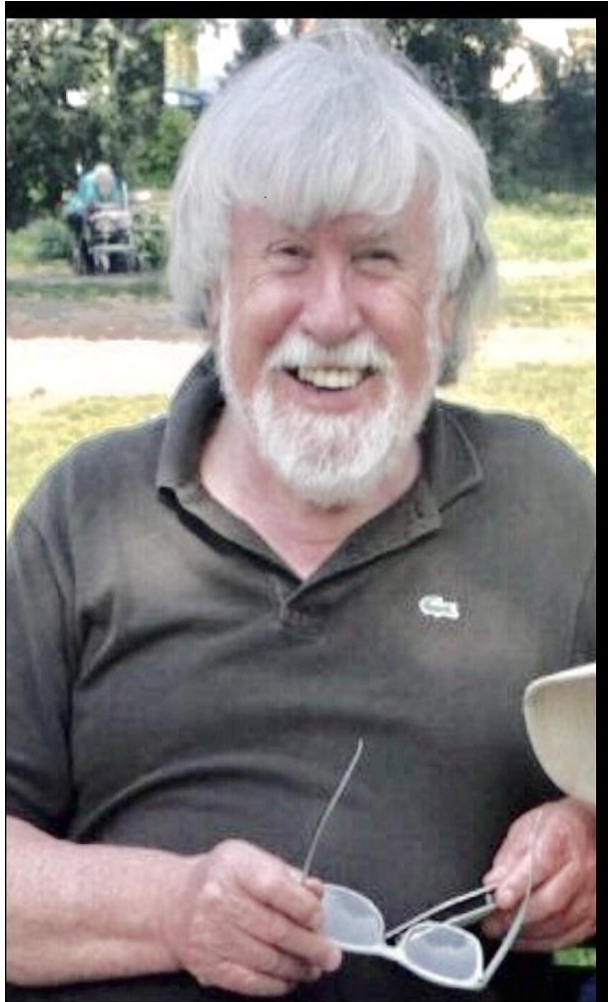


My CV

too old for SAP Consulting? Never!
I'm 72 and still in projects, because it's my life and my passion.

Stand 20.08.2017



Volker Kücherer

The worldwide first SAP-HR Consultant !

**Member of: www.alte-sap.de
"the first 500 SAP employees"**

SAP HCM Partner

**Im Hassel 28
D-69221 Dossenheim
Germany**

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Mail: volker@trustandsoft.com

My IT Experience	Years	Acting as	Hardware/ Software
Insurance	1965	Programmer	IBM,
Hardware/Software Company	1966-1972	Programmer/Consultant	PHILIPPS, Assembler
Banking	1972-1979	CIO	NCR, Assembler, Neat/3, Cobol
2 x Industry	1979 -1987	CIO	ICL, WANG Cobol
SAP AG	1987-.2002	Senior Consultant, Projectmanager	SAP- FICO, CRM HCM, TRAVEL
Freelance	2002- today		

My SAP Experience	Experience in years:	SAP-HCM:	Knowledge: + good ++ super +++ expert
Personaladministration	28	PA/OM	+++
Payroll	28	PY > 15 Countries	+++
Integration	28	FI/CO, Third Party	++
Organization Management	20	OM	++
Time Management	28	PT	+++
Travel Management	25	TRV,	+++
CATS	20	HCM, FI/CO, etc.	+++
ESS-MSS	20	PA, OM, PT, PY, TRV	+++

Mobile	6	PA, OM, PT, PY, TRV, CATS	+++	
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My SAP Skills



Project Management Skills:

Managing international project-teams (consultants, developer, trainer & super user)

Developing the Business Blueprint

Managing risks and issues

Managing and estimating the resources

Prepare and managing the project planning for all phases

Managing all phases of the HCM implementation (Migration, Customizing, Setup, # Integration Interfaces, Training)

Managing the project documentation

Very good knowledge of the HR business processes

Experience with SAP's Solution Manager

Strong in presentations, working with Word, PowerPoint , Excel and Visio

SAP Functional Skills

ADM Administration since 1987

TIM Positive and Negative Time management since 1987

PAY German Payroll since 1987

PAY Country specific Payrolls since 1996

PD/PE Personnel Development since 1998

OM Org.-Management since 1999

ESS/MSS HR-Portals since 1999

TRV Travel management since 1996
FI/CO Financial since 1985
CRM Customer Relationship Management since 2001
MOBILE APPS since 2009

SAP Special Technical Skills:

Release and Release-Upgrades
Legal Change Packages

SAP HCM/HR Schemas and Rules

Form Editors

SAP FIORI

MigrationTools from Legacy Systems

Interfaces to Clockin/Clockout Systems

Interfaces to Financials, CRM and Others

Crossover Interfaces to PAISY, PeopleSoft, ADP and other 3rd Party

SAP Portal & SAP Mobile

SAP Internal Skills:

Development and teaching HR & TRAVEL Training courses

Development of HR Implementation Guides

Hotline/Support

SAP HR and BASIS

SAP Portal and ESS/MSS

SAP Project Management

SAP Solution Manager

SAP FI/CO & CRM

SAP Specific Skills:

Global Implementations of SAP-HR/HCM (including template development),

Global Implementation of SAP Portal and SAP Mobile

Customizing National & International Payroll (including interfaces),

Customizing Time Management (including interfaces),

Customizing ESS-MSS Employee Self-Service & Manager Self Service,

Customizing Global HR & Global Employee (Expatriates),

Customizing Travel Management

Mobile ERP- Apps

EIC Employee Interaction Centre

Financials & CRM

Blueprinting

As is & to be analysis and documentation,

Gap analysis and documentation.

