



## Christian Vetter

Managing Director

HRForecast (peopleForecast GmbH) in München

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### At HRForecast since

2014 (Founder)

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### Focus Area

#BigData #PeopleAnalytics #HRStrategy #ArtificialIntelligence

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### Qualification

Economics studies at Technical University Ingolstadt

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### Biography

"The best way to predict the future is to create it (or use Big Data)"

I focus on data-driven decision-making processes, disruptive HR technologies and next generation workforce management. In 2014 I founded the company HRForecast (peopleForecast GmbH) together with Florian Fleischmann. As the founder of HRForecast, my vision is to shape the future of workforce management and redefine the way people work.

I have a passion for 'smart data' and for the competitive advantages that Big Data technologies bring to managers. The Big Data Analytics technologies and artificial intelligence that I develop with my team help companies to improve and sustainably optimize organizations.

Prior to joining HRForecast, I gained interdisciplinary industry experience in various finance and planning roles. I bring with me comprehensive, cross-industry expertise in solving strategic problems in complex, fast-moving environments. I studied business administration at the Technical University of Ingolstadt.

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### Areas of experience

- Data analyses in the HR environment
- Big data analytics & consulting
- Strategic workforce planning
- Tool-based decision-making processes and innovative data technologies

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### Relevant projects

- Simulation of population structures considering educational levels, age structures and diversity
  - Implementation of comprehensive workforce risk analyses in the HR disciplines strategy, processes and talent management for various DAX30 companies
  - Strategic personnel planning for several Big4 companies
  - Creation of workforce development models to optimize the career planning of employees
  - Statistical determination of company-specific drivers of employee movements, e.g. attrition, developments, etc.
  - Conception and development of tools in the HR area with a focus on workforce simulations
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	<ul style="list-style-type: none"> <li>● Conception of a maturity model for the evaluation of strategic HR processes in large companies</li> </ul>
<b>Awards / miscellaneous</b>	<ul style="list-style-type: none"> <li>● Various guest contributions to book publications</li> <li>● Various publications in leading professional magazines (e.g. Personalmagazin, Human Resources Manager, etc.)</li> <li>● Awards (HRForecast):</li> <li>● Winner of the HR Startup Award 2016</li> <li>● Winner of the HR Excellence Award 2016 for 'HR analytics &amp; strategy'</li> <li>● Winner of the European Excellence Award 2017 for 'HR analytics &amp; strategy'</li> <li>● Winner of the European Business Awards 2017/18 (National Champion Germany) in the category 'Innovation'</li> <li>● Winner of the HR Innovation Award 2018 for 'HR Hardware and Software'</li> </ul>
<b>Curriculum vitae</b>	<ul style="list-style-type: none"> <li>● 2010 - today: HRForecast / peopleForecast GmbH: founder and managing director, until 2014 part-time</li> <li>● 2010 - 2014: Various positions in supply chain planning and sales controlling at Osram, Munich</li> <li>● 2006 - 2010: Studies of economics at the Technical University Ingolstadt with study visits in Sao Paulo, Brazil and London, United Kingdom</li> </ul>
<b>About HRForecast</b>	<p>HRForecast is one of the first companies to recognize the potential of Big Data in the HR environment. The portfolio includes solutions for the entire spectrum of strategic workforce and corporate planning. Holistic models and concepts, the usage of connected data, pro-active workforce management or the dynamization of workforces: We reduce constantly growing data stock to the important essence.</p> <p><a href="http://www.hrforecast.de">www.hrforecast.de</a></p>