

Competency Overview

General Profile:

- Seasoned HR Executive with 30+ years of international HR management and organizational development experience
- Proven leadership in global corporations (e.g., Siemens, Compaq, NTT DATA, Baker Tilly)
- Broad industry exposure: Professional Services (Audit & Advisory, Tax, Legal), IT-Consulting, IT-Services and Manufacturing

Strategic HR Competencies:

- Development and execution of global HR strategies
- Executive coaching and sparring partner at C-level
- Leadership of multinational HR teams (up to 40 professionals)
- HR leadership in M&A integration and organizational development
- Transformation and change management at executive level

Operational HR Competencies:

- Full lifecycle HR management: talent acquisition, leadership development, C&B, performance management, restructuring
- Implementation and modernization of working time, compensation and benefits models
- Strengthening employer branding and employee experience through innovative programs
- Implementation and optimization of digital HR platforms (e.g., Cornerstone Suite)
- Deployment of modern feedback and development systems (360° feedback, pulse surveys, communities)

International Expertise:

- Global HR leadership group member (NTT DATA, Baker Tilly)
- Leadership of international exchange & development programs
- Expertise in global mobility (strategic & operational)

Transformation & Innovation Skills:

- Design and rollout of female empowerment and leadership programs
- Application of design thinking and art thinking methods to shape corporate culture and leadership
- Facilitation of innovation workshops with senior leadership and emerging leaders
- Development and expansion of digital HR platforms / HR roadmaps
- Innovation in recruiting & employer branding (hundreds of successful hirings annually)

Current Projects & Activities:

- Founder of Leadership in Art – development of innovative formats at the intersection of art, AI, leadership, and corporate culture (since 2024) / www.leadershipinart.com
- Consulting project – Succession planning & innovation leadership – medium-sized company in plastics engineering (2025 / completed)
- Active as an artist / www.uwe-kloos.de

Personal Strengths:

- Entrepreneurial mindset & strong innovation skills
- Strong communication and consulting competence at C-level
- High intercultural competence & team leadership
- Strategic foresight combined with operational excellence
- Multiple awards for excellence in HR management

UWE KLOOS | Passion for People & Culture

(+49) 176 435 84 805 | uwe.kloos@t-online.de | Am Isental 14a | 84424 Isen, Germany

Curriculum Vitae

Personal Data

Address:
Am Isental 14a
84424 Isen, Germany

Mobile:
(+49) 176 435 84 805

e-Mail:
uwe.kloos@t-online.de

Date of Birth:
August 27, 1964
Agnetheln, Romania

Marital Status:
Married, 4 children

Language Proficiency:
German, native language
English, C2
Italian, Romanian A2
French A1



Professional Career

From 01/2024 - today
**Advisor People & Culture
Innovation** / Founder
www.leadershipinart.com

2021- 2023
Baker Tilly Germany
Director Human Resources
Procurement

In 2020
Creative Sabbatical

2012-2020
**NTT DATA Germany,
Munich**
Vice President Human Resources
& Organization Germany, Austria,
Switzerland, Romania;
Procurement

2001-2012
**Cirquent GmbH |
Softlab Group, Munich**
Head of Human Resources
Consulting D/A/CH;
Member of Company Executive
Group/Executive Manager

1999-2001
**Compaq Computer EMEA
BV, Headquarter Munich**
Human Resources Manager &
Business Partner

1997-1999
**Siemens Business Services
GmbH BU Financial Services**
Business Partner – Member of
Leadership Team/ Munich

1994-1997
**Siemens Nixdorf
Informationssysteme AG**
Manager International
Assignments/ Paderborn

1991-1994
**Siemens Nixdorf
Informationssysteme AG**
Head of HR Division/ Augsburg
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Education

1985-1990
University Augsburg, Germany
Diploma Economic Sciences;
Main Focus: Human Resources
Organizational- & Occupational
Psychology

1984-1985
Basic Military Service

1978-1984
High School Graduation
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Further Education

- Leadership & Leading Intercultural Teams
- Transformation, Change & Program Management
- Design & Art Thinking, & Agile Methods
- Mediation & Consulting Methods
- Collective & Individual Labour Law

Associations/Networks

- Member of the Federal Human Resources Manager Association (BPM)
- Juror Art Association Erding, Germany