Functional specifications and documentation

My Clients



Acting as the Projectlead or Teamlead.

PA, ADM = Personnel Administration
OM = Organization Management
PT, TIM = Time Mangement
PAY, PY = Payroll
TRV, Travel = Travel Management
ESS/MSS = Employee/Manager Self Service
GLOBAL HR = Global/ Worldwide SAP HR
CATS = Cross Application Time Sheet

Germany

Sony Deutschland, PA, PT, PY, 1988/89
Saarbrücker Zeitung, PA, PT, PY 1988/89
BergbauVerein, ADM, TIM, PAY, 1988/89
Grundig AG, ADM, TIM, PAY, 1988/89
Thermal, ADM, TIM, PAY, 1990/91
Dresdner Arzneimittel, ADM, TIM, PAY, 1990/91
Wieland AG, ADM, TIM, PAY, 1988/89
Reichsbund Bonn, ADM, TIM, PAY, 1990/91
Motorpresse, ADM, TIM, PAY, 1990/91
Gross Kraftwerk Mannheim, ADM, TIM, PAY, 1990/91
Bitburger Brauerei, ADM, TIM, PAY, 1988/89
Bergische Brauerei. ADM, TIM, PAY, 1989/90
ABB Deutschland, ADM, TIM, PAY, 1990/92
Landys+Gyr Deutschland, ADM, TIM, PAY, 1992/93
Fresenius, ADM, TIM, PAY, 1992
Rhone Poulenc, ADM, TIM, PAY, 1992
TUEV München, ADM, TIM, PAY, 1993
BASF, ADM, 1990
Hypo-Bank, ADM, 1993
Dresdner Bank, ADM 1992
Hoffmann La Roche, ADM, TIM, PAY 1991/92
Hoechst AG, ADM, TIM, PAY 1991/92
Deere & Co., ADM, TIM, PAY 1990
Carl Zeiss, ADM, TIM, PAY 1990
Heidelberger Zement, ADM, TIM, PAY 1991/92
Schneidersöhne, ADM, TIM, PAY 1992/93
Deutsche Aerospace, ADM, TIM. PAY 1993
Kraftanlagen AG, ADM, TIM, PAY 1993
Wayss&Freytag AG, ADM, TIM, PAY 1993
Bosch-Junkers, ADM, TIM, PAY 1993
Siemens Deutschland, Global-HR 2002/03
Osram Deutschland, ADM, TIM, PAY 2000/01
Infineon Deutschland, Proposal for Global HR
Hebel AG Deutschland, ADM, TIM, PAY 2001/2002
Airbus Deutschland, ADM, TIM, PAY 2003/04
Commerzbank, ADM, TRV, ESS/MSS 2004
Bayer AG, ESS/MSS 2002/03
Boehringer Ingelheim, ESS/MSS 2004
Springer Berlin, ESS 2004
Siemens SBS Nord, SAP-HR-Strategy 2006
EDS/Sal.Oppenheim Germany, HR-Portal, 2006
SAP/Siemens Germany, HR Delta Training, 2007
T-Systems Germany, SAP-HR-BPO Strategy, 2007
Momentive/BAYER/GE Germany, Global Rollout 2007
Deutsche Bundesbank, ESS-MSS Strategy/Coaching 2008
Honeywell Deutschland, ADM/TIM/PAY & **Interface to Peoplesoft 2008**
SAP Deutschland, SAP-HR on iPhone, 2009
ADP Deutschland, SAP-HR-PY 2010
KIVBF Deutschland, SAP-HR, PA, PT, PY, ESS/MSS, 2010
Panasonic, SAP-HR Performance Management, 2010
Nokia-Siemens-Network Germany, Global HR Rollout & Harmonization 2010
UniCredit Germany, Global Template & Global Rollout, 2011
@iutor Germany, Mobile Business Solution 2009-2012
Alstom Germany, PA, PT, PY, OM, CATS, Travel management, Global Template, 2012
Mobil-Oil ISC, PA, PT, PY, OM 2013

Opel/GM Germany, Travelmanagement 2014
ALTRAN Germany, Presales 2015
expenseBrain, Travelmangement 2016
Deutsche Post DHL, SAP-HR und Travelmangement, 2016

