



Heide Hartmann
40, rue Frémaux
59160 Lille-Lomme
06 80 44 86 01
heide.hartmann@orange.fr

German citizen

Fields of expertise

Lecturing

Intercultural communication and management
Cross-cultural negotiation
Human Resources
Team building, communication, career development seminars
English, German

Human Resources

7 years of experience as an HR generalist
in a multicultural environment in the high
technology sector

Languages

German :	Mother tongue
English, French :	Bilingual
Spanish :	Working knowledge

Professional background

January 2016 - present **Iéseg School of Management, Lille and Paris**
Yncréa Hauts de France, Lille
Université catholique de Lille, European Summer Programme
Lecturer in intercultural communication and management
Team building, career development, communication
Estice International business school, Lille
Lecturer in cross-cultural negotiation

2004 - 2015 **Gibson Intercultural Team, Humbercourt (Picardy)**
Co-founder
Training institution in communication, management and languages
Business development and administrative management of company

Lecturing in the following Management schools
(in English and French)

Intercultural communication and management, Human Resources :

- Iéseg School of Management, Lille and Paris
- Université Catholique de Lille, Faculté Libre des Sciences Economiques et de Gestion
- Groupe ISA, Lille
- HEI, Lille
- Université Catholique de Lille, European Summer Programme
- Institut de Gestion Sociale, Paris (2004 – 2009)

English, German :

- Iéseg School of Management, Lille
- Ecole des Mines, Douai (2008 – 2014)

2003 **Master in Human Resources Management, IAE de l'Université de Picardie, Amiens**

1995 - 2002 **Technology Solutions Company, Paris**
American multinational corporation (headquartered in Chicago) in the call centre business

European HR manager (France, England, Germany)

- **Recruitment** of all professional profiles (technical, sales, support) in Europe
- **HR management** : Contracts, redundancies , administrative follow-up of staff, integration of new hires, payroll and elaboration of social charges, introduction procedure of foreign workers
- **Development of HR processes**: Appraisal interviews, training plans, development of a recruitment reporting tool
- **Social issues** : Introduction of 35 hour week, organisation of election of staff representatives, specification of internal regulations

1993 - 1994 **United Bank of Switzerland, London**

Assistant to Director of Corporate Finance Europe

Administrative management of Corporate Finance teams in London and Zurich, liaison with offices in Paris, Madrid, Milan, Frankfurt and New York.

1989 - 1992 **British Chamber of Commerce in Germany, Cologne**

Office Manager

Administrative management of Cologne office including the recruitment of administrative personnel, organisation of and assisting in executive board meetings as well as Annual General meetings (800 members)

Education	
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2003	IAE de l'Université de Picardie, Amiens Master in Human Resources Management
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1992	London Chamber of Commerce and Industry English for Business Examination
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1984 - 1988	University of Cologne State diploma in translation for French and Spanish
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1982 - 1983	University of Nuremberg Sociology studies
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1981	German Abitur (equivalent to A-levels)
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Personal interests	
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Cinema, literature, running, animal welfare