



Summary

Client: A multi-national Tier-1 Automotive Supplier

Partner: CTER Sp.

Location: Poland

Time frame: 12 months

HR Manager at Polish Automotive Facility A case study

Situation

SMW Partner CTER SP., located in Warsaw, Poland, was approached by a Tier-1 multinational automotive company. This company operates one of the biggest plants in Poland, currently employing over 800 people. In the recent past, the company has gone through many major changes, including rapid development of production, implementation of automatization, implementation of SAP HR module. As a result of these dynamic changes within the company the Human Resources team was demotivated and the HR Manager left the company unexpectedly.

Action

Within only two days after being contacted, CTER was able to provide a short list of 3 immediately-available HR Interim Managers with relevant experience in managing crisis situations, strong leadership and a good understanding of automotive business. After a series of interviews, the chosen Interim started his job within 7 working days from the first contact with CTER.

Results

Once the Interim HR Manager was in place, no time was wasted to see improvements. The turn-around started with the stabilization of the team. The interim also worked closely with the trade unions to stabilize that relationship, allowing some changes to be made.

The implementation of the SAP HR module then became a priority and was executed with good success. The HR team followed the implementation with a review of compensation and benefits for the organization. At the end of 12 months, a permanent HR Manager was recruited and was brought on board.