinental travel) and remuneration for on-call services

Curriculum Vitae

HR Interim Manager & Consultant

01/2023 – today | Kröger HR Consulting, Dusseldorf

Interim Mandate Generalist – Head of HR, HR Business Partner, HR-Project-Leader

Interim Mandate Specialist – Recruiter, Head of Recruiting, Head of Personnel Management, Specialist Employer-Branding / Marketing

Consulting mandates Concepts Human Resources

Compensation & Benefits, training for managers, reduction of personnel costs, development for high performers, dealing with low performers, employment contracts, company agreements, motivation concepts, performance incentives, company integration management

Clients:

CWS Healthcare GmbH & Co. KG 01/23 to 04/23

Position Head of Human Resources

Sany Europe GmbH 03/23 to 05/23

Position Senior HR Business Partner

Putzmeister Holding GmbH 05/23 to 08/23

Position Senior Recruiting Manager

Head of Recruiting & Employer Branding

09/2020 – 12/2022 | Energieversorgungs- und Verkehrsgesellschaft Aachen mbH, Aachen

- Establishment of a group-wide department (power of attorney, 4 employees), staffing specialists/managers in technical and commercial areas
- Presentation of a recruiting concept (board level) including roll-out in management circles (quality and reduction of time to hire/to fill)
- Implementation of applicant management software (Haufe/Umantis) for process acceleration, concept development, (key) user training
- Recruiting: classic and direct approach, if required with ext. Service (personnel consultant), external suitability diagnostics with AC procedure
- Creation of new employment contracts (legal certainty), company agreements, BR hearings

Head of Human Resources

05/2019 – 08/2020 | Concentrix Germany AG, Osnabrueck

- Disciplinary management and development (internal workshops) of 6 employees at 3 locations, power to act and process (labor court processes)
- Advisor/trainer/sparring partner for >30 executives (approx. 600 employees), performance management, employment law, cooperation with the works council/SBV
- Advising managers, escalation level (work instructions, warnings, termination), talent promotion, development plans
- Process optimization for smooth cooperation with social partners, training of executives on labor law issues BetrVG, SGB IX, AGG
- Execution/moderation of assessment centers for specialists and executives

UNIVERSITY STUDIES/ EDUCATION

Bachelor of Science Business
Psychology
06/2022 – 05/2024
SRH Remote College, Heidelberg

Certified payroll clerk (SAP R/3 HR V4.6)
05/2012 – 07/2012 | tax school
Dr. Endriss (Saturday course), Cologne

Master Professional of Business
Management (CCI)
01/2009 – 08/2011 | Academy for
Counseling and Qualification, Cologne

Bachelor Professional of Human
Resources (CCI)
06/2000 – 01/2001 | Federal Armed
Forces Technical School, Karlsruhe

Office clerk (IHK)
11/1996 – 05/1997 | Federal Armed Forces
Technical School, Hilden

High School

Secondary school certificate (with
qualification for the upper secondary
school level)
07/1978 – 12/1992 | Secondary school in
Hasental and VHS, Cologne

LANGUAGE/HOBBIES

GERMAN (Mother tongue)
ENGLISH Business fluent (CEFR B2)

Soccer (25 years club), chess, skat,
cinema, travel, adult education

EXPERTISE

MS Office 2016-2021, Windows 7-11, SAP,
DATEV, Workday, Umantis (Haufe),
PeopleFluent, PreScreen

Work Preferences Analysis:
TMS® (Team Management System) by
Magerison and McCann

Trainer Accreditation TMS® (Team
Management System) Cert. No. 8,469
01/2019 | Team Management Services
GmbH, Bad Nauheim

Leadership style analysis:
Blake and Mouton's GRID model

Curriculum Vitae

(Interim) Head of Recruiting

06/2018 – 04/2019 | Buhl Data Group, Siegen

- Development / implementation of recruiting/employer branding strategy (exhibition stand, career portal, Xing, LinkedIn, kununu)
- Recruitment of specialists via active sourcing (employees, students, freelancers) with a focus on software development and sales, including conducting contract negotiations
- Implementation of a group-wide recruiting software, from the offer phase to implementation/configuration to accelerate the process, training of key users
- Purchase of external personnel services (perm, contracting, nearshore) including contract negotiations (cost reduction)

HR Senior Consultant (HR Business Partner)


09/2016 – 05/2018 | Computacenter AG & Co. oHG, Kerpen

- Consultant/trainer/sparring partner with power of attorney for 39 executives (approx. 800 employees), performance management, labor law, cooperation with works council/SBV
- Advising managers, escalation level (work instructions, warnings, termination), talent promotion, development plans
- Process optimization for smooth cooperation with social partners, training of executives on labor law issues BetrVG, SGB IX, AGG
- Recruiting: Assessor of external/internal assessments (managers), support of the junior manager program

HR and Education Manager in various functions/ companies with/without personnel responsibility

08/1994 – 06/2015

- SPECTRO Analytical Instruments GmbH, Kleve
Personnel Officer
- Michael Kröger Consulting & Training, Kerpen
Freelancer/Trainer/Consultant
- Kelly Services GmbH, Cologne (terminated for operational reasons) Senior Consultant Industry & Technical project consultant for examination development
- RLE International GmbH, Cologne (terminated for operational reasons) Human Resources Specialist
- Michael Kröger Consulting, Kerpen
HR consultant / trainer / lecturer
- Stieg & Partner, Kerpen
Personnel service / personnel consulting / trainer
- Federal Ministry of Defence, Bonn | Army Command, Koblenz (Soldier of time 12 years, temporary)
- Head of training and personnel development (up to 40 employees) Last rank of sergeant major
- Kodi Discountlaeden GmbH, Cologne (temporary)
Branch Manager


Düsseldorf, September 2023