

Profile CV Kai Bretall



FOCUS ON

- Managing HR functions transitionally
- Establishing and enhancing HR controlling
- Leading projects, introducing HR IT systems

PROFESSIONAL EXPERIENCE

electrical industry, aviation, fast moving consumer goods, software, energy, consultation, finance, logistics, IT, banks

SPECIAL KNOWLEDGE

- Interim manager for more than six years
- Leadership personality with great assertiveness, strong communication skills, high ability to work under pressure, social competence and commitment with a pronounced eye on the big picture
- Industrial Engineer (Dipl.-Ing. oec.) with more than 30 years of professional experience - including 20 years with management responsibility in the Controlling and Human Resources divisions at Beiersdorf, REpower Systems, LTU and Lufthansa
- Exceptional success in reducing fixed costs, optimizing processes, improving data quality and increasing customer satisfaction
- Revision of processes through standardization and IT support
- Very good negotiation successes through appreciative communication in cooperation with executive board and international subsidiaries as well as with works councils and trade unions
- In-depth knowledge and experience in companies from 1,000 to 50,000 employees or industrial workers in various industries

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PROJECTS

- 12/2018 – 08/2019 **HR Controlling, Services and Systems**
Deutsche Leasing AG, Bad Homburg
- Vacancy Head of HR Controlling, Services and Systems bridged
 - New IT systems, e.g. planning tool implemented
 - Personnel capacity and cost planned
- 11/2017 – 12/2018 **Project leader co-determination in the introduction of global IT systems**
Fidelity Information Services GmbH, Munich/Frankfurt/Graz
- Negotiation on works agreements led
 - Requirements with US parent company coordinated
- 01/2017 – 12/2017 **HR Controlling**
Deutsche Leasing AG, Bad Homburg
- Personnel capacity and cost planned
 - SAP OM maintained
 - Standard reporting and special analyses compiled
 - Payroll issues supported
- 05/2016 – 06/2016 **HR IT Expert**
HR Advisors GmbH & Co. KG, Mainz
- Quick Check HR IT Systems developed
- 05/2016 – 09/2016 **HR International**
Deutsche Leasing AG, Bad Homburg
- Vacancy Head of HR International bridged
- 05/2015 – 03/2017 **Project Manager**
DACHSER Group SE & Co. KG, Kempten
- SAP OM and Self Services introduced
 - All HR information systems with the works council negotiated
- 10/2013 – 12/2019 **Member and Supervisor**
Cooperative Change Group eG, Miunich
- Development of the business model and the establishment of the company supported
- 07/2013 – 12/2016 **HR IT Expert**
Deutsche Leasing AG, Bad Homburg
- HR systems in the national and international context professionalised
 - Requirements between HR department, executive board, external service provider and internal IT coordinated
 - New HR systems with the works council negotiated
- 10/2010 – 12/2010 **HR IT Expert**
LSH ViToSo GmbH, Remscheid
- Development of the business model supported

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PERMANENT POSITIONS

2011 – 2013 **REpower Systems SE, Hamburg**
Development, production, sales and service of wind turbines,
1.7 billion Euro turnover with around 3,000 employees in 14 countries

Vice President HR Services and Systems

- Controlling the global personnel cost budget at EUR 205 million p.a.
- Improving of HR processes
- Ensuring proper payroll accounting
- Managing cooperation with employee representatives
- Leading 15 employees
- Deputy Senior Vice President HR

Results

- Various employee and manager self-services to accelerate and streamline processes introduced
- Company remuneration system for headquarters against the considerable resistance of the trade union implemented. The savings volume compared to the regional collective agreement amounts to around EUR 20 million per year.
- Working hours in an important business area flexibilised and extended

2001 – 2010 **Beiersdorf AG, Hamburg**
Fast moving consumer goods (e.g. Nivea, Eucerin, LaPrairie, Labello, 8*4, Hansaplast), EUR 5.7 billion turnover with around 21,000 employees in 68 countries

Head of HR Information Systems

- Developing and supporting local and global HR systems e.g. Compensation Management, Talent Track, E-Recruiting, Who's Who?, My Data / My Employees, Salary Planning, Idea Management
- Enhancing the Group's IT strategy
- Leading 8 employees
- Budget over 4 million Euro p.a.

Results

- E-Recruiting introduced: Cost for external service provider reduced and at the same time process accelerated and expanded by various functions
- A total of fourteen Employee and Manager Self Services developed and implemented: Processes simplified and accelerated. Costs reduced, data quality and user satisfaction improved.
- SAP HCM (incl. payroll accounting) introduced for
 - LaPrairie Group in Switzerland and Germany
 - Subsidiary in Singapore, Malaysia and the Philippines
 - Florena Cosmetic GmbH in Waldheim/SaxonyCosts for subsidiaries and parent company reduced through targeted negotiation
- E-Supported Training implemented: Days of presence reduced by IT-supported preparation and follow-up work for selected training courses

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- Personnel capacity reduced by 25% despite more than doubling the number of applications supported

1993 – 2001

LTU GmbH, Düsseldorf

Airline, 1 billion Euro turnover with 2,800 employees

Head of HR Administration and Systems

- HR IT, working time management and payroll department
- Deputy Head of HR
- Leading 13 employees

Results

- SAP HCM implemented, fixed costs reduced and data quality improved
- Efficiency of shift plans for around 300 employees maximised

Head of Controlling Technical department and Flight Operations

- Targeting, budgeting, forecasting, reporting and variance of analyses (Personnel cost for the entire company)
- Strategic corporate planning, analysing profitability, annual financial statement work
- Collective bargaining
- Leading 2 employees

Results

- Restructuring of the means of production, here aircraft fleet
– annual costs in the double-digit million range saved
- Spin-off of the Technical department and Passenger Handling division of LTU-Süd
– costs in single-digit million range p.a. reduced
- Merger of LTU and LTU-Süd airlines
– annual costs in double-digit million range saved

1988 – 1993

Lufthansa AG, Hamburg

Airline

Controller in the Technology Department

- Analysing of and recommending decisions for projects and investments in the technology department
- Budgeting of projects and investments

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Results

- More than 100 expertises to prepare the decision by the Executive Board on projects (> TEUR 250) in the areas of IT, maintenance and overhaul equipment, aircraft systems and real estate.
Additionally e.g.:
 - Optimum lifetime of aircraft for the Management Board analysed
 - Project guide for the Lufthansa Group developed
 - Business plan for the Berlin-Schönefeld overhaul location elaborated

1985 – 1986 **Berthold AG , Berlin**
Electronic photo typesetting

Systems analyst

- Introducing an accounting software
- Developing a concept for decentralizing order entry

QUALIFICATIONS

Business Coach, Trainer certification (chamber of industry and commerce), 2012 – 2013
COATRAIN coaching and personal training GmbH, Hamburg

Accountant (chamber of industry and commerce), 1997 – 1998
Tax college Endriss, Cologne/Düsseldorf

Dipl.-Ing. oec. – Industrial Engineer, 1982 – 1988
University of Hamburg, Technical University of Hamburg- Harburg and Hamburg University of Applied Sciences
Focus: Automation technology, special problems of ergonomics

COMPUTER SKILLS

Very good knowledge of MS-Office (Excel, Power Point, Word, Outlook) and Lotus Notes
Basic knowledge of MS Access

Systems: SAP HCM, org.manager, Haufe-umantis, GuideCom, ExecuTRACK

LANGUAGE SKILLS

English: business fluent
Spanish: basic knowledge
German: perfect in word and writing