

Qualified, motivated staff with a large potential

The Chief Human Resources Officer Lothar A. Harings is responsible for managing global human resources of the Kuehne + Nagel Group since May 1, 2009.



Mr. Harings, what makes the Kuehne + Nagel Organisation special?

Kuehne + Nagel has a very individual, firmly anchored corporate culture and a qualified and motivated staff with large potential. Unique is the entrepreneurial thinking, target-orientation and high commitment of the personnel at all levels. Furthermore I consider the international outlook of the employees and their strong identification with the company to be the significant success factors of Kuehne + Nagel.

What priorities have you set for the work of the Human Resources department?

First and foremost I want the human resources department to support the implementation of the business strategy in an as diverse and proactive way as possible. In addition to strengthening our global talent management, this includes providing our staff with the opportunity to work in all parts of the world, active work in the personnel field to facilitate the integration of newly acquired firms and, of course, the provision of first-class day-to-day support in the field of HR services. I shall continue to focus the organisation and operation of the human resources department upon the needs of our "internal customers".

How does Human Resources support Kuehne + Nagel's ambitious Growth Strategy and what does this mean for the employees?

Our growth strategy consists of a number of projects in areas where we strategically want to grow the business. In these areas we are not only hiring sales specialists, but also market and industry experts and capable project managers. Our growth strategy is a great opportunity for the employees to develop their individual potential by taking on new challenges and further responsibility. This is valid for employees and new hires. Human Resources has a key role to support the Growth Strategy by placing the right talents in the challenging positions we have.

In your opinion, does a "war for talents" exist in the logistics sector?

In our recruitment policy we demand high standards with regards to personality and qualification. In view of Kuehne + Nagel's excellent reputation in the market, I am confident that we can win excellent candidates for our company.

Before joining Kuehne + Nagel, Lothar A. Harings (48) held a number of management positions with international companies. In his last position, which he held for nearly seven years, he was a member of the management board and Chief Human Resources Officer with the T-Mobile International Group.

Klaus-Michael Kuehne commented as follows on the appointment of Lothar A. Harings: "In the service sector the employees occupy a particularly important position, which makes highly professional personnel services all the more necessary. We are therefore very pleased to have obtained, with Mr. Harings, a Chief Human Resources Officer with extensive international experience."