International

Siemens/Osram International from 1996-2002:
Siemens France, ADM, TIM, CATS+CRM, TRV
Siemens BENELUX, ADM, TIM, CATS+CRM, TRV
Siemens Switzerland, ADM, TIM, CATS+CRM
Siemens Austria, ADM, TIM, CATS+CRM
Siemens Hungaria, ADM, TIM, CATS
Siemens Sweden, ADM, TIM, CATS+CRM, TRV
Siemens Norway, ADM, TIM, CATS+CRM, TRV
Siemens Spain ADM, TIM, CATS+CRM
Siemens Portugal, ADM, TIM, PAY, CATS+CRM
Siemens Italy, ADM, TIM, PAY
Siemens Russia, ADM, TIM, PAY
Siemens Argentina, ADM, TIM, PAY, CATS+CRM, TRV
Siemens Colombia, ADM, TIM
Siemens Brazil, ADM, TIM, CATS+CRM, TRV
Siemens Mexico, ADM
Siemens USA, ADM, TIM, PAY, CATS+CRM, ESS
Siemens RSA, ADM, TIM, CATS-CRM, TRV
Siemens China, ADM, TIM, PAY
Siemens Singapore, ADM, TIM
Siemens Indonesia, ADM, PAY
Siemens Taiwan, ADM
Siemens Malaysia/Thailand, ADM TIM
Osram France, ADM, TIM
Osram Argentina, ADM, TIM, PAY
IRC International Red Cross, Switzerland, ESS/MSS, 2002
Kodak U.S, Proposal for Global HR, 2002/2003
State of Louisiana U.S., Proposal for ESS/MSS Security, 2003
Airbus France, HR-Support, ADM, TIM, PAY, 2003/2004
Airbus Spain, HR-Support, ADM, TIM, PAY, 2003/2004
Airbus U.K., HR-Support, ADM, TIM, PAY, 2003/2004
Airbus Global, HR-Development of Concepts, 2004
Volvo Sweden, HR-Solution-Architect, 2004
Inland Revenue U.K., HR-ESS/MSS Review, 2004
University of Leeds U.K., ESS/MSS Review, 2004
Lidl Netherlands, HR-Support ADM, TIM, PAY, 2005
Tyrolit Austria & U.S., ADM, TIM, PAYCHEX, 2005
Bose Netherlands, ADM, TIM(CATS), REMEDY, 2005
Nyherji Iceland, ESS/MSS 2005
Schneider-Electric France & Global, ADM, **Integration Peoplesoft/SAP, 2005**
Cemex Europe/Budapest/Hungary, ADM, TIM, PAY, Coaching/Training, 2005
Nestle Caribbean Puerto Rico U.S., ADM, TIM, PD, OM, ESS/MSS, Coaching/Training, 2006
Glaverbel Belgium, ADM, TIM, PAY, OM Coaching/Training, 2006
Siemens Belgium, ADM, TRV, 2006
Siemens Germany, Strategy, 2006

EDS & Sal.Oppenheim Germany, HR-Portal,
SAP & Siemens Germany, HR Delta Training
Atos Origin Global, HR-Portal, 2006/7
T-Systems Global, SAP-HR-BPO Strategy, 2007
Momentive/BAYER/GE USA & Germany, Global Migration & Rollout, 2007
Rolls Royce UK/US/CA/GE, HR-Upgrade Study 4.6c -> ECC 6.0
NIS Serbia National Oil Company, ADM, OM, TIM, PAY , 2007/8
Honeywell Schweiz, ADM/TIM/PAY & **Interface to Peoplesoft, 2008**
Aramco Saudi Arabia, Travelmanagement & ESS/MSS, 2008
Tata Consulting India, Travelmanagement & ESS/MSS, 2008
Infosys India, PA, PY, PT, OM, ESS/MSS, 2008
Vestas Denmark, PA, PY, PT, CATS, 2008/2009
Globus-Market Russia, PA, PT, PY, 2008
Media-Saturn Russia, PA, PT,PY, 2008
Novartis Switzerland, PA, OM, ESS/MSS 2009
SAP USA, SAP-HR on iPhone, 2009
Bundesverwaltung Schweiz, PA, OM, PT, ESS/MSS 2009
SAG Zürich, SAP-HR-PY, 2009
Panasonic Europe Hamburg, Performance Management, ESS/MSS, 2010
Nokia Siemens Network, Muenchen, Global Rollout HCM, 2010
Pirelli Milan/Italy, Global Rollout HCM, 2011
Metso Helsinki/Finland, Travel management 2011/2012
Tieto Austria, PA, OM, PT, PY, ESS/MSS, 2012
Alstom, Switzerland, PA, PT, PY, OM, CATS, Travel Management, Global Template 2012
Siemens UK, Italy, Thailand, Malaysia, Singapore, Australia. PA, CATS, 2013
UBS Bank, Switzerland, Global Travel Management 2013
NOKIA NSN, Finland, Global SAP-HR, 2013/2014
TECH MAHINDRA, India, Global SAP-HR, SAP-TRAVEL, 2014
Beeline Germany, Global SAP-HR/OM, SAP-RETAIL, 2014
CAPITA UK, SAP-HR Rollout workshops for Germany,

