



horsthallerconsulting
C L O S E R T O Y O U R G O A L S

Horst Haller

Consultant
Coach
Facilitator
Trainer

- conceptualizing
- inspiring
- enabling
- initiating

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The KnowledgeNet Deutschland
www.knetd.de



Biography



Horst Haller

Diplom-Kaufmann

EDUCATION

- o master degree in business administration (Diplom-Kaufmann), University of Mannheim (marketing, industrial management, organizational psychology, system dynamics)
- o postgraduate education
 - o change management, Organizational Dynamics Inc., London
 - o counseling and coaching, Institut für Systemische Beratung, Wiesloch
 - o group dynamics, Nürnberger Zentrum für angewandte Psychologie (ZAP, DAGG), Nuremberg
 - o EFQM assessor
 - o licensed coach, CCC professional, Bochum
 - o MBTI licence, a-m-t, Wuppertal

PROFESSIONAL CAREER

4 years of management and staff functions in logistics / material management and controlling
15 years in IT- systems development and IT- systems implementation (finally CAP Gemini Group and debis Systemhaus) with various functional foci covering national and international projects
5 years of change management consultancy experience in Baumgartner & Partner Unternehmensberatung
3½ years recruiting consultant focusing on recruitment of management staff and on implementation of HR management instruments in Baumgartner Personalberatung (finally German affiliate of TMP Worldwide, N.Y.)
since 2002 independent consultant in the field of strategy deployment and change implementation
since 2013 managing partner in xcellience GmbH, Institute for Organizational Resiliency, www.xcellience.com

LEADERSHIP EXPERIENCE

20 years in management functions
member of the management team of CAP debis Industrie GmbH
member of the management team of Baumgartner & Partner Unternehmensberatung
senior manager in TMP Worldwide

LANGUAGES

English fluent



Focus & Expertise

STRATEGY AND TRANSFORMATION

- consulting and facilitating strategy development processes, vision – mission – values - strategy
- designing and facilitating transformation processes
- developing organizational resilience

LEADERSHIP

- leadership development (neuro science based)
- team development
- design and implementation of HR instruments
- diagnosis of leadership and management competencies
- mentoring programmes

STRUCTURE AND EFFICIENCY

- strategy driven process development and improvement

THE PERSON AND THE PROFESSIONAL WORLD

- new placement and career counseling for managers
- crisis intervention and personal resiliency

SCOPE OF WORK AND WORKING STYLE

- consulting, training, facilitation and coaching
- facilitation of management teams and staff teams
- facilitation of large group sessions and workshops

WORKING ENVIRONMENT

- german and english projects, multicultural settings

SECTORS AND INDUSTRIES

- Industry (automotive and suppliers, machinery, medical products)
- Banking, financial services
- IT-services and other services
- Health and social insurance sector
- Utilities (Power generation, nets, municipal energy providers)
- SMEs and non-profit organizations of equivalent size, units of large enterprises

PROJECT EXPERTISE

- **non-profit organizations and machinery** (mission, vision and strategy development, business process restructuring, leadership development)
- **logistics** (leadership development, implementation of employee appraisal system)
- **household appliances** (business process restructuring, leadership development)
- **automotive (OEMs and suppliers)** (working climate analysis and derived improvement projects, business process improvement, leadership development)
- **automotive** (team development)
- **service industry** (working climate analysis, business process improvement, implementation of balacend scorecard & strategic controlling)
- **publishing** (execution of a comprehensive staff recruitment program)

