

Hermann Arnold
Curriculum Vita

Co-founder and CEO umantis AG
April 12th, 1975 in Innsbruck/Austria

- Experiences**
- Since June 2001 **umantis AG**, co-founder and CEO.
Establishing and expanding one of the leading software providers for talent and performance management, originated from BrainsToVentures (see below)
 - Mar. 2000 – Jun. 2002 **BrainsToVentures AG**, co-founder and CEO.
Establishing one of the leading service providers for entrepreneurial private investors who invest their capital, network and know-how in fast growing companies.
 - Jun. 1999 – Apr. 2000 **University of St. Gall**, assistant to the university president. Working group for developing the new curriculum, main focus on new media and fundraising.
 - Oct. 1996 – Apr. 2000 **«START – The HSG-Forum for Entrepreneurship»**, co-founder and chairman.
Establishing and expanding START and assisting start-ups.
 - Apr. 1996 – Sep. 1996 **«Vision Kids – Computer Training for Kids from 6 to 14»**, co-founder. Establishing and integrating into existing computer school to continue studies.
 - Jan. 1990 – Dec. 1999 **Hotel Batzenhäusl**, different functions in the parental 4-star hotel.
- Education**
- Oct.1993 – Oct. 1998 **University of St. Gall (HSG)/Switzerland**, business administration. Major in strategy and organisation. MBA magna cum laude.
Master thesis: «How human resources management increases the company's value?».
 - Sep. 1985 – Sep. 1993 **Akademisches Gymnasium Innsbruck (AGI)/Austria**, humanistic grammar school. Graduation with honour.
 - extra curricula: Student representative in HSG-bodies, such as senate, departments, disciplinary commission, student body (VP finance), student parliament; academic fraternity Amicitia San Gallensis, president, finances, house ltd; Tyrolean grammar school fraternity Teutonia, vice president, marketing/positioning; projects, such as HSG ball, electronic voting, AGI school leaving ball, expeditions; private lessons in statistics and mathematics to scholars and students (1988 – 1998)
- Other**
- Publications, such as.
 - «Why skills management does not work that way» (IT Special of HR Today, 2009)
 - «Employee systems: prepare for the recovery» (Unternehmerzeitung, 2009)
 - «Digital management by objectives: more than an electronic form» (IT Special, 2008)
 - «Web 2.0 in HR: possibilities beyond technical gadgets » (HR Today, 2008)
 - «Competence management - to know, to have to, to be allowed» (Tagesanzeiger, 2008)
 - «Fundraising at universities needs professional fund raisers» (Fundraiser Magazin, 2007)
 - «The dilemma in e-recruiting» (Messe Special, 2007);
 - «HR departments have to disestablish themselves» (GDI-Impuls, 2006),
 - «Meaningful metrics for the success of HR management» (Messe Special, 2006),
 - «Each age has its competence » (with VölpeL Sven in Personalwirtschaft, 2006),
 - «Measuring human capital – with the help of IT» (Personal Manager, 2005),
 - «Good HR systems – criteria of success for personnel software» (Tagesanzeiger, 2005),
 - «Requirements on software for competencies management» (North/Reinhardt, 2005),
 - «Former employees – idle potential» (HR-Today, 2004),
 - «Management Development with PCs» (management & training, 2003).
 - Research, Lectures and Speeches, e.g. University of St. Gall, International University Bremen, Human Capital Academy, HTWG Constance, Zurich University of Applied Sciences, Fraunhofer-Society, Federal Institute of Technology Zurich, HR fairs, national and international conferences.
 - Hobbies Politics («Open Society»), Sport (marathon, ironman, winter sports).
 - Languages German (mother tongue), English (fluently), French (basic knowledge).



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