

Europass Curriculum Vitae



Personal information

First name(s) / Surname(s) **Prof. Dr. Michael Graef**
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Nationality German
Date of birth May 9, 1970
Gender Male

Occupational field **Professor for International Entrepreneurship and International Management**

Work experience

<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>09/2006 - today</p> <p>Professor for International Entrepreneurship and International Management at WORMS UNIVERSITY</p> <p>Head of Bachelor / Diploma Studies, Member of the Board of Directors of the Department Curriculum development, Strategic development of the Department of International Business Administration and Foreign Trade</p> <p>Member of the executive committee of the faculty of business administration (from October 2009)</p> <p>Lectures in International Entrepreneurship, Strategic Management, Foreign Trade Related Subjects, Intercultural Management in Eastern European Markets</p>
<p>Name and address of employer</p> <p>Type of business or sector</p>	<p>Worms University, Erenburgerstrasse 19, 67549 Worms, Germany</p> <p>Education</p>
<p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>10/2003 – 09/2006</p> <p>Vice President Business Development Russia at FUCHS PETROLUB AG</p> <p>Strategy development for the group's entire Russian business, budget planning, profit responsibility for the group's entire Russian business, establishment of a Russian subsidiary company, human resource management (recruiting, incentivisation, retention management)</p>
<p>Name and address of employer</p> <p>Type of business or sector</p>	<p>FUCHS PETROLUB AG, Friesenheimer Strasse 17, 68169 Mannheim, Germany</p> <p>Lubricants and related specialties</p>

	08/2001 – 09/2006
Occupation or position held	Assistant to the Chairman and CEO of FUCHS PETROLUB AG
Main activities and responsibilities	Execution of M&A Projects including Due Diligence, Corporate Governance, Internal and External Benchmarking
Name and address of employer	FUCHS PETROLUB AG, Friesenheimer Strasse 17, 68169 Mannheim, Germany
Type of business or sector	Lubricants and related specialties
	10/1995 – 11/2000
Occupation or position held	Lecturer (full-time), Department of Business Administration, Public & Nonprofit Management, Mannheim University
Main activities and responsibilities	Weekly lectures and seminars, Editor of Academic Journal for Public and Nonprofit Enterprises, Supervisor of final dissertations and seminar papers
Name and address of employer	MANNHEIM UNIVERSITY, Schloss, 68131 Mannheim, Germany
Type of business or sector	Education
	10/1995 – 11/2000
Occupation or position held	Student research assistant, Department of Business Administration, Public & Nonprofit Management, Mannheim University
Main activities and responsibilities	Academic research projects, head of departmental library
Name and address of employer	MANNHEIM UNIVERSITY, Schloss, 68131 Mannheim, Germany
Type of business or sector	Education
	09/1992 – 03/1993
Occupation or position held	Internship with KPMG DEUTSCHE TREUHAND-GESELLSCHAFT, Wirtschaftsprüfungsgesellschaft, Mannheim, Germany
Main activities and responsibilities	Auditing of annual financial accounts of companies in the chemical and pharmaceutical sector
Name and address of employer	KPMG AG WIRTSCHAFTSPRÜFUNGSGESELLSCHAFT, Theodor-Heuss-Anlage 12, 68165 Mannheim, Germany
Type of business or sector	Auditing

Education and training

	Dates	10/1995 – 05/2001
	Title of qualification awarded	PhD (part-time) at the Faculty of Business Administration, Mannheim University, Germany
	Principal subjects/occupational skills covered	Public Sector Management, Business Management
	Name and type of organisation providing education and training	Department of Business Management, Public & Nonprofit Management, Faculty of Business Administration, Mannheim University, Germany
	Level in national or international classification	PhD
		10/1990 – 10/1995
	Title of qualification awarded	Degree in Business Administration (Diplom-Kaufmann – MBA equivalent)
	Principal subjects/occupational skills covered	International Management, Corporate Tax Management, Taxation Law, Business Management
	Name and type of organisation providing education and training	Faculty of Business Administration, Mannheim University, Germany
	Level in national or international classification	Diplom-Kaufmann (MBA equivalent)

Publications

Michael Graef, Der öffentliche Auftrag in den Geschäftsberichten öffentlicher Unternehmen, Schriften zur öffentlichen Verwaltung und öffentlichen Wirtschaft, Band 173, Baden-Baden 2001

Michael Graef, The German Regulatory Authority for Post and Telecommunications, Working Paper Series No XVI, Department of Government, University College Cork, Cork 2000

Michael Graef, Dirk Rauser und Thomas Schiefer, International Human Resource Management, Mannheim 1994

Membership of Scientific or Business Organizations

Name and type of the organization	Member of the FGF Association on Entrepreneurship-Research, -Education and -Policy
Duration of the membership/ position	Membership since 2006
Name and type of the organization	Member of the Representative Committee of Credit Union Rhine-Neckar, Mannheim
Duration of the membership/ position	Membership since 2008
Name and type of the organization	Member of the European Forum of the Rhine-Neckar Chamber of Commerce, Mannheim
Duration of the membership/ position	Membership since 2007

Personal skills and competences

Mother tongue(s) **German**

Other language(s) **English, French, Russian, Spanish**

Self-assessment
European level (*)

English

French

Russian

Spanish

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2		C2		C2		C2		C2	
B2		C1		B2		B2		B2	
A2		A2		A2		A2		A1	
A2		A2		A2		A2		A1	

(*) Common European Framework of Reference for Languages

Social skills and competences

- Good ability to adapt in multicultural environments, gained through my working experience in industry that has been dominated by internationally composed teams
- Good communication skills gained through experience as lecturer; through special rhetoric training

Organisational skills and competences

- Leadership (currently responsible for a team of the 6 staff members of the Department of International Business Administration and Foreign Trade; Member of the Board of Directors of the Department; responsibility for a team of 15 staff members of the Russian subsidiary at FUCHS PETROLUB AG)
- Good experience in project or team management, gained both through working experience in industry e.g. during M&A projects and in University during creation, development and implementation of Bachelor and Master curriculum

Technical skills and competences

- Good command of corporate governance (implementation of the Corporate Governance Code at FUCHS PETROLUB AG)
- Good command of experience in Mergers & Acquisitions plus Post Merger Integrations (through experience at FUCHS PETROLUB AG)
- Good command of experience in Benchmarking Processes
- Good command of experience in Budgeting and Mid- and Long-term Business Planning

Computer skills and competences	<ul style="list-style-type: none"> • Good command of Microsoft Office tools (Word, Excel, PowerPoint) – acquired through training, work and seminars / lectures as well as through research activities
Artistic skills and competences	<ul style="list-style-type: none"> • Singing (Member of the Melanchthon Choir, Mannheim) • Piano
Other skills and competences	<ul style="list-style-type: none"> • Member of the Choir Council of the Melanchthon Choir, Mannheim