



PROF. ANDREAS KIEFER

Prof. Andreas Kiefer
Date of birth: 10.07.1961
Marital status: divorced
Nationality: German
Address: Osthafenplatz 16,
60314 Frankfurt am Main; Germany
Telephone: +49 (0) 151 / 40106144
E-mail: andreas.kiefer@gmx.eu
www.andreas-kiefer.eu

CV

PROFESSIONAL CAREER

- 2002 - 2015** ADP – Employer Services GmbH
Chairman of the Board of Management
Responsible for Customer Service, Finance, Human Resources, Marketing, Sales and all areas of operations
- 2009 - 2013** ADP Italy, ADP Poland, ADP Switzerland, ADP Spain
Regional General Manager South and Central Europe
- Introduction and implementation of product and cloud service strategy in the above-mentioned European countries. Holistic management of the region South and Central Europe, with more than 2,000 employees and with full P+L responsibility. Acquisition and integration of the largest competitor in Italy, more than doubling ADP Italy's existing business volume.
- 2000 - 2002** ADP – Employer Services GmbH
Member of the Management and responsible for Outsourcing Services
Set up BPO business of ADP Germany
- Einführung und Umsetzung einer Produkt- und Cloud-Service Strategie in den oben genannten europäischen Ländern. Ganzheitliches Management der Region South and Central Europe mit mehr als 2.000 Mitarbeitern mit voller P+L Verantwortung. Akquisition und Integration des größten Wettbewerbers in Italien und damit mehr als Verdoppelung des bestehenden Geschäftsvolumens der ADP Italien
- 1999 - 2000** ADP – Employer Services GmbH
Company officer with statutory authority as part of responsibility for Outsourcing Services
- Development of ADP Germany from a software and consulting company into a leading service provider for personnel administration and personnel management in Germany. Sustainable increase in the business volume through organic growth and strategic acquisitions.
- 1996 - 1999** Stinnes AG (now Deutsche Bahn AG)
Director of IT and Electronic Business
- Definition and implementation of a new global IT strategy, which included the linking of electronic services with existing services in the transport, chemical trade and steel trade segments. Responsibility for the global IT budget with direct reporting to the CFO.
- 1993 - 1996** ALLDATA Service GmbH (ARAG)
Business Development Manager
- Responsible for corporate and product strategies, reorganisation and transformation of an IT service provider with more than 1,000 employees

CV Page 2

1989 - 1993 LION EDInet GmbH, later vebacom Service GmbH
Project Manager in the area of IT development, later Head of IT and SAP Consulting

Development and marketing of software for electronic data exchange, overseeing supply change management projects in various industrial sectors for the European Union (EU)

ACADEMIC CAREER

2009 - today Professor of Leadership and Communication at the Berlin University of the Arts (UdK Berlin)

1987 - 1989 Medical studies at the University of Cologne (preliminary examination)

1986 Completed degree as qualified physical education instructor

1982 - 1986 Degree Programme Sport at the German Sport University Cologne

1980 - 1982 Military service in the German Armed Forces

1980 University-entrance diploma from Vinzenz-Pallotti-Kolleg Rheinbach

PUBLICATIONS

September 2015 Successful human resources in the era of Industry 4.0. HR management in the era of Industry 4.0 using a social media dashboard **Special ADP publication**

August 2015 Made in Germany. German world market leader as model: New paths in HR management, **Best of German Mittelstand, Deutsche Standards, Cologne**

July 2015 Man and machine – awakening. The fourth revolution has arrived at companies and networking is a crucial word. Do we need HR 4.0? **Personalmagazin**

January 2015 The success model: What can HR management learn from the success patterns of world market leaders? Global Market Leaders **Deutsche Standards, Cologne**

March 2013 What is successful personnel work? The relevant KPIs for HR **Special ADP publication**

May 2011 Future agenda for managers: The Ten Commandments for successful management **Walhalla Fachverlag**

May 2011 Future agenda for managers: The Ten Commandments for successful management **Walhalla Fachverlag**

November 2010 Global market leader, solvent, international – seeks... **Weltmarktführer, Deutsche Standards, Cologne**

CV Page 3

August 2005

Practical outsourcing handbook: Strategic potential, current developments, efficient implementation, Axel Wullenkord (ed.) **Vahlen**

January 2005

Business process outsourcing: A guide to reducing costs and increasing efficiency in accounting and human resources **Vahlen**

January 2003

Healthy ruthlessness: Using self-criticism and harsh therapies to corporate success. Target orientation, success monitoring and social responsibility **Metropolitan**