

# CV

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## Vera Struth

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## Professional/International Experience ( most recent )

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today	<b><u>Pelargos Essential Advisory</u></b> Self employed as Trainer, Coach and Consultant <ul style="list-style-type: none"><li>○ <i>Change management programs, Leadership training, Business coaching</i></li><li>○ <i>please see: <a href="http://www.pelargos.net">www.pelargos.net</a></i></li></ul>
From 11.2011 To 10.2012	<b><u>Thomson Reuters Markets Deutschland</u></b>  <b>HR Business Partner – Frankfurt, Germany</b> (Part time 20h/week, next to CTI Leadership Training and working as an independent Coach) <ul style="list-style-type: none"><li>○ <i>Focus: HR Business Partner for about 50 staff based in Frankfurt</i></li><li>○ <i>Sparring partner for Senior Management</i></li><li>○ <i>HiPo Program, Employee Survey</i></li><li>○ <i>Management Training</i></li></ul>
From 1.2004 To 10.2011	<b><u>Fidelity International</u></b>
Until 10.2011	<b>Senior HR Manager – Luxembourg, Luxembourg</b> <ul style="list-style-type: none"><li>○ <i>Focus: HR Business Partner for about 150 staff based in Luxembourg</i></li><li>○ <i>Operational HR support and sparring partner for Senior Management</i></li><li>○ <i>Organisational Change</i></li><li>○ <i>Training &amp; Development - roll out of internal workshops (Leadership training for middle management, Feedback, Goal setting, Appraisals, Mentoring...)</i></li><li>○ <i>Talent Management &amp; Risk &amp; Succession review</i></li><li>○ <i>Performance Management</i></li><li>○ <i>Recruitment</i></li><li>○ <i>Take part / Lead Europe wide projects (e.g. Lead the global HR project stream to set up a new office in Tunisia, review of global employee handbook, implementation of Performance Management System)</i></li></ul>
until 11.2010	<b>Senior HR Manager - Tunisia (8mths Assignment), Tunis, Tunisia</b> <ul style="list-style-type: none"><li>○ <i>Focus: Set up of HR function in new location &amp; hiring of local HR team</i></li></ul>
until 3.2010	<b>HR Manager - Northern/Southern Europe, Luxembourg/Luxembourg</b> <ul style="list-style-type: none"><li>○ <i>Change to permanent role in the Luxembourg HR team</i></li><li>○ <i>Focus: 1) HR Business Partner for the Managing Director Northern &amp; Southern Europe with his teams in Stockholm, Brussels, Amsterdam, Luxembourg, Madrid und Milan (50 staff); 2) International HR projects</i></li></ul>
until 2.2009	<b>HR Manager (1y Assignment), Luxembourg/Luxembourg</b> <ul style="list-style-type: none"><li>○ <i>Focus: HR Generalist for about 50 staff in Luxembourg and 30 staff in smaller sales and marketing offices in the Netherlands, Belgium and Sweden</i></li><li>○</li></ul>
until 2.2008	<b>HR Manager, Kronberg/Germany</b> <ul style="list-style-type: none"><li>○ <i>Focus: HR Generalist for about 160 staff in various departments (Operations, Call Centre, Audit, Compliance, Research &amp; Fund Management)</i></li></ul>

## Education

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### Studies

2011 2012	<b>CTI - The Coaches Institute</b> “Co-Active Coaching” – Coach Training “Leadership” – Programme – ( Train the trainer Programme with focus on Mediation, Facilitation, Group Coaching...)
From 03.1999 to 07.2003	<b>University of Applied Sciences Fachhochschule Wiesbaden</b> International Business Administration  Majors: International Management, Human Resources, English, French Diploma in July 2003, Grade „sehr gut“
02.2002 bis 07.2002	<b>ESPEME</b> (Ecole Supérieure de Management de l’Entreprise) Lille/France

### Vocational training

From 08.1996 to 06.1998	<b>Dresdner Bank AG Wiesbaden</b> Vocational training as a bank clerk , Grade „gut“
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### School

1996	A-levels at Integrierte Gesamtschule Obere Aar Taunusstein-Hahn
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## Languages / Other Qualifications

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### Languages

English	fluent / proficient
French	fluent / proficient

### Others Qualifications

2013	CTI Certification (until Feb 2014)
2012	CTI Leadership (www.thecoaches.com)
2011	CTI Coaching Core Curriculum
2011	Luxembourg Labour Law
2010	Tunisian Employment Law certificate
2008	Train the Trainer; PWC Luxembourg
2007	Management of Expatriates/Impatriates, PWC Frankfurt
2001	„Ausbildereignungsprüfung“, IHK Wiesbaden