

Change Management

Holger Adams has extensive experience in managing complex change processes in international corporations, medium-sized companies, and non-profit organizations. His focus is on designing sustainable change programs that ensure both organizational efficiency and employee acceptance.

Key competencies

Designing change processes

- Planning, management and implementation of reorganizations, digitalization projects and HR transformations.
- Introduction of new structures and processes in corporations such as ThyssenKrupp Elevator, SAP, Bombardier and Onyx Power.
- Establishment and management of project organizations for new business areas.

Leadership in change

- Taking on key roles in transformation phases (Head of HR, Interim HR Director, Consultant).
- Strong communication and facilitation skills in collaboration with works councils, unions and management teams.
- Certified PR manager with a focus on internal communication to support change processes.

Digitalization & HR Transformation

- Introduction of modern HR systems (SAP HCM, Taleo, Workday, SuccessFactors, rexx systems).
- Digitization and automation of HR processes, including the development of shared service structures.
- Harmonization of HR processes as a basis for digital strategies (Signal Iduna, SAP, Progroup)

.

Restructuring in the context of change

- Successful implementation of staff reduction measures with high pressure for change (e.g. Mann+Hummel, Hutchinson Aerospace, Lucent Technologies).
- Design of social plans, reconciliations of interests and outplacement programs that were highly accepted by employees.
- Demonstrable improvement in business results through consistent implementation (e.g., Mann+Hummel's EBIT increase from -8% to +4% in 10 months).

International experience

15 years of experience in global matrix organizations and multicultural environments (EMEA, USA, Asia).

Adapting change programs to cultural and legal frameworks in different markets.

Experience in M&A integrations with a focus on HR culture, compensation systems, and organizational design.

Conclusion

Holger Adams is an experienced change manager who not only conceptualizes change but also successfully implements it. With a clear focus on transparency, communication, and sustainability, he succeeds in generating acceptance among stakeholders while measurably achieving corporate goals. His mandates are characterized by a combination of strategic vision and operational implementation strength – a key success factor for organizations undergoing change.