

## Personal

Name: **Broghammer, Claudia**  
Year of birth: 1966  
Nationality: German



## Qualifications

Title, Profession: Product Manager  
Management Consultant

School education: University of Karlsruhe: „Diplom“ (Masters equivalent) in Computer Science.

Professional development: Certificate in „Strategic Marketing“ at University of St.Gallen

HR Knowledge: Strategic Human Resources Management  
Personnel Development, Performance Management (MbO)  
HR Controlling / HR-Scorecard  
Compensationmanagement  
Talentmanagement and Recruitment  
Employee- und Manager's Self Services  
Process Analysis & Design  
Quality Assurance in HR projects

Languages: German  
English  
French

IT- Experience: SAP HCM  
SAP Business Intelligence  
SAP Financials  
Umantis Applicant Management  
Umantis Talent Management

## Management-Summary

15 years experience at SAP. During this period, 6 years spent in consulting, 3 years in product development, 3 years in Product Management for SAP HCM, and 3 years in Marketing.

- ◆ Owns extensive and sound knowledge in all matters relating to Human Capital Management and a deep understanding of the strategic interrelationship between enterprise strategy, financial accounting, and HR.
- ◆ Expert in elaborating individual, customer-specific business solutions at a strategic and operational level within the framework of the implementation options that are technically feasible.
- ◆ Spontaneous and creative personality.
- ◆ Excellent communication and presentation skills.

## Project Experience

Period	Project	Role	Company
2004-today	<b>Management Consultant</b> - Strategic Consulting in the area of Human Capital Management / Development of strategic HR-IT-Roadmaps - Assessments and Feasibility-Studies - Presales and Product Management for umantis and SAP HCM - Coaching and Quality-Reviews within HR Projects	Management Consultant	HR Campus AG
2007-today	<b>Quality Assurance in strategic HR Projects</b> - SAP Talent Management Suite - E-Recruiting - Performance Management (MbO)	Quality Manager	SBB, EGL, BKW, BJB etc.
2011-today	<b>Support SAP Talent Management</b> - Performance Management - Compensation Management - Organisationsmanagement	Consulting	Nobel Biocare
2011	<b>Implementation umantis recruiting</b>	Consulting	Université de Lausanne
2010	<b>Implementation of SAP E-Recruiting</b> - Business Blueprint	Conceptual Consulting	SBB
2009	<b>Implementation of SAP Personnel Cost Planning</b> - Business Blueprint	Conceptual Consulting	Tamedia:
2008	<b>Implementation of Talent Management</b> - Requirement Analysis for future Talent Management System	Conceptual Consulting	Syngenta Crop Protection AG
2007	<b>Implementation of Talent Management</b> - Business Blueprint for 360°-feedback process	Conceptual Consulting	BKW FMB Energie AG
2007	<b>Implementation of global SAP HCM</b> - Strategic and conceptual development of the Talentmanagement, e-Recruiting, Succession planning and Performance Management Processes	Conceptual consulting	Oerlikon AG

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Period	Project	Role	Company
2006-2007	<b>Coaching Implementation of Personnel Cost Planning and Performance Management</b> - Review of Customer Concept - Support in technical Issues - Ongoing Coaching of the Customer Project manager	Coaching/ Quality Assurance	Converium AG
2006-2008	<b>Personnel Cost Planning</b> - Conceptual and technical review of implementation of SAP Personnel Cost Planning - Concept for optimization and stream-lining of the planning process by organizational and IT-related measures.	Coaching	Novartis Pharma AG
2006-2008	<b>Implementation SAP HCM</b> - Ongoing conceptual and SAP-related quality assurance focussed on Process Modelling and Business Blueprint SAP HCM - Review and Testing of Talent Management Processes	Quality Assurance	Axa Winterthur Versicherungen
2005-2007	<b>Implementation Personnel Cost Planning</b> - Development of a Business Blueprint for SAP Personnel Cost Planning - Ongoing Coaching during the realisation and maintenance	Conceptual consulting/ Coaching	Thalia Schweiz, EKZ, Von Roll Inova
2006	<b>Implementation SAP Talent Management (MbO, ECM)</b> - Business Blueprint and implementation of new processes for objective setting, appraisals and compensation management Integration of Employee- and Manager's Self Services	Coaching/ Quality Assurance	Atel AG
2005	<b>Implementation global Performance Management</b> - Compilation of a Business Blueprint for the worldwide Implementation of a standardized MbO-Process - Projectmanager for the technical Realization on the basis of SAP HCM incl. Manager's and Employee Self Services and SAP Workflow for the processmodelling	Projectmanager	Lonza AG
2005	<b>Implementation MbO</b> - Review of Customer Concept for Implementation of an SAP based MbO-Process - Support in technical Issues regarding the project (Manager's Self Services, BSP-Applications etc.)	Coaching	Bundesamt für Informatik

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2005	<b>Implementation SAP HCM</b> - Ongoing conceptual and SAP-related quality assurance during the mySAP ERP HCM Implementation	External Quality Assurance	Helsana Versicherungen AG
2005	<b>Implementation Expert Finder</b> - Definition of Business Blueprint for SAP Expert Finder as a company wide solution for intranet-based phonebook - Seamless integration in the existing Intranet-Platform	Conception Consulting/ Coaching	Converium
2004	<b>Implementation Employee and Managers Self Services for MbO and Compensation Management</b> - Conception - Realization - Testing	Subproject Manager	SBC WM AG
2004	<b>Conzeption for recruiting</b> - Concept für company-wide recruiting with my SAP HR	Subproject Manager	SBB
1999-2003	<b>Marketing, Distribution, Strategy for SAP HCM</b> - Performing market, product, and competition analysis for mySAP HR and mySAP Financials, as well as developing solution business plans - Analyzing of market trends and academic research for deriving strategic decisions and product positioning for SAP Switzerland - Conceptual development and implementation of individual, customer-specific business solutions at a strategic and operational level within the framework of the expert support provided throughout the sales cycle - Creation and delivery of presentations and speeches, also for an expert audience of general management and HR Executives - Establishing and leading network within the HR community at SAP and the international subsidiaries as well as actively maintaining contacts with universities, user groups, organizations, and associations	Product Manager/ Solution Marketing Manager	SAP Schweiz AG

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Period	Project	Role	Company
1996-1998	<b>Development SAP HCM</b> <ul style="list-style-type: none"><li>- Developing software for Swiss payroll accounting</li><li>- Developing employee self-service applications for mySAP HR</li><li>- Modeling business processes with SAP Business Workflow</li><li>- Training course instructor for mySAP HR in Switzerland</li></ul>	Developer	SAP AG