



Project references

[#humanvaluesforbusiness](#)



Managing Director

Lars Oliver Bialek

About us

Discover new perspectives for your international HR management with loobia. We offer you solutions that are tailored to your individual needs, but above all are quickly established; the market and competition will not wait for you.

Put your trust in our many years of experience, our expertise in HR IT and our dedication to service orientation. Let us revolutionize your HR strategy together and consolidate your success on a global level.

02.2024 - 12.2024

IT service provider

Municipal IT service provider for schools, energy suppliers and waste disposal companies as well as non-profit organizations in NRW

" Project Manager HR Excellence

Digitization of the entire HR management in its core processes for optimized services. Implementation of new workplace models (workplace 4.0 and the transformation of recruitment with all relevant interfaces between HR and specialist departments as well as management. Enhancement of the employer brand with relevant success criteria for the target group using the example of work-life balance. Systematic development of application-related HR key figures for corporate management.



∞ Digitization of personnel management

∞ Workplace 4.0 implementation

∞ Employer branding

∞ Structure of HR Controlling

12.2022 - 12.2023

Industrial companies

Special machine construction and leading supplier to the semiconductor industry

" Project Manager HR IT & Transformation Management

Implementation of the new applicant management system "softgarden" with sole project management responsibility. From commissioning to "GO LIVE", including system briefing of all 140 hiring managers within three months. Extended project management of the digitalization of HR processes and implementation of audit-proof ESG system reporting standards for the entire company with eight international locations. Transformation of the entire international recruitment process, including management training.



∞ Introduction of an applicant management system

∞ Process optimization

∞ Recruitment

∞ Implementation of legally compliant ESG reporting standards

07.2022 - 01.2023

Industrial companies

Passenger information and communication systems for rail transport

" HR Senior Advisor

Transformation of the entire HR department with its role and responsibilities. HRM system optimization, implementation of a new applicant management system (onlyfy by Xing), including the qualification of all managers. Adaptation and design of a new employer value proposition (EVP). Professionalization of the online representation as an employer in text, moving images and positioning within the new social business media channels using the example of LinkedIn, Instagram and Facebook. Development of systematic personnel controlling.



∞ Transformation Management

∞ New applicant management system

∞ EVP, Social Recruitment

∞ HR Controlling / HR Project Management

10.2020 - 02.2022

Trade

International group of companies that primarily manufactures and distributes cosmetics and personal care products worldwide

" Corp. Director HR (DACH)

Project management of the European BPO process for payroll accounting. Introduction of an HR business partner model and the associated qualification of employees. Introduction of paperless payroll accounting and digital time management for employees at company headquarters as well as for retail employees in Germany, Austria and Switzerland. Introduction of a new applicant management system, including the systematic standardization of a uniform onboarding and offboarding process for all national companies. HR project management for B-Corp certification at the Stuttgart headquarters.



Project management
Outsourcing of payroll accounting

Professionalization of
the HR department

Introduction
of digital time
management

Digital transformation
onboarding and
offboarding

06.2019 - 02.2020

Market research

Service company for employee and customer experience and customer relationship management

" Member of the Executive Board / Managing Consultant

Development of a new specialist area in the B2B service offering with a focus on personnel and organizational development. Conception, planning and implementation of customer projects in the retail and service sectors with customer-intensive contact quotas. Employee-focused qualification in the form of systematic training and consulting based on test scenarios from mystery shopping and customer quality measurement on behalf of customers and the associated accompanying professionalization of sales units in terms of processes and organization.



Personnel and organizational development on behalf of clients (B2B)

Customer Experience (CX) Employee Experience (EX)

Customer Excellence vs. Employee Excellence

11.2013 - 05.2019

Service / Security

Market leader in 24-hour remote monitoring with real-time response

" Authorized signatory / HR manager Germany & Austria

Transformation of the HR organizational structure, insourcing of payroll accounting in the SAP ERP environment (HCM). Establishment of an in-house academy and the implementation a personnel development program for managers. Establishment of an HR controlling unit and a systematic remuneration consulting In-house. HR-related sale of an international subsidiary.



∞ Insourcing payroll accounting

∞ Development of an in-house academy with LMS

∞ Management development

∞ Development of HR controlling Comp & Ben

05.2009 - 10.2013

Tourism

Market leader in international business travel agency services

" International Director Human Resources

Complete set-up of the HR department, including personnel development. Establishment of personnel and organizational development, including a junior management program for IT specialists and managers. Establishment of an international software development site with more than 100 employees, including systematic, international onboarding. HR project responsibility as part of the takeover of two companies.



∞ Establishment and expansion of an HR department for more than 1,000 employees internationally

∞ Development of PE and OE, incl. junior management program

∞ IT-Shoring location abroad

∞ HR-side responsibility of M&A processes, incl. downsizing

Any questions?

Feel free to write to us!



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