

## Interim Human Resources Manager (2 years)

Client	Function	Task	Duration
International Market leader for sanitary products approx 12000 employees	Human Resources Manager	Interim Human Resources Manager	2 years
<b>Problem</b>			
The main need was the implementation of the Geberit corporate culture in one of the newly acquired plants of the Group, employee satisfaction was 65% according to a survey at the beginning of the project, the fluctuation rate was 16.2% (the plant employed 320 people)			
<b>Order</b>			
On-site consulting of the management, introduction of SAP HCM, migration of the payroll structure to the Geberit system, negotiation of corresponding company agreements with employee representatives, Development of a personnel development concept, realignment of vocational training, implementation of management training, coaching of managers			
<b>Result</b>			
Long-term reduction of personnel costs in administration by 20% through introduction of incentive wages and SAP, reduction of sickness rate from an average of 19.2% to an average of 7.8%, achievement of productivity targets, employee satisfaction was 85% according to survey at the end of the project, fluctuation was still 0%.			