My Projects



Project: Deutsche Post DHL

Duration: September 2016 – Januar 2017

Role: SAP-HR/HCM/TRAVEL Senior Consultant

Development, Consulting & training

My Workload: Support for SAP-HR and SAP Travelmanagement

Prepare and implement Legal Changes

Project: Bosch AG Schwaebisch Gmuend

Duration: July 2016 – September 2016

Role: SAP-TRAVEL Senior Consultant

My Workload: Harmonize the current Travelmanagement with the Bosch Travelmanagement Support for SAP-HR and SAP Travelmanagement

Project: expenseBrain

SAP Travel Management Consulting Company

Duration: January 2016 – September 2016

Role: SAP-HR/HCM/TRAVEL Senior Consultant, acting as the Team lead

My Workload: Development, Consulting & Training

Project: OPEN SAP & OPEN HPI

Self Training

Duration: February 2015 – today

Module: SAP FIORI, SAP PERSONAS & S/4HANA, SUCCESFACTORS-EC

Project: trustandsoft Germany & India (My own Company)

Independent Mobile Business Apps

Duration: May 2009 – December 2015

Role: Project Manager

Mobile Device: iPhone, iPad, Android, Windows

Backend/Cloud: Independent, SAP, Success Factors, Concur and others

My Workload: Manage, prepare and test the development of native apps for SAP-HR and SAP Travelmanagement. Development are done by my team in Indore/India

Project: CAPITA London

SAP-HR-PY Rollout Workshops for Germany

Duration: August 2015 – September 2015

Role: SAP-HR/HCM/TRAVEL Senior Consultant

My Workload: Business Blueprinting for Rollout SAP-HCM to Germany for Migration, Setup and Interfaces.

Project: ALTRAN Germany

SAP HCM/BW-BI PRESALES

Duration: March 2015 – July 2015

Role: SAP-HR/HCM/TRAVEL Senior Consultant

My Workload :Support for Presales Activities (Audi & Lufthansa) Business Blueprinting for international SAP-HCM for Migration, Setup and Interfaces.

Project: Beeline Cologne Germany

SAP HCM, SAP RETAIL

Duration: December 2014 – January 2015

Role: Senior SAP-HCM-Consultant, acting as the Teamlead

My Workload : Integration SAP-OM with SAP-Retail, Migration & Interfaces

Project: GM/OPEL Rüsselsheim

SAP-HR/HCM/Travel

Duration: August 2014 – September 2014

Role: Trainer/Coach for SAP Travel Management Rollout Germany

My Workload: Preparing/ Developing Training and Coaching for the first Global Rollout Country Germany

Project: TECH MAHINDRA

SAP-HR/HCM/Travel

Duration: May 2014 – January 2015

Role: Senior SAP-HCM & TRAVEL Solution Specialist

My Workload: Trusted Advisor and Senior SAP-HCM &TRAVEL Consultant for the German Market.

Including: Blueprinting, Migration , Setup, Interfaces, Training

Project: NOKIA NSN Global Project "Phoenix "

SAP-HR/HCM/Travel

Duration: October 2013 – March 2014

Role: Senior SAP-HCM Solution Specialist, acting as the Teamlead

My Workload: Global Business Blueprint, regarding "Global T&E Harmonization and Back to the SAP standard "from the current System to a future Global System.

Project: UBS-Bank / Switzerland

SAP-Travel management

Duration: September 2013 – October 2013

Role: Team Lead & Senior SAP-Travel (Travel and Expenses) Solution Specialist

My Workload: Business Blueprint, regarding "Global T&E Harmonization and back to the SAP standard for 4 different SAP Systems and 1 Non-SAP System

Project: Siemens UK, Italy, Thailand, Malaysia, Singapore & Australia.

SAP- HCM

Duration: May 2013 – July 2013

Role: Senior SAP-HCM Solution Specialist, acting as the Team lead

My Workload : SAP-HR-Administration, Migration, Interfaces & CATS Rollout to UK, Italy, Thailand, Malaysia, Singapore and Australia

Project: MOBIL-OIL ISC /Germany

SAP- HCM

Duration: January 2013 – February 2013

Role: Senior SAP-HCM Solution Specialist

**My Workload: Support for SAP-HR Administration, Org.-Management, Timemanagement, Payroll, Travel & ESS/MSS
Including Migration, Setup, Interfaces**

Project: ALSTOM /Switzerland

SAP- HCM

Duration: May 2012 – October 2012

Role: Senior SAP-HCM Solution Specialist, acting as the Team lead

**My Workload: SAP-HR Administration, Org.-Management, Timemanagement, Payroll, Travel & ESS/MSS
Development of the Alstom Global Template, regarding Migration, Setup, Interfaces, Training & Going Live**

