

## Keynote Speaker – HR topics with practical relevance & depth

With over 30 years of experience in international corporations, medium-sized businesses, and SMEs, Holger Adams combines strategic HR excellence with operational implementation expertise. As a keynote speaker, he provides practical insights into current HR challenges and demonstrates solutions that organizations can immediately benefit from.

### Core topics for lectures

#### Restructuring & Transformation

- “Success factors for restructuring – between efficiency and acceptance”
- “Shaping Transformation: How Organizations Reinvent Themselves Sustainably”

#### Compensation & Benefits / Grading-Systeme

- “Transparent compensation as a success factor – grading systems as the foundation of modern HR work”
- “Compensation & Benefits in a Global Context: Balancing Market, Culture, and Strategy”

#### Change Management

- “People in Change: How to Successfully Communicate and Implement Change Processes”
- “Digitalization in HR – Seizing Opportunities, Overcoming Resistance”

#### HR in general

- “HR as a Business Partner: Operational Excellence and Strategic Added Value”
- “The future of HR – between automation and humanity”

#### Added value as a speaker

Practical relevance – All content is based on real projects and measurable results.

Authenticity – clear, understandable language instead of theory-heavy language.

Inspiration & implementation – Participants take away concrete ideas that can be applied immediately.