



**Place of birth:** Mexico City  
**Nationality:** German/ Mexican  
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Apt 11, Sector 1, Bucharest Romania

HR & Project Manager with deep international experience in HR Business Partnering & Project Management as well as HR Process Optimization. Collaborative, vision-driven who understands cross-functional interdependencies and reaches across organizations to align teams, spur change and achieve measurable results.

**Professional  
experience:**

15.05.2016-31.03.2018

**Sr. Executive Search Consultant  
Kilpatrick GmbH, Germany**

- Development of Cross Boarder Business for Germany and Romania by developing 8 new clients and business opportunities
- Set up of a new Kilpatrick office in Mexico Ciudad Juarez including hiring and managing the new team as well as the clients and projects
- Development and Organization of Marketing events in order to enhance the market presence of Kilpatrick in Romania
- Internal HR Consulting for Kilpatrick set up and completion of Baselineing Project.

1.07.2014-28.02.2015

**HR & Project Manager / HR Commercial  
adidas AG, Herzogenaurach, Germany**

- Provide expert Consultation to the strategic consolidation of the Sales Strategy & Excellence department and ensure a smooth implementation into the Omnichannel strategy across all units.
- Coordination of an international team to deliver the adidas Group HR strategy
- Provide Expert Consultation to the Continuous Improvement Initiatives (Process Optimization) as well as Lead related Workstreams/Kaizens under the concept of Lean Six Sigma for Projects such as SAP OM, Contract Management

04.2013-06.2014

**Assistant HR Project Manager / HR Commercial  
adidas AG, Herzogenaurach, Germany**

**Major Projects:**

- Employee Engagement: Actively involved in the planning of the adidas Group 2013 Global Employee Engagement Survey (GEES). Analyzing results of the Survey and driving the Results To Action Project Framework for 13 Markets & 2 Brands
- Talent Management: Development & Implementation of a Succession Management Balanced Score Card worldwide for Commercial functions of the adidas Group; Developed a tool to build the success profile of Top Talents via a Capability Framework for the adidas Group markets
- Provided expert consultation in direct support of a strategic consolidation of all European markets, including the creation of the SAP OM Structure,

## Curriculum Vitae

### Ulrike Stefanie Förster Pastor (Förster-Metz)

the personnel expense forecasting structure and building the functional capability building of the HR team.

04.2011-03.2013

#### Assistant HR Manager

##### adidas AG, Herzogenaurach, Germany

- HR Business Partner to Global Wholesale, Global eCom, Rockport, TMaG
- Provided guidance and coaching to business leaders and employees in matters of HR leadership, compensation & benefits, mobility, development & training needs identification, recruitment, disciplinary issues, etc. and guided them to maintain a performance based culture while attaining business results
- Responsible for salary budget planning and HR reporting for respective areas
- Special Projects: Global HR Sizing & Baselineing, Employee Engagement Survey, Implementation of new performance and Talent Management approach "SCORE"

#### HR Assignment, adidas Panama - Special Projects:

- Execution of Employee Engagement Workshops followed by the creation of Engagement Strategies for the Panama Office
- Organization of the SLAM HR Summit
- Coordination & preparation of the GCSA HR Audit
- Coordination & execution of the first time initiative aim2score bonus letters across the SLAM Region

02.2010 - 03.2011

#### Team Assistant HR Global Sales & Assistant to the SVP HR Commercial adidas AG, Herzogenaurach, Germany

- Administrative Support of the SVP HR Commercial
- Organization of meetings and events such as the Global HR Summit
- Support of the HR Business Partners in all administrative tasks related to onboarding, contract management, recruitment, salary rounds, etc.

