

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

Management-Summary

14 years experience at SAP. During this period, 5 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	Product Manager HCM - Presales and Product Management for SAP HCM - Implementation of Demo-Scenarios for Talent Management, E-Recruiting, Suisse Pension Fund, Personnel Cost Planning, Compensation Management - Strategic Consulting in the area of Human Capital Management - Assessments and Feasibility-Studies for SAP HCM - Conception of HR Campus starter packages - Coaching and Quality-Reviews within HR Projects	Product Manager	HR Campus AG
2007-today	Quality Assurance in strategic HR Projects - E-Recruiting - Performance Management (MbO)	Quality Manager	SBB, EGL, BKW, BJB
2010	Implementation of Compensation Management & Training Administration - Business Blueprint	Conceptual Consulting	Sanitas
2010	Implementation of SAP E-Recruiting - Business Blueprint	Conceptual Consulting	SBB
2009	Implementation of SAP Personnel Cost Planning - Business Blueprint	Conceptual Consulting	Tamedia:
2008	Implementation of Talent Management - Requirement Analysis for future Talent Management System	Conceptual Consulting	Syngenta Crop Protection AG
2007	Implementation of Performance Management - Business Blueprint for 360°-feedback process	Conceptual Consulting	BKW FMB Energie AG
2007	Implementation of global SAP HCM - Strategic and conceptual development of the Talentmanagement, e-Recruiting, Succession planning and Performance Management Processes	Conceptual consulting	Oerlikon AG

Project Experience

Period	Project	Role	Company
2006-2007	Coaching Implementation of Personnel Cost Planning and Performance Management - Review of Customer Concept - Support in technical Issues - Ongoing Coaching of the Customer Project manager	Coaching/ Quality Assurance	Converium AG
2006-today	Personnel Cost Planning - 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-today	Implementation SAP HCM - Ongoing conceptual and SAP-related quality assurance focussed on Process Modelling and Business Blueprint mySAP ERP HCM	Quality Assurance	Axa Winterthur Versicherungen
2005-today	Implementation Personnel Cost Planning - 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	Implementation Integrated Performance Management (MbO, ECM) - 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	Implementation global Performance Management - 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	Implementation MbO - 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

Project Experience

Period	Project	Role	Company
2005	Implementation SAP HCM - Ongoing conceptual and SAP-related quality assurance during the mySAP ERP HCM Implementation	External Quality Assurance	Helsana Versicherungen AG
2005	Implementation Expert Finder - 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	Implementation Employee and Managers Self Services for MbO and Compensation Management - Conception - Realization - Testing	Subproject Manager	SBC WM AG
2004	Conzeption for recruiting - Concept für company-wide recruiting with my SAP HR	Subproject Manager	SBB
1999-2003	Marketing, Distribution, Strategy for SAP HCM - 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

Project Experience

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