

# Robert Breitbach Consulting

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## International Executive Search

February 2020

### RBC Newsletter for the Automotive Industry



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### Human Resources Training and Development

by Sowrabh Sharma, United States <sup>(1)</sup>

The recruitment of resources holds the key area of functioning in the human resources strategy of any business. The growth of the organization depends on the utilization and proper placement of resources as part of the human resources strategy. Every organization strives to spend considerable amounts in documenting human resources functions as the rightly developed resource contributes on a higher level. The recruitment of the fresh resources poses several key challenges to any firm. The resources need to be well equipped as per the human resource training and development plan. This methodology provides all the necessary functional information to the resource to manage the day-to-day work and attend to tasks independently.



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### HR training and development take part in business growth

There is considerable importance attached in any organization on the human resources training and development as the individual resources provide valuable insights and take part in the growth of the business. Though the business progress evolves around the environment in which it operates the functioning and observance of human resources strategy and its update immensely helps the firm. The human resources strategy comes in handy for the organization to be identified among its peers and symbolizes to the cherished values that it subscribes to. Many of the firms who extend support to causes like environmental concerns operate beyond their business goals to work with society. This will be done by incorporating such noble thoughts and ideas in their business development plan. This enables the employees to identify them with such causes and work towards their success.

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### Higher returns to the company

The growth of the companies depends entirely on the functioning of human resources and how fast they react to the changing situation in which they are operating. Any unskilled person if given proper training as part of human resources training and development program of the company, such resources deliver higher returns to the company. Though in the short run it takes a lot of time and attention in honing the skills of individuals is necessary, such focused approach molds the individual to develop character and to attend the tasks enlisted by the company with confidence.



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### The results must be shared

The driving force behind all the good work will have an intricate design and a well-crafted human resources strategy ensures that the trained resources deliver on their targets in a specified timeframe. As the human resources training and development involves considerable costs to the organization, the training must identify measurable targets for the individual resources. Each time when the resource completes a task, the results must be shared. As the scope of training enshrines guidance, a trainer must identify quickly the areas of improvement and continue to guide the resource to get expected results. The close observation and guidance ensure better results and the returns on the investments made in human resources development will help the company to make gains in its business. Well informed and trained resources will be able to function independently in all areas of business. This will help the company to plan and assign tasks that require independent functioning of the resource. A trained person brings measurable returns that the company expects and incentive such contributors working for business growth.



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### Calendar of Events

February 26 - 26

**Automechanika Riyadh**

Riyadh, KSA

February 14 - 23

**Canadian International Autoshow**

Toronto, Canada

February 18 - 21

**CIAACE Beijing**

Beijing, China

February 27 - 28

**Control World Expo (CWE)**

Kuala Lumpur, Malaysia



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February 21 - 23

**Pakistan Auto Show (PAPS)**

Lahore, Pakistan

February 21 - 24

**MachAuto Expo**

Ludhiana, India

February 13 - 15

**Guangzhou International Best Auto Parts**

Guangzhou, China

February 14 - 17

**Nada Convention & Expo**

Las Vegas, USA

February 25 - 27

**Tire Technology Expo**

Hanover, Germany

February 28 – March 01

**AutoRama - Detroit**

Detroit, USA

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February 5 - 9  
**Salon Retromobile**  
Paris, France

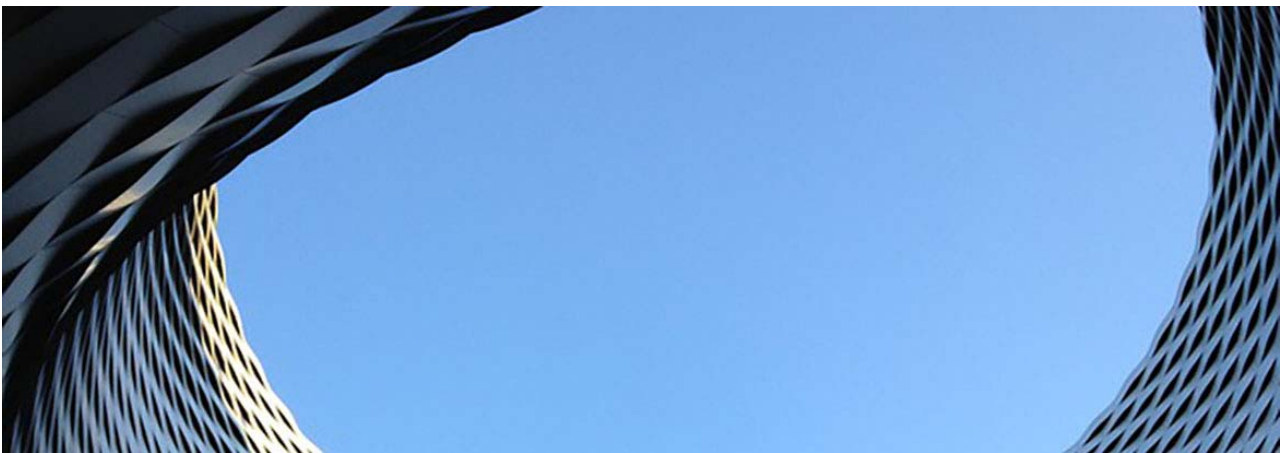
February 20 - 23  
**London Classic Car Show**  
London, UK

