

Lars Oliver Bialek



Interim manager and Expert in operational and strategic human resources management (HRM), HR Transformation Management & HR Information Technology

Language skills

English (US) / Business fluent
German / mother tongue

Current availability

4 weeks

Memberships

BVMW e.V.
Federal Association of Personnel Managers (BPM)
DDIM - Dachgesellschaft Deutsches Interim Management e.V.
German Travel Association (DRV)
Project Management Institute (PMI), Germany Chapter e.V.



Management Summary

As an HR interim manager, I am your expert for the modernization of HR work in medium-sized companies and family businesses. My focus is on the digitalization of HR processes, the entire recruitment process and competitive employer positioning in practical adaptation:

“Massively reduce bureaucracy, simplify coordination processes and communication and raise HR work as a whole to a higher level of professional service across all specialist departments!”

I see the digitalization of HR processes as an important - but not the only - management tool. A businessman trained in Germany and the USA, HR manager, trainer in the USA and Germany, management coach and pragmatist with more than 30 years of international professional experience in SMEs, corporations, family businesses and management consulting.

My particular strength is HR business excellence. As a former operational manager in the international luxury hotel industry, it is natural for me to always go the extra mile - for my clients as well as for the company's internal customers. Most recently, I was responsible for HR transformation projects in medium-sized companies. The increased use of IT tools played a key role in this.

As a client, you benefit from an implementation-oriented manager profile, characterized by open communication and a passion for the "personnel trade". My strong entrepreneurial spirit challenges and encourages clients. I prefer projects that require change and a strong will to improve and implement.



Personality

Strong sense of reliability, duty and commitment - out of conviction. Strong focus on HR projects that have a valuable meaning for the company and create said added value! Focused on depth in understanding people and organization in combination with inspiration. Authenticity and seriousness are the criteria for success in the relationship between client and interim manager. Proactive contribution to the organization is the creativity of unconventional changes in an HR organization with a holistic view of the big picture.

The personal management style is characterized by the aforementioned open communication, participative, recognition of individual contributions but with high professional standards. Focus on people. Calm, healthy sense of humour with pleasure in orchestrating organizational units. Provides provocative ideas on a daily basis from a "bird's eye view" with the talent to always change the flight altitudes (operational HR management vs. strategic HR management). Reserved in personality, friendly, attentive listener who always encourages those around him, but with the aim of professionalizing HR in the long term.



Expertise & possible applications

- ∞ Personnel management
- ∞ Transformation projects
- ∞ Modernization & digitalization of HR processes
- ∞ Internationalization
- ∞ Recruitment strategy
- ∞ Employer positioning (employer branding)
- ∞ Candidate life cycle (Candidate Experience Management)
- ∞ Modernizing learning and knowledge environments
- ∞ Personnel diagnostics
- ∞ Outplacement
- ∞ Personnel integration process (onboarding) / personnel release process (offboarding)
- ∞ Personnel retention concepts (retention management)
- ∞ Positioning the HR department within the company
- ∞ Strategic personnel management
- ∞ HR - Process audit / Professionalization
- ∞ Establishment of systematic personnel and organizational development
- ∞ Management coaching
- ∞ Career counseling





Industries

Service

Trade

Hotel industry, gastronomy, tourism industry

Industry (mechanical engineering, production)

Personnel and management



IT skills

HR:

- ∞ ADP Celergo / ADP World
- ∞ P&I LOGA
- ∞ SAP Success Factor
- ∞ SAP ERP 6.0 / Human Capital Management - HCM
- ∞ rexx systems
- ∞ Only fy by Xing
- ∞ tisoware time recording / KABA
- ∞ persis HCM
- ∞ softgarden Applicant Management System
- ∞ Factro Project Management
- ∞ SAP Fiori
- ∞ Haufe Personal Office Professional
- ∞ Haufe Certificate Manager Professional
- ∞ Beck - personal-portal PREMIUM / Labor law

Office:

- ∞ Microsoft Office 365 / Outlook, Word, Excel, PowerPoint, Access



Current specialist topics of the interim manager

Specialist and management development

Professional and methodological competence in self-reflection and self-awareness / personal diagnostics / BIP

Automation and digitalization

HR process analysis with potential for automation / rationalization

Personnel management NEW

Change in management principles / models, personnel management, employee appraisals, motivation, feedback

Practice & Profession

Building bridges from theory to practice with case studies / scenarios / simulations / application workshops

Knowledge

Dealing with corporate knowledge / knowledge storage / documentation and preservation of knowledge

Corporate culture

Making culture measurable and tangible, making complex relationships credible for the target groups