Project: ALSTOM /Germany

SAP- HCM

Duration: May 2012 – October 2012

Role: Senior SAP-HCM Solution Specialist , acting as a Team lead

My Workload: SAP-HR Administration, Org.-Management, Timemanagement, Payroll, Travel & ESS/MSS

Development of the Alstom Global Template, regarding Migration, Setup, Interfaces, Training & Going Live

Project: TIETO /Austria

SAP- HCM

Duration: April 2012 – June2012

Role: Senior SAP-HCM Specialist, acting as the Projectlead

My Workload: Support of SAP-HR Administration, Org.-Management, Time management, Austria Payroll, Travel & ESS/MSS,

regarding Migration, Setup, Interfaces and Going Live

Project: METSO /Finland

SAP- Travel Management

Duration: November 2011 – February 2012

Role: Senior SAP-HR Specialist, acting as the Team lead

My Workload: Setup SAP-HR-Administration, Travel management with portal and HCM BW (BuisnessWareHouse)

regarding Migration, Setup, Interfaces and Going Live

Project: UniCredit Bank /Germany

Global SAP-HR, Global Template

Duration: May - October 2011

Role: Senior SAP-HR Specialist acting as the Team lead

My Workload: Setup SAP-HR-Administration, Org.management, Time management, Payroll, Travel management with portal and HCM BW (BuisnessWareHouse),

regarding Migration, Setup, Interfaces and Going Live

Project: Pirelli Milan /Italy
Global SAP-HR

Duration: January 2011 – April 2011
Role: Coach of the Project Manager

My Workload: Setup SAP-HR-Administration, Org.management, Time management, Payroll, Travel management with portal, regarding Migration, Setup, Interfaces and Going Live

Project: Nokia-Siemens-Networks Muenchen
Merger, Migration & Harmonization of SAP-HR

Duration: November 2010 – December 2010
Role: Senior SAP-HR Specialist acting as the Teamlead

My Workload: Global SAP-HR Merger (about 60 countries !)

Project: KIVBF Germany (Public Sector)
SAP-HR Baden Wuerttemberg

Duration: March 2010 – July 2010
Role: Coach Project Manager

My Workload: SAP HR/FICO ESS/MSS
SAP-HR-Administration, Org.management, Time management, Payroll, Travel management with portal, regarding Migration, Setup, Interfaces and Going Live

Project: ADP Germany
SAP-HR -PY

Duration: January 2010
Role: Senior SAP-HR Consultant

My Workload: Presales for SAP HR for Harman-Becker
SAP-HR-Administration, Org.management, Time management, Payroll, Travel management with portal, regarding Migration, Setup, Interfaces and Going Live

Project: Schweizerische Eidgenossenschaft
Federal Office of Information FOITT

Review SAP-HR-PT (Harmonization Time Management)

Duration: October 2009 – November 2009

Role: Senior Global SAP-HR Consultant

My Workload: SAP HR/ ESS/MSS regarding Migration, Setup, Interfaces and Going Live

Project: Novartis Switzerland

SAP-HR Global Rollout

Duration: April 2009 – June 2009

Role: Senior Functional SAP-HR Team lead

My Workload: Rollout Spain SAP-HR, PA, OM, ESS/MSS regarding Migration, Setup, Interfaces and Going Live

Project: VESTAS Denmark

Global Rollout SAP-HR, PA, PT, PY &CATS

Duration: October 2008 – February 2009

Role: SAP-HR Project Manager

My Workload: Rollout to Germany: PA, PT, PY & CATS, regarding Migration, Setup, Interfaces and Going Live

Project: Media-Saturn Russia

SAP-HR Review

Duration: November 2008

Role: Senior SAP-HR Project Manager

My Workload: SAP-HR, PA, PT, PY & CATS regarding Migration, Setup, Interfaces and Going Live

Project: Globus Markets Russia

Study: Rollout SAP-HR in Russia

Duration: October 2008

Role: SAP-HR Specialist & Coach acting as the Teamlead

My Workload: SAP-HR, PA, PT, PY & CATS regarding Migration, Setup, Interfaces and Going Live

Project: SAP India / Infosys India

Upgrade 4.7 – ECC 6.0, Global SAP-HR & ESS/MSS

Duration: July 2008

Role: SAP-HR- Specialist & Solution Architect

My Workload:

Coaching, Review, Audit Infosys Global SAP HR Solution (90.000 Employees)

Upgrade 4.7 -> ECC 6.0, ESS/MSS, Global Payroll, regarding Migration, Setup, Interfaces and Going Live

Project: TATA CONSULTING India

Travel Management & ESS/MSS

Duration: May 2008

Role: SAP-HR- Specialist & Coach/Trainer

My Workload: Coaching, Training, regarding Migration, Setup, Interfaces and Going Live

Project: ARAMCO Saudi Arabia

Travel Management & ESS/MSS

Duration: April 2008

Role: SAP-HR- Specialist & Coach/Trainer

My Workload: Coaching, Training, regarding Migration, Setup, Interfaces and Going Live

