



Vocational experiences and kernel-competences Peter Pächtnatz BeP Hamburg

- Twenty-two years experience in all fields of the personnel-work in middle-class businesses
- Introduction and care of instruments and procedures of the personnel-work
- Productivity-checkup of the personnel-work of the requirements of a business as well as strategic realignment of the personnel-area
- Coaching and training of executives and co-workers
- Practical experiences in the work and co-determination-right, business-transition, structured production, training, achievement-oriented reimbursement with goal-agreements, superior-judgment, personnel costs-planning, selection, co-worker-conversations, organization-development, advice and Coaching of co-workers and executives

Experiences

- Over eight years leadership-position in the personnel-economy and, control - personnel - and organization-development, end and further education einschl. the cooperation with the business-advice
- Eighteen years experience in all fields of the operative personnel-work
- Sound experiences and knowledge in the management of personnel and advice of the management in personnel-questions
- Sound experience and knowledge in the Change-Management and the organization-development
- Introduction and development of an accomplishment-oriented reimbursement-system with goal-agreements and structured co-worker-conversations

- Production, attitude and terminations of co-workers
- Development and realization of business-agreements
- Sound experience in the introduction of a personnel-information system about the personnel costs-planning

Kernel-competences

- Executive-assessment via Intranet
- Assessment-Center; Potential -, selection-conversations / location-regulations in multivariaten procedures of co-workers and executives
- Distinctive ability as the strategic thinking and actions and their consistent practical realization
- Distinctive ability as situation and problem-analyses as well as the Preparation of practical solutions
- Continuity and endurance
- Joy at the operative personnel-work
- Manages a loyal and trusting cooperation and people for my ideas wins

Development

- 10/03 until today manager BePersonalmanagement Hamburg (advice-group external personnel-management))
- 09/98 to 09/03 German leasings leaders personnel
- 04/96 to 08/98 German leasings leaders personnel-development and Change managers
- 01/91 to 03/96 Personal-Manager for personnel-economy German savings bank-academy
- 06/88 to 12/90 Free Co-Worker BAT-Cigarettenfabriken
- 04/85 to 10/90 Psychologies study Hamburg with main focus organization-development, advice and training of Professor Schulz of Thun

Addition-qualification

- Education Dialogue Facilitator of Freeman Dhority, MIT
- Workshops with M. Rosenberg to the non-violent communication
- Member of the work-legal-county Prof. Dr. Gaul, Cologne