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**February 2020**

#### core motivation

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develop leadership and teams, strong customer relation focus, inspire new ways of working

#### competences & work experience

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leadership experience in European, American and Asian high tech industry (semiconductor & CAD software)

consulting experience in multiple change contexts of HR

personnel, team and organizational development in multiple change contexts

HR management in a technology driven automotive supplier (engineering and HR background together)

#### basic personal data

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languages: German, mother tongue  
Englisch: fluently speaking, writing and coaching  
French, Italian: basics in speaking

nationality: German

family: married, 2 adult children

interests: mountain tours, paragliding, networking, literature, neuro science and psychology

#### work experiences (after 08/2016 see **extra HR interim profile**)

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**08/2016 – 02/2020**

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head of HR DENSO automotive Germany, details see extra HR interim profile

**10/2001 – today**      **self employed GM Solutions & more training, coaching, consulting**

**objectives and activities at following companies:**

- **change management**  
Nokia GmbH, Bochum  
VR-Netze GmbH, Frankfurt, Münster  
Deutsche Bahn Projektbau, Frankfurt, Berlin
- **leadership development**  
Austria Technology & Systems, Vienna  
Nokia GmbH, Bochum  
VR-Netze GmbH, Frankfurt, Münster
- **team development**  
Austria Technology & Systems, AT&S Vienna  
Bridgestone Germany  
Denso Automotive Germany  
Price Waterhouse Coopers, PWC, Germany  
SAP Germany
- **trainee- and high-potential programs, HR support**  
Primondo AG, Essen, Fürth  
RWE AG, Essen
- **intercultural communication (basics plus specifics USA, India, Japan, China)**  
University of Passau  
MAN truck & bus AG, Munich (intercultural communication & negotiation)  
Force India (MAN owned)  
Deutsche Telekom AG, Bonn
- **organization and facilitation of regular HR networking meetings**  
centered in Munich, Frankfurt, Regensburg and Düsseldorf  
with different HR topics incl. structured lectures, exchange and networking

**10/2000 – 09/2001**      **company: AVANT! Corporation, Munich (company was closed 11<sup>th</sup> Sept. 2001)**  
**position: sales Central Europe,**  
**products: CAD software for chip design and engineering design services**

**10/1996 – 09/2000**      **company: Hitachi Europe GmbH, Munich**  
**position: manager OEM Central Europe plus Siemens world wide**  
**products: semiconductors for automotive, telecom and industry**

**objectives and activities:**

- managing 25 people
- reporting to the german and japanese management

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	<ul style="list-style-type: none"> <li>▪ significant HR change project: to integrate the sales personnel of two companies</li> <li>▪ coordinating engineers in design projects</li> <li>▪ Sales responsibility: over 100 Mio \$/a</li> </ul>
05/1995 – 09/1996	<p>company: <b>Standard Microsystems Corporation, Munich</b></p> <p>position: <b>manager Central and Northern Europe</b></p> <p>objectives and activities:</p> <ul style="list-style-type: none"> <li>▪ manage a relocation of the office &amp; stabilising the team</li> <li>▪ negotiations with key customers</li> <li>▪ sales results</li> </ul>
12/1991– 04/1995	<p>company: <b>ACTEL Central Europe, Neufahrn</b></p> <p>position: <b>regional manager Central Europe</b></p> <p>objectives and activities:</p> <ul style="list-style-type: none"> <li>▪ building a new team after bankruptcy of the former sales representative</li> <li>▪ negotiations with customers</li> <li>▪ building a network of representatives</li> <li>▪ training of the personnel of the representatives</li> </ul>
02/1991 – 11/1991	<p>company: <b>European Silicon Structures "ES2", Aix, France Munich</b></p> <p>position: <b>director Central Europe, fixed-term contract</b></p> <p>objectives and activities:</p> <ul style="list-style-type: none"> <li>▪ operation Central Europe incl. sales, engineering &amp; HR</li> <li>▪ main task: reduction of the too big team</li> <li>▪ preparation and negotiation of termination agreements</li> </ul>
07/1985 – 01/1991	<p>company: <b>Advanced Micro Devices GmbH, Stuttgart</b></p> <p>position: <b>regional manager</b></p> <p>objectives and activities:</p> <ul style="list-style-type: none"> <li>▪ start of the automotive business (Bosch, BMW, Daimler)</li> <li>▪ strengthening and expanding of the existing team</li> </ul>
01/1983 – 06/1985	<p>company: <b>Advanced Micro Devices GmbH, Munich and partially USA</b></p> <p>position: <b>field sales engineer promotion to regional sales manager</b></p> <p>objectives and activities: <b>industry sales in southwest Germany</b></p>
02/1980 – 12/1982	<p>company: <b>Harris-MHS, Munich</b></p> <p>position: <b>field sales engineer</b></p> <p>objectives and activities:</p> <ul style="list-style-type: none"> <li>▪ Sales of micro chips to Siemens telecom division</li> <li>▪ chips for research satellites to MBB space and Max Planck Institute, Munich</li> </ul>

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**04/1978 – 12/1979**      **research work**

- development of medical electronics (EEG equipment), Luzern/Switzerland

**prolonged military service (two years)**

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**04/1976 – 03/1978**      **German navy, military service plus teaching at the technical school of the German navy in Bremerhaven**

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**studies / education**

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**05/1975 – 03/1976**      **additional course: methods of personality development in Vittel, France**

**03/1972 – 04/1975**      **main studies: university of applied science, Wilhelmshaven and university Oldenburg    degree: Dipl.-Ing. (FH) electrical engineering**

**03/1971 – 02/1972**      **college of further education, Wilhelmshaven  
degree: higher education entrance qualification**

**stays abroad**

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<b>USA</b>	<b>between 1980 and 1995</b> several work periods of a few weeks each in California, Texas, Florida and New York
<b>Japan</b>	<b>between 1995 and 2000</b> several work periods of a few weeks each in Japan at Hitachi
<b>India</b>	<b>between 2001 and 2002</b> several work visits to Chennai with companies: Paradigm und Hindustan Motors for labor leasing of software engineers and offshore engineering (automotive design)

**further education with relation to training, coaching and HR:**

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<b>systemic consulting</b>	<b>Milton Erickson Institute, Heidelberg and Innsbruck</b>
<b>Associate Trainer</b>	<b>Metalog, Regensburg, multiple training &amp; coaching methods</b>
<b>team- and individual Coaching</b>	<b>Metalog, Regensburg</b>
<b>transactional analysis methods</b>	<b>Christoph Eyssel, Ulm</b>
<b>behavioral profile analysis models</b>	<b>MPA, HDMI, MBTI, DISG</b>
<b>labor law specifics</b>	<b>working with lawyer RA März Munich, Bird&amp;Bird</b>
<b>intercultural communication</b>	<b>Prof. em. Dr. phil. Klaus Dirscherl, University Passau</b>
<b>mental training</b>	<b>Kurt Tepperwein Lindau</b>