10.2008 - 11.2009

#### Communication & Event Manager

##### German-Algerian Chamber of Commerce and Industry (AHK Algeria), Algeria North Africa

- Editorial of the Chambers magazine "Bilatéral"  
Press work: Writing of press releases, organization of press conferences and coordination of the club of journalists of the AHK Algeria
- Editing market information and corporate presentations for the GM
- Editing of marketing material (flyers, brochures, member's directory etc.)
- Organization and coordination of business trips with B2B-meetings for German and Algerian business managers as well as member events
- Coordination of the trade-fair EnviroAlgérie

02.2007 - 10.2008

#### Clerk in the Business Development and Communication Department Duisburger Hafen AG (Port of Duisburg), Duisburg, Germany

- Elaborated Market studies & promoted the logistics sector among students
- Organization of business trips and B2B conferences in France and Spain
- Public Relations (press releases, company presentations, networking)

## Teaching Experience

02.2024-06.2024

#### Lecturer Academia de Studii Economice din Bucuresti

Seminar Entrepreneurship (2 groups)

## Education:

Since 10.2016

04.2001 - 05.2006

#### PHD Studies, Academia de Studii Economice din Bucuresti, Romania

#### Diploma in Business Administration, University of Bayreuth, Germany

Majors in : Human Resources & International Management

09.2004 - 02.2005

Erasmus Student, University of Nottingham, UK

1994 - 2000

A levels, German School, Mexico-City

**Trainings & Development:**

- Organizational Design Training
- PMI Project Management Training / LEAN SIX SIGMA PRINCIPLES
- Six Seconds/ HPI: Emotional Intelligence Certification
- Management Circle: Proficient Event Management Organization
- Intercultural Assessment Trainings & Facilitation

**Skills**

Language skills

**Language skills:**

|           | Listening | Written | Spoken | Reading |
|-----------|-----------|---------|--------|---------|
| German:   | C2        | C2      | C2     | C2      |
| Spanish:  | C2        | C2      | C2     | C2      |
| English:  | C1        | C1      | C1     | C1      |
| French:   | B2        | B1      | B2     | B2      |
| Romanian: | A2        | A2      | A2     | A2      |

**IT skills:**

MS-Office & Sharepoint: Expert  
SAP-HR: Expert  
Kenexa IBM: Advanced

List of publications:

**Journal Publications:**

- [1] **Ulrike FOERSTER-PASTOR (FOERSTER-METZ)**, Golowko N., Hell C.R., Marquardt K. (2019) “*Creating talent pools through coopetition: case study on vocational training programs in Romania*”, Management & Marketing. Challenges for the Knowledge Society Vol. 14, No. 2, pp. 203-219, DOI: <https://doi.org/10.2478/mmcks-2019-0014>; Indexed: ProQuest, SCOPUS; SEMANTIC SCHOLAR; Web of Science - Emerging Sources Citation Index, EBSCO, EconBiz
- [2] Golowko, N., Marquardt, K., Budz, S. and **FOERSTER-METZ (FOERSTER-PASTOR)**, Ulrike Stefanie., 2019. *German Students’ Perception of Bioeconomy - An Exploratory Study*. Amfiteatru Economic, 21(50), pp. 138-151. eISSN: 2247-9104 DOI: 10.24818/EA/2019/50/138 indexed: Web of Science Clarivate Analytics, Scopus; Pro Quest
- [3] **FOERSTER-PASTOR (FOERSTER-METZ) Ulrike Stafanie** ;Golowko N. (2018): *The need for digital and soft skills in the Romanian business service industry*, Management & Marketing Challenges for the Knowledge Society, Vol. 13 (I), March 2018, pp. 831-847, ISSN 2069-8887 , ISSN-L 1842-0206 DOI: <https://doi.org/10.2478/mmcks-2018-0008>; Indexed: ProQuest, SCOPUS; SEMANTIC SCHOLAR; Web of Science - Emerging Sources Citation Index, EBSCO, EconBiz
- [4] **FOERSTER-METZ Ulrike Stefanie**, Marquardt Katrin, Golowko Nina, Kompalla Andreas and Hell Christian (2018), *Digital Transformation and its Implications on Organizational Behavior* , Journal of EU Research in Business , Vol. 2018 (2018), pp. 1-14 Article ID 340873, DOI: 10.5171/2018.340873; Indexed: ProQuest, Ebsco, Semantic Scholar;
- [5] Golowko, Nina.; Kopia, Jan; Geldmacher, Wiebke; **FOERSTER-PASTOR, Ulrike** (2017): Comparative Study on Quality Management at German Private Universities, Quality - access for success, Vol 19, No. 157, April 2017, pp. 85-94. Indexed: ProQuest;