February 14 - 15  
**ICASE**  
Dhaka, Bangladesh

February 7 - 9  
**Newcastle Caravan Expo**  
Newcastle, Australia

February 7 - 9  
**World of Wheels**  
Indianapolis, USA

February 20 - 24  
**The Victorian Caravan Show**  
Melbourne, Australia



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February 21 - 23  
**AAITF**  
Shenzhen, China

February 14 - 16  
**IMOT**  
Munich, Germany

February 6  
**UK Bus Summit**  
London, UK

February 14 - 16  
**Osaka Auto Messe**  
Osaka, Japan

February 20 - 23  
**Motorbeurs**  
Utrecht, Netherlands

February 24 - 26  
**Auto Show Africa**  
Addis Ababa, Ethiopia

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### Personnel Merry-Go-Round

**Harman**, a subsidiary of **Samsung Electronics Co.**, announces the appointment of **Michael Mauser** new President and Chief Executive Officer, effective April 1, 2020.

French carmaker **Renault** names **Luca de Meo** new Chief Executive Officer. Mr. de Meo has more than 25 years of experience in the automotive sector.

**Alexander Lee** is the new Chief Executive of **Jannarely Automotive**. Mr. Lee – with more than 20 years experience -in the sector - is the former CEO of **Singer Vehicle Design**.

**Mark Raban** was promoted **Lookers'** new Chief Executive Officer after the exit of former CEO **Andy Bruce**. Previously, Mr. Raban filled the position of CFO.



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**Mitsubishi Motors Europe** appoints **Eric Wegpierre** as President and CEO, effective February 1, 2020. Mr. Wegpierre brings 30 years of automotive industry experience.

Automotive semiconductor company **Silicon Mobility** appoints **Rainer Kallenbach** as new Chief Executive Officer. Mr. Kallenbach was previously with **Robert Bosch**.

**Arvind Chandra** is the new Chief Executive Officer Mechatronics for India's leading auto parts manufacturer **Spark Minda**. Mr. Chandra was previously with **Faurecia**

**Matt Roney** is the new President for **Lumileds'** automotive division. Mr. Roney previously was the Chief Operating Officer for **Stanley Infrastructure**.



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### From Around the World

Christiaan Hetzner writes in *Automotive News Europe*, that **“BMW re-affirms position against electric-only platform”**

**BMW** will follow **Mercedes-Benz** and **Audi** by developing a dedicated electric vehicle architecture to compete against Electric Vehicle leader **Tesla**.

Please read full article, published by **Automotive News Europe**. <sup>(2)</sup>

**“Turkey’s automotive industry optimistic about 2020, expects surge in sales”** is a headline in the automotive section of the **Daily Sabah**.

After a difficult 2019, the Turkish automotive industry has entered a recovery period.

Please read full article, published by **Daily Sabah**. <sup>(3)</sup>



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Doug Burcicki of the web portal **Semiconductor Engineering** explains how the **“Automotive Industry [is] On Course To Disruption And Evolution”**.

“... the challenge is that expanded vehicle functionality translates to greater vehicle complexity...”

Please read full article, published by **Semiconductor Engineering**. <sup>(4)</sup>

**NBC News’ Paul A. Eisenstein** reports that China is **“... set to lose out on production of 1 million vehicles as coronavirus closes car plants...”**.

“... China exports about USD 70 billion worth of car parts and accessories globally...”.

Please read full article, published by **NBC News**. <sup>(5)</sup>

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### Who We Are

Since 1993, Robert Breitbach Consulting has been specializing in international recruitment of executives and highly qualified personnel, on retained basis.

We work through our offices in Germany, Spain and Estonia as well as with a partner network throughout Europe, the United States, Asia and the Middle East that has been built over a period of more than a quarter of a century.

Please visit our website at [www.breitbach.com](http://www.breitbach.com). It goes without saying that we are happy to answer to your inquiries via telephone or email.



*„ Trust is a tender plant. Once destroyed it is slow to grow back. “*  
Otto von Bismarck (1815 – 1898)



Staffel House in Bad Honnef, Germany

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Please contact us via email [info@breitbach.com](mailto:info@breitbach.com) if you would like to contribute to our next newsletter. We appreciate all kind of information around the industry or even an editorial contribution.

#### Articles and Editorials

<sup>(1)</sup> Sowrabh Sharma, United States

<sup>(2)</sup> Courtesy of Automotive News Europe: [www.europe.autonews.com](http://www.europe.autonews.com).

<sup>(3)</sup> Courtesy of Daily Sabah: [www.dailysabah.com](http://www.dailysabah.com).

<sup>(4)</sup> Courtesy of Semiconductor Engineering: [www.semiengineering.com](http://www.semiengineering.com).

<sup>(5)</sup> Courtesy of NBC News: [www-nbcnews.com](http://www-nbcnews.com).

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