

# Moving Ahead

Vision.Human.Work.



**Heiko Fischer**

Resourceful Humans

After his studies in Geneva, Los Angeles, Paris and Cairo, Heiko began work at Hewlett Packard in 2001 in the trenches of their Barcelona based HR Service Center. There he learned the foundation of the HP-Way – to combine humanity with a strong entrepreneurial drive. Subsequently he tackled various HR challenges at Bayer Business Services HR, General Motors. Disappointed with the state of the HR function and Management in general, he switched to the operational management side at eBay and completed an executive master in Organisational Change at the Ashridge Business School.

Returning to his roots, he became global HR leader of Europe's largest independent videogames company Crytek in 2008. There his team worked on totally reimagining the HR function. They drove all HR competencies back into the line to enable quick-acting, self-governing federation of small and passionate business-teams. This contributed to Crytek's successful growth from 200 to about 800 people. During this 'Resourceful Humans' transformation Crytek also kept rising in the 'best place to work for' rankings.

The Resourceful Humans approach signifies a radical and successful evolution of the Management model for innovative companies, by completely rethinking and aligning the social, procedural and technological architecture with the organisation's value creation chain. 100% Democratic Entrepreneurship and 0% Bureaucracy. At its peak the RH-Way allows companies to run completely democratic and 'liquid' with virtually no shared service functions like HR.

Resourceful Humans was founded in late 2011 to bring the RH-Way to more companies and industries. At present Resourceful Humans has offices in Berlin, Zürich and New York.