



Michael Schmidt

| +49 162 431 9027 | ms@hr-converto.com

+ Background

- Lawyer, specialist of German Labor law
- 4 yrs Lawyer of employers' association of metal & electrical industry
- 3 yrs Lawyer Labor Law AEG AG
- 3 yrs Head of Labor Law Alstom Anlagen- und Automatisierungs GmbH
- 3 yrs Head of Labor Law DaimlerChrysler Rail system GmbH (Adtranz)
- 4 yrs Head of HR Services & Head of site HR Bombardier Transportation GmbH
- 5 yrs Head of HR Balfour Beatty Rail GmbH
- Since 2010 Lawyer and Interim Manager HR
- Based in Rüsselsheim, Germany. Native German and fluent English

+ Skills and expertise

- Post merger integration (PMI), M&A projects
- Restructuring and Reorganisation matters
- Integration and redesign of compensation & benefit schemes
- Harmonization of HR Processes
- Handling of union and works council matters
- Sectors: transportation, automotive, mechanical engineering, electrical industry, IT services, Touristic, logistics,
- Project lead & PMO of complex PMI and carve-out projects
- Transformation/change management/team building in corporate management roles, interim manager roles and as a management consultant
- Extensive advisory, program and project management experience in HR projects
- Integrated understanding of business fundamentals

+ Experience

- Carve-out of several units of AEG group, Alstom, Adtranz, Bombardier and Balfour Beatty
- Restructuring of units of AEG group, Alstom, Bombardier and Balfour Beatty
- Restructuring of several automotive supplier
- Restructuring and carve out of a mechanical engineering company, Röhm GmbH, MAG IAS, Faist
- Post-Merger Integration program lead for Balfour Beatty in Sweden, Italy, Switzerland, Austria,
- Interim Project manager of merger TUI group
- Set up of joint venture in Switzerland, Rumania and China for Balfour Beatty