Trust / Compliance

Rules and operationalization

Corporate identity / employer loyalty

Story telling / working with metaphors / company history / employee values

Mobilization / Motivation

Toolbox for proactively motivating employees

Learning world

New ways of learning / movement and concentration games / learning typologies / online training / role-playing games / gamification; ways and options for a modern learning environment in a company



Professional experience

02.2024 - 12.2024

IT service provider
(for schools, energy suppliers, waste disposal companies and non-profit organizations), NRW

Project Manager HR Excellence

- ∞ Digitization of personnel management
- ∞ Implementation of new workplace models ("Workplace 4.0.")
- ∞ Compatibility of career and family
- ∞ HR controlling structure
- ∞ Digitization and automation of personnel recruitment

12.2022 - 12.2023

Industrial company (mechanical engineering/semiconductor technology), NRW

Project Manager HR IT & Transformation Management

- ∞ Implementation of a new applicant management system (Softgarden)
- ∞ Professionalization of recruitment
- ∞ Process optimization (integration to exit)
- ∞ ESG Reporting Standards International
- ∞ HR digitization

07.2022 - 01.2023

Industrial companies
(Manufacturer of communication and control systems for the rail industry, Berlin)

HR Senior Advisor

- ∞ Employer branding / EVP process and implementation
- ∞ Implementation of a new HR management system and applicant management system (ATS)
- ∞ Professionalization of international recruitment
- ∞ Introduction of social media recruitment standards

10.2020 - 02.2022

Yves Rocher GmbH - Central Europe, Stuttgart

Corp. Director HR (DACH)

- ∞ Overall responsibility for the HR department
- ∞ For the central organization in Stuttgart as well as for all retail activities of the group with currently 530 employees.

06.2019 - 02.2020

Concertare Beratungs- und
Dienstleistungsgesellschaft mbH, Burscheid

Member of the Executive Board

- ∞ Responsibility for the HR, Sales, Business Development and Marketing departments
- ∞ Business model development as a management consultancy with a focus on HR, mystery shopping / test purchases, personnel and organizational development for new and existing customers

11.2013 - 05.2019

Protection One GmbH, Meerbusch

Authorized signatory

- ∞ Operational and strategic specialist and management responsibility for the central HR department
- ∞ Responsibility for all personnel-related tasks such as personnel marketing, personnel selection, personnel support, compensation management, personnel development and personnel release
- ∞ Operational and strategic internal remuneration consulting for the respective specialist departments, including recommendations for action and definition of any remuneration bands and groupings in line with the market
- ∞ Personnel cost control and budget monitoring

05.2009 - 10.2013

HRS - The hotel portal, Cologne

International Director Human Resources

- ∞ Management responsibility for international HR work for 1,400 employees
- ∞ Direct reporting line to the managing director/owner
- ∞ Personnel cost control and budget monitoring of the group of companies
- ∞ Conception, planning and implementation of the establishment of an additional IT development site in Poland / Warsaw
- ∞ Project Manager HR Management for the integration of tiscover.at and hotel.de AG into the HRS Group following the merger (M&A support)

07.2007 - 01.2009

DGFP Deutsche Gesellschaft für Personalführung mbH.
Düsseldorf

Key Account Manager | DGFP Consultant

- ∞ Head of the Consulting / ind. Corporate Services B2B
- ∞ Comprehensive advice and support for the client portfolio on company-specific solutions: In-house training (personnel and organizational development), consulting (personnel controlling, change management, remuneration consulting, personnel management, process consulting, talent management), HR interim management and inter-company comparisons
- ∞ Acquisition, planning and implementation of personnel management customer projects
- ∞ Systematic market cultivation to expand business potential and the development of strategic sales channels as well as market positioning of the entire organization in Germany.

03.2003 - 06.2007

Groupe PSA (today STELLANTIS), Cologne

Personnel developer / trainer

- ∞ Independent planning, conception and implementation of personnel and organizational development measures for specialists and managers of the German dealer network
- ∞ Design and implementation of personnel training in the following areas: Sales, communication, leadership, personality development, performance orientation, mediation, marketing, training and further education
- ∞ Project manager "Quality inspection of sales processes - Mystery Shopping" of the German authorized dealer network (from 2004 to 2007)
- ∞ Independent management of external market research service providers, including their reporting channels and corporate communications as well as project management and project control
- ∞ Independent planning and implementation of individual personnel development measures: Coaching / supervision, process consulting, behavior-oriented personnel training for specialists and managers
- ∞ Conception, planning and implementation of sales product launch events for the market launch of new vehicle models
- ∞ Personnel development measures for the Marketing Directorate based on the specialist area of personnel selection (group assessments) and training (communication, rhetoric, body language, personality development, customer orientation and team building) for sales events / trade fairs / customer events
- ∞ Conception, planning and implementation of recognized training modules in accordance with the guidelines of the Zentralverband Deutsches Kraftfahrzeuggewerbes e.V. (ZDK), including examiner activities for further training qualifications: Certified automobile salesperson, certified service advisor, certified service technician