**Conference publications**

- [1] Golowko Nina, Hell Christian Richard, **FOERSTER-METZ Ulrike Stefanie** (2019), *A study on dissertation topics as an indicator for management trends- by example of ‘Balanced Scorecard’ and ‘Sustainability’*, 13th annual International Technology, Education and Development Conference on Exploring new ideas in Education (INTED), Valencia, Spain, 11-13 March 2019, pp. 0799-0807, ISBN: 978-84-09-08619-1, DOI: [10.21125/inted.2019.0279](https://doi.org/10.21125/inted.2019.0279), Indexed: Clariavite Analytics Web of Science

## Curriculum Vitae

### Ulrike Stefanie Förster Pastor (Förster-Metz)

- [2] **FOERSTER PASTOR (FÖRSTER-METZ) Ulrike**; Golowko Nina (2018): *Explorative Study on students' perception of the Romanian Outsourcing Industry*, 4th BASIQ International Conference on New Trends in Sustainable Business and Consumption (BASIQ), Heidelberg, Germany , 11-13 June 2018, pp. 415-423, ISSN: ISSN: 2457-483X, Indexed: Web of Science
- [3] Hell Christian Richard, Stanciulescu Gabriela Cecilia, Singer Klaus, **FOERSTER-METZ Ulrike** (2018): *Experts' View on Learning Networks as a Means to Support the Implementation of Energy Management Systems*, 4th BASIQ International Conference on New Trends in Sustainable Business and Consumption (BASIQ), Heidelberg, Germany, 11-13 June 2018, pp. 754-761 ISSN: ISSN: 2457-483X, Indexed: Web of Science
- [4] Hell Christian Richard, Stanciulescu Gabriela Cecilia, Golowko Nina, Gavril R.M., **FOERSTER-METZ Ulrike** (2017) - *Implementing Energy Management Systems With The Support Of Networks*, 30th International Business Information Management Association Conference (IBIMA), Madrid, Spain, 8-9 November 2017, pp. 5136-5148, ISBN 978-0-9860419-9-0, <http://ibima.org/conference/30th-ibima-conference>, Indexed: in Web of Science, Clarivate Analytics, Scopus, Elsevier, Engineering Village, SJR,
- [5] **FOERSTER-METZ, ULRIKE**, Marquardt Katrin , Golowko Nina, Kompalla Andreas, Hell Christian Richard ( 2017)-*The Effects of Digital Technology on Organizational Behavior*, 30th International Business Information Management Association Conference (IBIMA). Madrid, Spain, 8-9 November 2017, pp. 2871-2883. Available at: <http://ibima.org/accepted-paper/effects-digital-technology-organizational-behavior/> (Accessed: 20.04.2018). ISBN: 978-0-9860419-9-0 Indexed: in Web of Science, Clarivate Analytics, Scopus, Elsevier, Engineering Village, SJR
- [6] **FOERSTER PASTOR (FOERSTER-METZ), Ulrike Stefanie and Golowko, Nina** (2017): *Employability skills for the Romanian Outsourcing Industry*, The 11th international Conference on business excellence - Strategy, Complexity and Energy in Changing Times (ICBE), Bucharest, Romania, 30-31 March 2017, pp. 1068-1080 (Best paper Award), eISSN: 2558-9652,. DOI: 10.1515/picbe-2017-0110 Indexed: Clariavite Analytics Web of Science (WOS) Clariavite Conference Proceedings Citation Index; RePEc; EconPapers
- [7] Golowko Nina, **FOERSTER-METZ Ulrike Stefanie** (2017) - *Sustainable universities in German speaking countries - an overview*, 3rd International Conference Basiq, BASIQ 2017, Graz, Austria, published in BASIQ International Conference, pp. 290-301, ISSN 2457-483X, conference Internationala, <http://conference.ase.ro>. Indexed: The Conference Proceedings Citation Index, a Web of Science™ Core Collection database
- [8] Kompalla, Andreas, Kopia, Jan, **FOERSTER-METZ, Ulrike**, & Geldmacher, Wiebke (2017): *Analysis of correlations between corporate strategy and operational strategy considering management system standards*. Ecoforum Journal, 6(3). Retrieved from <http://www.ecoforumjournal.ro/index.php/eco/article/view/678>; Indexed: ERIHPLUS; REPEC; ULRICHSWEB;
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Date: Bucharest 16<sup>th</sup> June 2024

Signature: