

Personal Data

Matthias Möllene



***Name:***

Date of Birth:

Family:

**Matthias Möllene**

March 31<sup>st</sup>, 1960 in Fulda (D)

married, 2 children (born 1985 and 1987)

***Education:***

1978

1978-79

1979-82

Abitur (humanistic) at Fulda (D)

Military Service (D)

Airline Apprenticeship with Lufthansa German Airlines AG in Cologne, Frankfurt and Istanbul

***Company:***

peopleXpert

Founded Deecember 2005, offering consulting, coaching and training services in professional Human Resources Management

***Contact Data:***

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**Professional Career with Unaxis AG  
(Switzerland-based International High Tech Company):**

	<b>Job:</b>	<b>Main Focus:</b>
11/04 -06/05	Executive Vice President Human Resources	Member of the Executive Board, responsible for the group's personnel policy and the coordination of all HR activities on group level which included for instance the development and implementation of a top management succession plan and a new global incentive scheme  President of the Board of Directors of Contraves Space AG, Zurich, Switzerland President of the Board of Directors of Leybold Vacuum GmbH, Cologne, Germany Left Unaxis after take-over by Victory Industrie Holding, Vienna

**Professional Career with Centerpulse Ltd  
(former Sulzer Medica AG, Switzerland-based Intern. Medical Device Technology Company):**

	<b>Job:</b>	<b>Main Focus:</b>
05/03 -10/04	Group Vice President Human Resources	Member of the Executive Committee, responsible for the group's personnel policy and the coordination of all HR activities on group level  Turn around management, establishing a new management development and retention program  Left Centerpulse after take-over by Zimmer Ltd., Warsaw, USA

**Professional Career with SAirGroup (Swissair Group):**

10/01 - 04/02	Head of Human Resources for Swissair Group	Enhancing and focussing the function of the head of Human Resources on the management of the staff reduction within Swissair Group (appr. 9'500 jobs in Switzerland, 35'000 worldwide) after Swissair Group's bankruptcy as well as managing the transfer of the remaining people into new entities and companies
04/01 - 09/01	Member of the Group Executive Management and CPO of the Swissair Group	Responsible for Group Human Resources Management of Swissair Group (71'000 employees in 7 group divisions with numerous subsidiaries and participations worldwide) directly reporting to the Chairman and CEO of the Group
07/00 - 09/01	In addition: Chief Personnel Officer, CPO, Swissair Group	Chief Personnel Officer Swissair Group, responsible for the coordination of all HR activities on group level and for the central framework and guidelines concerning personnel
1999-2001	In addition: Executive VP Human Resources AMP	Member of the executive management of AMP, Swissair Sabena Airline Management Partnership (Zurich and Brussels), a merger between Swissair and Sabena, responsible for Human Resources Management Important Achievements: development of an integration programme for the different company cultures of Swissair and Sabena including special workshops and coaching activities, harmonization of development programmes and HR tools
1998-2001	Executive VP Human Resources Swissair	Member of the executive management, responsible for Human Resources Management at Swissair, Member of the APDC (Airline Personnel Directors Conference) Important Achievements: development and implementation of the employee care programme related to the tragic accident of SR111, implementation of a value oriented 360° feedback system, new concept for university recruiting, implementation of a new HR IT system (SAP R3/HR) for the entire Swissair Group

**Professional Career with Lufthansa German Airlines AG:**

	<b>Job:</b>	<b>Main Focus:</b>
1997-98	Vice President Human Resources Management Airline Co-operations	Responsibility for the coordination of HR policies and systems for airline co-operations, development and implementation of the People Policy Group of STAR Alliance plus special tasks and projects for the EVP Human Resources
1994-97	Vice President Human Resources Management and Training for the Marketing and Sales Division	Responsibility for all HR aspects – particularly recruiting, contracting, development and care – for the Marketing and Sales Division (worldwide) plus sales, ground operations and service training (100 HR and training staff for ~12'500 employees working in 87 countries)
1993-94	In addition: Vice President Management Services Personnel	Responsibility for management training, training, controlling, apprentices, operation of the Lufthansa Training Centre Klaus-Bonhoeffer-Haus, HR controlling, personnel marketing and IT management for HR (~80 staff)
1992-94	Member of the Lufthansa Turn Around Team, responsible for HR aspects	Member of the Lufthansa Turn Around Team (4 representatives of the top management, plus 1 external consultant, directly reporting to the group executive management), mainly focused on coordinating all HR aspects related to the turn around (reduction of 8'500 jobs, outsourcing projects, restructuring)
1992	Vice President Human Resources for the area of administration	Human Resources Management for all staff reporting to the CEO, the EVP Finance and the EVP Human Resources (25 HR staff for ~ 4'000 employees, at 3 different locations)