Project: Honeywell Germany & Switzerland

Global Rollout SAP-HR & Interface to Peoplesoft

Duration: March 2008 – July 2008

Role: SAP-HR- Specialist & Project Management Coach

My Workload : SAP-HR OM, PA, PT, PY Interface to Peoplesoft, regarding Migration, Setup, Interfaces and Going Live

Project: NIS National Oil Company, Serbia
SAP HR & "First Serbian Payroll"

Duration: December 2007 – March 2008

Role: SAP-HR-Project Manager

My Workload : SAP HR OM, PA, PT, PY , regarding Migration, Setup, Interfaces and Going Live

Project: Rolls Royce UK, US, CA & GE
Study: Global HR Upgrade 4.6c -> ECC 6.0

Duration: October – December 2007

Role: Senior Global SAP-HR-Consultant & Project Manager

My Workload: SAP-HR

Study of Global HR Upgrade 4.6c -> ECC 6.0

Project: Deutsche Bundesbank, Frankfurt
ESS-MSS Strategy/Coaching

Duration: January 2008

Role: Senior Global SAP-HR-Consultant

My Workload: SAP-HR Developing ESS/MSS Strategy

Project: Momentive Waterford USA
(former General Electric/Bayer)
Migration OracleHR -> SAP-HR and Global Rollout

Duration: June 2007 – December 2008

Role: IT Project Manager EMEA & INDIA

My Workload : SAP -HR Global Migration OracleHR to SAP-HR

Global HR Rollout PA, OM, TIM & PAY, regarding Migration, Setup, Interfaces and Going Live

Project: Deutsche Telecom/T-Systems
SAP-HR Strategy

Duration: March - October 2007
Role: Senior Global SAP-HR-Consultant

My Workload: Coaching & consulting for Global HR Rollout & Global HR BPO, regarding Migration, Setup, Interfaces

Project: SAP Germany/Siemens Germany
Design& Development: SAP-HR Delta Workshop

Duration: March-April 2007
Role: Senior Global SAP-HR-Consultant

My Workload:
Backend: Delta 4.5/4.6 --> ECC 6.0
ESS-MSS: Delta ITS --> EP.6.0
regarding Migration, Setup, Interfaces

Project: Global IT Atos Origin
Enterprise Portal

Duration: July 2006 April 2007
Role: Global ESS-MSS Project Manager

My Workload: SAP-HR Development and Global Rollout for Germany, Netherlands, France, United Kingdom, Belgium
CATS (Cross Application Time sheet), Leave Request, Travel expenses and PS- Reporting, regarding Migration, Setup, Interfaces

Project: Siemens Belgium
SAP Travel Management

Duration: March 2006 – June 2006
Role: Senior Global SAP-HR-Consultant

My Workload: SAP-HR & TRV
Setup/Review and Customizing SAP Travel Management for Belgium and Luxembourg with the Interface to CATS and Self Services

ESS/MSS: Leave Request, Clock in /out Correction, Team Calendar and CATS

regarding Migration, Setup, Interfaces

Project: Siemens Germany

SAP-HR Strategy

Duration: March/April 2006

Role: Senior Global SAP-HR-Consultant

My Workload: Develop the strategy for SAP HR & TRV SAP Time Management
SAP Travel Management SAP-HR Portal ESS/MSS
regarding Migration, Setup, Interfaces

Project: GLAVERBEL Belgium

Training/Coaching the SAP-HR Team for the Global Rollout

Duration: February - March 2006

Role: Senior Global SAP-HR-Consultant

My Workload: Training and Coaching the SAP-HR Team in PA, TM, PY & OM
for Glaverbel's Global Rollout, regarding Migration, Setup, Interfaces
SAP training course: HR050, HR305, HR505

Project: NESTLE Caribbean

Training/Coaching the Super User for the Global Rollout

Duration: January 2006

Role: Senior Global SAP-HR-Consultant

My Workload: Training and Coaching the Super User in PA, TM, PD, OM, TRV, T&E, ESS/MSS
& MDT
for Nestlé's Global Rollout
SAP training course: SAPHR, HR050, HR130

Project: CEMEX SSC Europe/Budapest, Hungary

Training/Coaching the SAP-HR SSC-Team

Duration: December 2005

Role: Senior Global SAP-HR-Consultant

My Workload: Training and Coaching the SSC Experts for SAP-HR and the German Payroll,

regarding Migration, Setup, Interfaces
SAP training course: SAPHR, HR050, HR110

Project: Global Schneider Electric/Paris, France

Interface Peoplesoft/SAP-HR & Setup SAP-HR

Duration: May 2005 - November 2005
Role: Senior Global SAP-HR-Consultant

My Workload: Blueprint, Setup and Customizing the SAP-HR Masterdatas for Schneider-Employees and Schneider Contractors
Detail analyse, Blueprint and Development Requirements for the global Peoplesoft/SAP-HR Interface via SAP's XI

Project: NYHERJI/Iceland

SAP-Portal 6.0 ESS/MSS

Duration: July 2005
Role: Senior Global SAP-HR-Consultant

My Workload: Setup and Customizing the SAP Portal
Including: All the current Self-services for HR, Financials & Travel management

