

# ANDREA KUSEMANN

peakpoint.

HR INTERIM MANAGEMENT &  
HR CONSULTING

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## EXPERIENCE

### Interim Manager & Consultant

peakpoint

July 2023 - now  
Essen

### Global Head of HR

Valeo eAutomotive

2020 - 2023  
Erlangen

### Executive Vice President HR

Kiekert

2012 - 2019  
Heiligenhaus

### Vice President PD & OD

Ferrostaal

2011 - 2012  
Essen

### Director HR BU Pharma

SCHOTT

2009 - 2011  
Mainz

### Director HR EMEA & Africa

Magna Mirrors

2007 - 2009  
Sailauf near Aschaffenburg

### HR Manager Germany

SAS Autosystemtechnik

2003 - 2007  
Karlsruhe

### Director HR & Legal Affairs

ADT Deutschland

2000 - 2002  
Essen

### Legal Consultant

Employers' Association Metal & Electronic Industry

1996 - 1999  
Duisburg



## PROFILE

I have many years of professional experience as a **generalist** in national and international Human Resources Management, with **over 15 years in leadership roles**. My comprehensive expertise spans both strategic and operational personnel management. With experience in various industries and company sizes, I am familiar with decentralized and matrix structures, as well as disciplinary and functional leadership of global HR organizations.

My specialized areas include **restructuring** (reorganization, establishment, and integration), the **transformation of HR departments**, and **organizational development in medium-sized enterprises**. My focus lies on the successful implementation of changes in corporate culture and the promotion of sustainable, future-oriented HR strategies. As a **lawyer**, I can assess labor law issues, providing a time and cost advantage for my clients.

I have **proven expertise** in the conception and implementation of HR processes, performance management, succession planning, as well as the development of high-potential individuals and the introduction of trainee programs. As a respected conversational partner and **certified business coach**, I support top management and executives. My international experience and mindset enable me to successfully navigate cultural differences in **Europe, Asia, and NAFTA**.



## EDUCATION & QUALIFICATIONS

Study of law  
(2nd state examination)  
Admission to the bar  
Business Coach (Quadriga University Berlin)

## INDUSTRY EXPERTISE

Automotive  
Specialty Glass / Pharma  
Residential Services  
Project Development

## MY OFFER

Full spectrum of HR work  
Transformation of HR departments  
Personnel and organizational development  
of management teams  
Change management in the context of  
restructuring and growth scenarios  
Establishment and development of (new) HR organizations  
International mobility  
Remote, on-site or in a hybrid model  
Leadership of HR teams  
Digitalization

## WORKING AREAS

CHRO (Chief Human Resources Officer)  
Bridging vacancies and capacity bottlenecks  
Expert in transformation processes  
Restructuring and reorganization  
in Germany and abroad  
Management of HR projects  
Start-ups  
Private equity (e.g. pre- and post-merger)  
Recruiting in Germany and abroad

## COMPETENCIES // STRENGTHS

Creativity  
Pragmatism  
Perseverance  
Goal orientation  
Communication  
Project Management

## LANGUAGES

German. Native  
English Business fluent

## PROJECT OVERVIEW IN INTERIM MANAGEMENT

- HR Project Management for the establishment of a new entity in Serbia; **result:** Comprehensive project planning and seamless onboarding of HR Manager

## PROJECT OVERVIEW (IN PERMANENT POSITIONS)

- Development of HR strategy, mission & vision; **result:** transparent structures, roadmap of HR topics including budget planning and KPI (dashboard).
- Post-merger integration; **result:** smooth transition of the joint venture into the shareholder group.
- Due Diligence; **result:** Transparency about contracts, company agreements, key people etc.
- Restructuring; **result:** cost reduction, low litigation rate, placement of employees in other jobs or companies.
- Introduction of trainee programs; **result:** increase in employer attractiveness and employer brand.
- Introduction of regular employee surveys; **result:** improvement of employee satisfaction.
- Establishment of new locations (Japan, Russia, Switzerland, Germany, Brazil); **result:** recruiting of key functions on time, establishment of HR processes in accordance with local regulations.
- Introduction of performance and potential processes including development center, calibration rounds; **result:** transparency about high-potential employees as a basis for individual development and identification of "white spots".
- Completion of reconciliations of interests and social plans; **result:** Implementation of all measures "in time and in budget", adjustment of personnel costs to company needs.
- Development and implementation of executive team development program; **result:** improvement of cooperation between the individual team members and thus of the performance in the teams, increase of resilience and reduction of absenteeism.