1991-92	Head of Human Resources Management for Berlin and the new German federal states and coordinator for the integration of PanAm staff	Recruiting of employees in the new German federal states, including negotiation of their working conditions and coordinating the integration of approximately 1'000 employees of PanAm Intra German Services into Lufthansa
1990-92	Special Delegate Human Resources for the Lufthansa Consulting Team at Interflug (national airline of GDR)	Implementation of HR management and systems according to German labour law and regulations including negotiations of collective working agreements (number of employees at Interflug: ~ 12'000) as a preparation for the intended merger between Lufthansa and Interflug; after Interflug's bankruptcy member of the liquidation team under the lead of Dr. Jobst Wellensiek (liquidator)
1988-90	Head of Human Resources for Sales, Marketing and Cargo (Germany)	Human Resources Management for all staff within the area of Sales for Germany, as well as the planning and controlling departments of the Marketing and Sales Division (10 HR staff for ~ 3'500 employees)
1983-88	Expert on management development for business areas: Sales, Operations and Cargo worldwide	Development and implementation of management development concepts, planning of recruitment particularly within a worldwide job rotation programme (target group: 2 <sup>nd</sup> and 3 <sup>rd</sup> level managers of business areas Sales: Marketing and Ground Operations, approximately 600 managers in total.
1982-83	Sales Agent at Düsseldorf	Selling of airline tickets, passenger handling

*Various:*

2001	International Conference	Head of the Employers Delegation at the Tripartite Aviation Conference at the ILO (International Labour Organization), Geneva
2006	Further Education	Advanced Program "New Concepts for Board Management" at the University of St. Gallen, Switzerland
1997	Further Education	Seminar "Management and Dialectic" with Prof. Dr. Rupert Lay
1992	Further Education	International Strategic Management Training at INSEAD, Fontainebleau, France
1992-94	Total Quality Management TQM	Specialist for Quality Circles within the area of Human Resources Management, involvement in the implementation of TQM at Lufthansa
2009	Publication	Essay on „leadership in crisis situations“
2009	Publication	Online-Essay on „Crsis of Trust“ at executives.net
2008	Publication	Essay on „Board of Directors and Succession Planning“
2007	Publication	Essay on „Succession Planning “ for SME
2007	Publication	Essay on "Success Factor Communication", published in the magazine Handelszeitung (CH) on April 4, 2007
2006	Publication	Essay on „Learning from the Swissair Grounding published 2006 in the book „Leadership, latest trends“ (Institute for Leadership and HR Management, University of St. Gallen, (CH)

2005	Publication	Essay on "Personnel Marketing", published in the magazine "HR Today", Switzerland
2005	Publication	Essay on "Motivation", published in the magazine "Alpha", Switzerland
2003	Publication	First own book "Die Zukunft möglich machen", published by Huber Verlag, Frauenfeld, Switzerland
2003	Publication	Article on "Corporate Culture at Swissair", published in the book "Black Box Swissair" (Anton Moos editor., 2003)
1998	Publication	Article on "Management of Change – Opportunities and Challenges for Human Resources Management", published in the book "Value Development" (Hrsg. Prof. Dr. W. Fröhlich, 1998)
1997	Publication	Article on "Expatriate Policy", published in the book „Internationales Personalmanagement“ (Alois Clermont/Prof. Dr. Wilhelm Schmeisser, 1997)
1997	Publication	Article on "Promotion of Female Managers" in cooperation with Prof. Dr. Rolf Wunderer, published in the book "Frauen im Management" (Prof. Dr. Wunderer/Dr. Petra Dick, 1997)
1997	Publication	Article on "Internationalisation in the Area of Management Development", published in the book "Change Management - Programme, Projekte und Prozesse" (Prof. Dr. Reiß/Prof. Dr. von Rosenstiel/Anette Lanz Hrsg., 1997)
1996	Publication	Article on "Special Qualification Programmes for Older Employees" published in the book "Kompetenz der Erfahrung" (Kayser/Uepping, 1996)
1995	Publication	Case Study on "Lufthansa Turn Around" in cooperation with the University of Stuttgart
1994	Publication	Article on "Management of Change at Lufthansa", published in the book "Innovatives Personalmanagement" (Wunderer/Kuhn editor, 1994)

Since  
1995

Lectureships

Regular lectures at

- University of St. Gallen (Switzerland), e.g. at their Executive MBA programme (Executive MBA HSG) on Change Management
- University of Applied Sciences Zurich, e.g. at their Executive MBA Program on Change Management and Professional Human Resources Management
- ZFU Zurich on Strategic HR Management and on Compensation Systems
- SKU Zurich on General Human Resources Management
- Other national and international universities and business schools (e.g. GSBA Zurich, HEC Geneva, ETH Zurich, University of Zurich, IMD Lausanne)

Awards

- Best Hearing Guest Award, Graduate School of Business Administration GSBA, Zurich, 2003
- Best Case Study Award, Graduate School of Business Administration GSBA, Zurich, 2004

Special Assignments

- President of the Board of Directors of Bodensee Arena, an Ice Hockey Stadium with Restaurant and Hotel at Kreuzlingen, Switzerland
- Member of the Board of Directors of USD AG, a software and IT consulting company at Langen, Germany
- Member of the Board of Directors of Imagin Prof. Bochmann AG, a research company at Königstein, Germany
- Member of the Supervisory Board of the Pädagogische Hochschule Thurgau, PHTG, Kreuzlingen
- Advisor of the Organizational Energy Program of the Institute for Leadership and HR Management at the University of St. Gallen, Switzerland
- Advisor of Hostettler & Partner AG, a compensation consulting company at Zurich, Switzerland
- Advisor of aviaXpert gmbh, Uster