Consultant Management Diagnostics

- ∞ Conception, planning and implementation of individual and group assessments, management appraisals, potential analyses and support for coaching processes as well as the evaluation of personality and performance questionnaires
- ∞ Independent conception and implementation of personnel recruitment projects and personnel selection processes (search and selection of executives and specialists) in cooperation with Kienbaum Executive
- ∞ Search and selection of specialists and managers
- ∞ Development and implementation of individual training measures and workshops with a focus on Communication, sales, service orientation, acquisition, telemarketing and leadership
- ∞ Independent organization of acquisition meetings and specialist presentations at the leading trade fairs in the hospitality and automotive industries, also in English
- ∞ Conducting internal and external employee and appraisal interviews as well as recruitment interviews
- ∞ Conception and support of complex projects in the field of change management
- ∞ Independent preparation of business plans for the Kienbaum management
- ∞ Development of strategic marketing concepts to generate new customers for the management consultancy
- ∞ Editorial articles and interviews on various topics of personnel and organizational development in established business media, also in English
- ∞ Development and implementation of market studies on the topic of personnel development trends
- ∞ available results of diagnostic procedures
- ∞ Strategy development of new specialist topics using the example of internal working groups / tool groups "Post Merger Management", company succession in family businesses and the introduction and implementation of an HR Balanced Score Card
- ∞ Client support, project management, project controlling, project calculation

09.1999 - 06.2001

Konen & Lorenzen GbR, Düsseldorf

Personnel consultant / Consultant

- ∞ Recruitment and selection of specialists and managers
- ∞ Planning and conducting personal interviews and telephone interviews
- ∞ Writing and analyzing candidate profiles, taking into account the available application documents and based on the personal candidate interviews (international)
- ∞ Acquisition and expansion of staffing mandates
- ∞ Creation of requirement profiles and job descriptions for customers and clients (international)
- ∞ Carrying out market and competitive analyses with a focus on recruitment
- ∞ Direct approach of potential candidates
- ∞ Checking references
- ∞ Personnel selection, incl. contract negotiations and conception of adequate integration measures (onboarding concepts) for clients (international)

05.1998 - 08.1999

Steigenberger Hotels AG, Hamburg
Sales Manager Northern Germany

05.1995 - 04.1996

Dom Hotel (Le Méridien Hotels & Resorts), Cologne
Deputy Hotel Manager / Management Assistant

04.1994 - 03.1995

Federal Republic of Germany
Federal Air Force, Netherlands and Cologne/Bonn Airport
Conscripted soldier

03.1993 - 02.1994

Walt Disney World Corp., Orlando, FL (USA)
Management Trainee
College Program for Resorts Management

08.1990 - 01.1993

Dom Hotel (Forte Hotels Deutschland GmbH), Cologne
Vocational training as a hotel specialist (IHK)

Qualification (excerpt)

02.2023	hogrefe / Dr. Hossiep / Ruhr-University Bochum (RUB) Basic seminar (training module 1) on the Bochum Inventory for Occupational Personality Assessment (BIP)
02.2023	hogrefe / Dr. Hossiep / Ruhr-University Bochum (RUB) Basic seminar (training module 2) on the Bochum Inventory for Occupational Personality Assessment (BIP)
10.2021	Michael Löhner Management & Führungskultur GmbH Coaching training
2017	Franklin Covey Co., Düsseldorf Training "7 ways to effectiveness"
2014	TEST CENTER Bern, Hamburg Licensing seminar Golden Profiler of Personality (GPOP)
10.2002 - 02.2003	Cologne Chamber of Industry and Commerce (IHK) Personnel specialist (IHK)
2001	Consulting, Training, Coaching (CTC), Düsseldorf Neuro - Linguistic - Programming (NLP) Practitioner according to DVNLP
2001	Kienbaum ACADEMY, Gummersbach Trainer training
1997	Dortmund Chamber of Industry and Commerce (IHK) Instructor aptitude test according to AEVO
04.1996 - 03.1998	Business school / hotel management school (WIHOGA), Dortmund Business administration, marketing, information
1993	Walt Disney Corp. University, Orlando, Florida, USA Trainer training