



Driven by People and Performance

Diana Wiedmann

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Chief Human Resources Officer

Drees & Sommer

Truly international performance-driven leader with 20+ years of combined experience in Human Resources, Consulting, Strategy and Banking, 5 key industries: Banking, Engineering, Pharma, BioTech, Real Estate



**Own business
Supervisory board
Advisor
Coach**

CHRO, Drees & Sommer

Feb 2023

Stuttgart, Germany

Leading People business with around 100 employees in 51 countries

Strong focus on leadership, organizational design and financial sustainability.

Senior Vice President Human Relations, Rentschler Biopharma

Nov 2020

Laupheim, Germany

Leading global HR function with 40+ employees in 3 countries

Strong focus on growth, digitalization, new work and internationalization, recruiting and retention through Employer Branding, officer with statutory authority (Prokura)

HR Director for DACH, Eastern Europe, 20+ distributor countries, Vertex

Apr 2017 – Oct 2020

Munich, Germany

Priorities include market entries, design of a Human Capital Strategy to ensure strategic alignment, leadership, talent management and culture are facilitating high performance. In addition: coaching, employee relations, payroll sign-off, and data analytics.

Head of Human Resources, Aspen Global Incorporated

Oct 2016 – Mar 2017

Mauritius

Managing HR team (6 FTEs), strategic management of HR, change management at executive level, focus on three key topics: recruitment, development, motivation/leadership – including day-to-day business activities

Nearly 10 years at SIEMENS

Senior Project Manager and Financial Analyst

Nov 2015 – Sep 2016

Beijing, China

Project Lead SFS China (downsizing of one business unit to regain competitive position), delivering solutions that create business value (paperless office in France), digitalization, best practice sharing

Senior HR Business Partner

Sep 2014 – Oct 2015

Hong Kong

Leading the HR teams across nine different geographies, ranging from Poland to Vladivostok (Russia) and on all people issues like recruiting, performance management, talent management, succession planning and all leadership initiatives, senior management team member, HR lead on start-up project in Singapore and closing business in Indonesia

Senior HR Consultant Corporate Development Executives

Aug 2012 – Aug 2014

Munich, Germany

Conceptual design and implementation of a global talent program created specifically for emerging markets launched by global CEO of Siemens AG, International Key Account Manager Executive Search, managing VIP applicants for Siemens AG board, cooperation with foundations

Senior L&D Consultant

Mar 2010 – Jul 2012

Nuremberg/Erlangen

Responsible for People and Organizational Development across Industry Divisions incl. Senior Management Review, international succession planning, talent management, Top Executive Placement, training and Leadership Excellence, auditor for project management certification, project lead to implement a global engagement survey and facilitate action planning workshops

HR Business Partner

Sep 2009 – Feb 2010

Fuerth, Germany

Responsible for strategic HR (people strategy) as well as operational HR management such as recruiting, development, delegations, senior management team member, coaching

HR Consultant, HR Generalist

Jun 2007 – Feb 2009

Amberg, Germany

Business Contact and partner for all HR related topics for blue collars as well as the site management team, around 720 employees, managing local works council as well recruiting, performance management, restructuring, implementing a new piecework incentive system for manufacturing employees, facilitation of upward feedback workshops, supporting legal cases, SAP HR

7 years at Sparkasse Gunzenhausen**Head of a branch**

Jul 2006 – May 2007

Markt Berolzheim

P&L responsibility, leading 3 employees, supporting 500 checking accounts, 12 mio. € credit business, 13 mio. € investment business

Head of Leadership, Development & Strategy

Dec 2001 – May 2007

Gunzenhausen

Total team size of 15 employees on average. All L&D topics like facilitation of trainings, manage education, IHK (Chamber of Industry and Commerce) auditor, project lead employee survey, conceptual design and implementation of quality management and Balanced Score Card

Apprenticeship as bank clerk

Sep 2000 – Jul 2002

Universities

The Wharton School

University of Wales, Cardiff

Fernuni Hagen

MBA

Diplombankbetriebswirt, KWG § 33 Eignung