Project: BOSE, Edam/The Netherlands

Time management(CATS) integrated with REMEDY (Call Centre Solution)

Duration: March 2005 -May 2005
Role: Senior Global SAP-HR-Consultant

My Workload: SAP-HR ADM, TIM, CATS and REMEDY (Call Centre Software)
Including: Customizing via IMG, Data Quality, Data Migration, Special-Tests &Going Live Strategy

Project: TYROLIT, Schwaz/Austria

Time management with a special Clockin/out System

Duration: February 2005 -April 2005
Role: Senior Global SAP-HR-Consultant

My Workload: SAP-HR, ADM, TIM and transfer to PAYCHEX (ext. Payroll)
Including: Customizing via IMG, Data Quality, Data Migration, Special-Tests &Going Live Strategy

Project: LIDL, Huizen/The Netherlands

Going-Live Review

Duration: January 2005
Role: Senior Global SAP-HR-Consultant

My Workload: ADM, TIM PAY Going Live Support Going Live Review
Including: Checking IMG, Data Quality, Data Migration, Special-Tests & Going Live Strategy

Project: VOLVO, Gothenburg/Sweden, Global-HRT

Duration: November & December 2004
Role: Senior Global SAP-HR-Consultant & Global System/Solution Architect

My Workload: SAP HR Strategy SAP-EP 5.0 & 6.0
Global Conversion Strategy
Global Architecture Strategy
Global Application Integration Architecture
Global HR Rollout Strategy, regarding Migration, Setup, Interfaces

Project: Boehringer Ingelheim Germany **SAP- Portal HR: ESS/MSS/TRV/CATS**

Duration: September 2004
Role: Senior SAP-HR-Consultant & SAP-HR Portal Specialist

My Workload: SAP-HR- ESS/MSS 4.7 SAP-EP 6.0
Including: Hands-On: Customizing & Training for the SAP-Standard.

Project: Commerz Bank Germany **ESS for SAP-Travel management (TRV)**

Duration: September 2004 -October 2004
Role: Senior SAP-HR-Consultant & ESS/MSS Specialist

My Workload: SAP-HR- ESS/MSS 4.7 & ITSSAP-TRV & SAP Travel management NON SAP Portal

Project: Inland Revenue, Worthing UK & University Leeds UK **SAP-HR-Portal & ESS/MSS Review**

Duration: August 2004
Role: Senior SAP-HR-Consultant & ESS/MSS Specialist

My Workload: SAP-HR- ESS/MSS 4.6c.SAP EP (Enterprise Portal) EP 5.0
Including: Analysis of the current situation. Develop and present a Review about the timeframe for Going-Live.

Project: Thales, London UK

Development HRIS Concepts for CATS

Duration: August 2004

Role: Senior SAP-HR-Consultant & CATS Specialist

My Workload: SAP-HR-TIM/CATS

Crossover Interfaces to SAP-FI/CO, SAP-PP/PM and SAP-PS

Project: AIRBUS HRIS Toulouse/France

Duration: 1.03.2004 – 15.6.2004

Role: Development HRIS Concepts , acting as the SAP HR Teamlead

My Workload: SAP-HR-Portal Upgrade Release 4.7 to my SAP HR,

ESS/MSS, French Payroll, Global Support

Develop the Global Template Strategy for Data Migration, The Tools and Interfaces.

Global Architecture Strategy, Hardware, Software, SAP-Clients, Integration with 3rd party

Global Application Integration Architecture, Legacy Systems/Applications, 3rd party

Applications, Outsourcing Applications,

Time Entry Systems , Financial Applications and BW.

Global HR Rollout Strategy, regarding Migration, Setup, Interfaces

Project: AIRBUS HRIS

Duration: 1.12.2003 – 28.2.2004

Role: SAP- HR-Support 2nd Level (Germany, Spain, UK)

My Workload: Going Live Support SAP-HR Release 4.7Live Support SAP-HR, Analyse errors, processes and risks in SAP HR, Coordinate Helpdesk, HR-Project-Team, HR-Department and IT.

Project: EMERITIS USA: Proposal for Kodak's SAP-HR Global Rollout

Duration: 1.9.2002 – 30.3.2003

Role: Global HR Consultant, Project Manager

My Workload: Responsible for the Strategy/Study, Proposal and the Engagement for Global-HR.

