

## Access to Experts



**Klaus D. Mittorp**  
Senior Vice President  
Hay Group

Klaus is a seasoned international professional with firsthand experience at senior level across most of the spectrum of people-related issues. His background covers both operational and strategic aspects, particularly in business-driven change situations, diverse, international contexts and matrix organisations.

Klaus' specific expertise encompasses operational and strategic HR management, organizational culture, employee engagement, communication, compensation & benefits, performance management, quality and research in HR, risk management and corporate responsibility with a strong focus on the financial services industry.

Having lived, studied, and worked in a variety of countries, Klaus has a particularly strong intercultural awareness and fluently speaks four languages (German, English, Italian, and Spanish). Klaus is also active in Europe, the US and the Middle East as an author and speaker. Prior to joining Hay Group in 2007, Klaus held a number of senior positions, most importantly for six years as Managing Director HR for Deutsche Bank.

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