
Janina Kugel



Janina Kugel has dedicated her career to preaching the importance of change and investing in the education of people to solve the biggest challenges in the world of business. To make this passion a reality, Janina has worked a successful career in HR, investing in the talents of employees and ensuring that positive workplace culture is created. Famed for her role as the Chief Human Resources Officer of Siemens, Janina has spent a long and decorated career with the automation company. Now sought after as a speaker, Janina is booked to share her expertise on human resources, business, change management, the power of diversity and the future of work.

After achieving a Master of Economics from Johannes Gutenberg University Mainz, Janina began her career as a Management Consultant for Accenture. In this role, she was responsible for the development of change management and communication concepts, training development, restructuring and reorganisation projects and implementation projects. Working with Accenture for three years, Janina laid the foundations for what would become a successful career in HR. In 2001, Janina joined Siemens, beginning work as the Director of Strategy Business Transformation for Siemens. Working her way up the company, Janina later went on to accept the role of Director of Corporate Development, before being promoted to Director of Human Resources in 2009.

In 2012, Janina took a brief break from working at Siemens, taking on the role of Chief Human Resource Officer for Osram Opto Semiconductors. In this role she developed her expertise, launching their Global Diversity Strategy and overseeing their cultural transformation and global HR strategies. In 2013, Janina returned as the Corporate Vice President of Human Resources at Siemens, taking on global responsibility for HR strategy and innovation for the company. In 2015, Janina also joined as a member of the Managing Board, and took on the role of Chief Diversity Officer for Siemens. As the Chief Human Resources Officer, Janina specialised in diversity, social innovation, education, global environmental protection and health and safety management. Since then, Janina has also acted as a member of the Supervisory Board of TUI, a Senior Advisor for EQT Group and Boston Consulting Group and sat on the Board of Directors for Konecranes and Kyndryl.

With a long and decorated career in human resources, Janina is now highly sought after as a speaker for a range of corporate events. A seasoned speaker, Janina has previously delivered the TEDx talk Using The Power of Being Different, and is regularly interviewed on subjects surrounding diversity, the future of work, leadership and workplace culture. Considered to be one of the 'most prominent German managers', Janina expertly advises corporate clients on how they can optimise their human resources to help their employees achieve their true potential.