

Your personnel issues are our business

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About Silke Babinsky

- Industrial business management specialist
- 3 years' professional experience in product management and sales (B2C) at a consumer goods manufacturer
- Graduate in business administration (University of Hamburg) specialising in human resources, marketing and psychology
- Experienced in coaching and training in subjects including communication, conflict mediation and target agreement
- Experienced in labour law issues (including membership in the "labour law working group" of Prof. Dr. Björn Gaul)
- 5 years' experience in HR management (from hiring to dismissal including works council work)
- 3 years' experience in setting up and managing the HR development department of a group subsidiary
- 4 years' experience in the management of the HR department of a medium-sized company
- 7 years' experience as a lecturer at the Wirtschaftsakademie Hamburg (today: Hamburg School of Business Administration)

Selected consulting projects and assignments since 2004

Projects

- Reorganisation/restructuring with personnel reduction / transfer company
in a medium-sized company (partial cessation of operations) and in 3 group subsidiaries; involvement in the reorganisation, preparation of reconciliation of interests, social plans, and works agreements regarding the transfer company, management of social selection, negotiations with the works council
- Reorganisation/restructuring without personnel reduction

in the area of production in a group subsidiary including revision of job profiles and new groupings, and negotiation with the works council; Conducting of studies on the organisation of HR activities and drafting of proposals for restructuring in a medium-sized company; Advising a medium-sized company on the structuring of its organisation

- Remuneration systems

Introduction/revision of collectively agreed pay systems in 3 group subsidiaries (job profiles, classifications, preparation of/adjustments to works agreements, negotiation with works councils, provision of support for the arbitration board) and development of a remuneration system in a medium-sized company (without collective bargaining agreement)

- Working time systems

Introduction of a working time system in the service department of a medium-sized service company including involvement in the development of the new working time systems, preparation of the works agreements, negotiations with the works council

- Crisis situations/short-time working

Development of concepts for the course of action, preparation of the documents for the Federal Employment Agency and works agreements for the negotiations with the works councils for a medium-sized company and for a group subsidiary

- Human resource development in small and medium-sized companies

Introduction of performance reviews as part of the establishment of a personnel development system

Interim Management

- Longer-term management of all personnel work in various companies

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