Including: Project Scope, HCM WORLD Approach, Global Roll-Out Tools, Global Template, Rollout Schedule,

Data Migration, Training & Knowledge Transfer, Communications Strategy, Assumptions, Project Organization,

Project: Siemens AG , Case Study: Management of Global Employees

Duration: 1.8.2002 -30.3.2003

Role: Global HR Consultant & Global HR Specialist, acting as the SAP-HR Teamlead

My Workload : Together with Siemens IDC (International Delegation Centre), working on a study SAP's Global Employees (expatriates) against Siemens own solution " PISA/VIADUCT", regarding Migration, Setup, Interfaces

Project: BAYER AG, Stocks-Online (ESS) & Appraisal-Online (MSS)

Duration: 1.3.2002 - 31.1.2003

Role: Senior SAP Consultant & ESS/MSS Specialist, acting as the SAP-HR Teamlead

**My Workload; Development, consulting and training for both e-HR self services
ESS " Stocks Online" for Employees
MSS "Appraisal Online" for their employees**

Project: Siemens USA, Payroll & Time for CATS- Online (ESS)

Duration: 1.7.2001 – 31.3.2002

Role: Global HR Consultant, SAP-HR Project Lead

My Workload: Responsible for the development and implementation of the SAP-HR-Self-service.

Including: Personnel functionality, Organisational Management, Personnel Administration. Time Management functionality

(for positive and negative time recording solutions) also including Absence and Attendance, non-standard tolerance processing,

Absences, Attendances, Transfer to SAP-HR-Payroll, regarding Migration, Setup, Interfaces

Capturing online Times, Cost Centre, Projects etc. via Cross Application Timesheet (CATS) by Intranet/Internet

Project: Siemens USA, SAP-HR-Payroll

Duration: 1.10.2000 – 30.6.2001

Role: Global HR Consultant, SAP-HR Project Lead

My Workload: Responsible for the development and implementation of the SAP-HR-Payroll (changing of the year 2000/2001)

after SAP's maintenance stop for the current release.

Activities included: Personnel functionality, Organisational Management, Personnel Administration and Payroll. Analyse the gaps between 2000 & 2001,

Development new functions SAP-HR-PAY, for the year 2001 Training and Consulting & Change Management

Project: Osram Germany SAP-HR and France and Argentina (SAP-HR)

Duration: 01.01.1999 – 30.6.2002

Role: Global HR Consultant, SAP-HR Project Lead

My Workload: Responsible for the rollout and implementation of the SAP HR, Payroll and Time Management solution, regarding Migration, Setup, Interfaces

Managing the entire project, including project reporting, planning, resources, issue management and change control.

Activities included: Personnel functionality, Organisational Management, Personnel Administration, Payroll functionality included monthly payrolls, separate agreements and rules. Time Management (positive and negative), Absence and Attendance, non-standard tolerance processing, Substitutions, Time Transfer. The SAP Time Management solution successfully interfaced to the Kaba Benzing time recording system.

Project: Siemens Worldwide, GLOBAL ROLLOUT

Duration: 1.10.1996 - 30.06.2003

Role: Global HR Consultant, Global SAP HR Project Lead

My Workload: As the SAP Project Manager responsible for the rollout & implementation of SAP Payroll, Time Management (including CATS) , regarding Migration, Setup, Interfaces and Travel Expenses sub-modules of SAP HR, as well as the configuration of interfaces to third party applications. Together with the customer and other SAP-Consultants and/or Consulting Partners working for the SAP-HR success in

“France, Benelux, Switzerland, Austria, Hungary, Sweden, Norway, Spain, Portugal, Italy, Russia, Argentina, Brazil, Mexico, USA, South Africa, China, Singapore, Indonesia, Taiwan, Malaysia & Thailand”

This included the design and configuration of:

- Personnel functionality included Organisational Management, Personnel Administration**
- Payroll requirements include both internal processing and transferring of data to external providers**
- Monthly payrolls**
- Positive and negative time and attendance solutions**
- Processing of time using CATS**
- Created time evaluation schemas for the valuation of time balances and quotas**
- Wage types to be processed through payroll**

Configuration Interfaces to external payroll providers and other companies using the interface toolbox, as well as configured the travel expenses solution for the entry, approval and settlement of business expense trips with payment options via Payroll and Finance.

Acting as the SAP-HR Project Lead in Germany:

SAP-HR- ADM, PAY, TIM, TRV & Integration FI/CO + CRM, regarding Migration, Setup, Interfaces

Duration: 1.10.1987 – 30.9.1996

Role: SAP- HR Consultant, SAP-HR Project Lead responsible for:

Chemical: BASF AG, Hoechst AG, Hoffmann La Roche Deutschland, Dresdner Arzneimittel, Fresenius, Rhone Poulenc Freiburg,

Industry: Grundig AG, ABB Deutschland, Landys & Gyr Frankfurt, Bosch-Junkers Stuttgart, Kraftanlagen AG Heidelberg, Siemens, Thermal Hockenheim, Wieland AG, Deere und Co, Carl Zeiss Jena, Deutsche Aerospace

Press: Saarbrücker Zeitung, Motorpresse Stuttgart

Construction: Heidelberger Zement, Hebel AG, Wayss & Freytag AG,

Brewery's: Bitburger Brauerei, Bergische Brauerei

Retail: Schneidersoehne Karlsruhe, Sony Deutschland

Public Sector : Reichsbund Bonn, Kraftwerk Mannheim, TUEV München

Banking: Hypo Bank AG, Dresdner Bank AG,

