

Cooperation with works councils and trade unions

Holger Adams has extensive and extensive experience in constructive collaboration with works councils and unions. In numerous restructuring, transformation, and digitalization projects, he has successfully negotiated, achieved reconciliations of interests, and designed complex collective bargaining frameworks. In doing so, he succeeds in reconciling corporate interests with the needs of employees.

Key competencies

Negotiation & Moderation

- Conducting demanding negotiations with works councils and trade unions (IG Metall, ver.di, etc.).
- Design of social plans, reconciliations of interests, volunteer programs and company collective agreements.
- Experience in complex employment law negotiation situations in Germany, UK, France and Belgium.

Restructuring with co-determination

- Successful workforce reduction measures of up to 35% in close coordination with employee representatives (e.g. Hutchinson Aerospace, Mann+Hummel, Lucent Technologies).
- Negotiation and implementation of works agreements in the context of organizational restructuring and digitalization.
- Introduction of partial retirement and early retirement solutions as socially acceptable transformation instruments.

Collective bargaining and works agreements

- Conclusion of a collective agreement at Berry Global in close coordination with IG Metall.
- Harmonization of bonus and remuneration systems in agreement with works councils (SAP, Bombardier, Onyx Power).
- Development and implementation of modern working time and shift models, e.g., introduction of a 5-shift model.

Communication & Trust

- Many years of experience as a moderator between management and employee representatives.
- Clear, transparent communication even in difficult change processes.
- Building trusting relationships as a basis for sustainable and implementable solutions.

Proven successes

- High acceptance of restructuring measures through fair and transparent co-determination.
- Successful negotiations that enabled both the economic stabilization of the company and socially acceptable solutions for employees.
- Rapid implementation of complex changes through collaborative work with employee representatives.

Conclusion

Holger Adams is an experienced HR expert working with works councils and unions. With his negotiating skills, legal expertise, and strong communication skills, he succeeds in building bridges between management and employee representatives. This leads to sustainable solutions that accelerate change processes and combine social responsibility with corporate goals.