

Judith Geiß – Owner of the Bridge

Specialized on american takeovers



“Building bridges is my specialty!”

Why? Years ago, I was personally affected by a takeover – today, I am helping others with this knowledge.

This is precisely why I, with almost 20 years of experience in accounting + controlling, offer your company active support regarding all business processes during an acquisition by an American group related to this area, which often represent a major challenge.

Apart from my long-standing specialist know-how, several highly qualified experts contribute to **the Bridge’s** formula for success. While working with me, whenever needed you will have direct access to **the Bridge’s** diverse advisory network I have established. Backed up by this network, we are able to support you in an even better and more individual way.

From our wide-ranging experience as interim manager, advisor and trainer for national and international accounting we know all the challenges you have to overcome in the event of a US takeover. Together, let’s maximize your success and profit from **the Bridge’s** holistic company concept, which ideally combines the areas of implementation advice, training measures and coaching.

Trust in an extensive network of a variety of experts contributing their specialist knowledge and specifically tailoring it to your company’s needs. We know exactly what is important in order to adjust your accounting standards, balancing and reporting quickly and efficiently to the new international requirements.

Do you need help and support?

Then schedule a first appointment with me to develop our strategy [here](#)

Best regards, Judith Geiß

Judith Geiß – Owner of the Bridge

Performance Overview - the Bridge's customers benefit

Focus of activity

- Coordination and ensuring the timely creation of monthly/annual accounts related to HGB/IFRS/ US-GAAP and the preparing of internal financial reporting to the headquarters or the local Managing Director.
- Advisory on implementation of SOX 404
- Strategic support for customization of ERP systems
Team Leader, establishing a working atmosphere which leads to significantly/visually higher productivity. I meet my client personally, wherever they are.
- Responsible for all matters regarding tax auditors and internal/external auditors
- Creating training concepts tailored to the company's respective requirements.
- Implementation Fast-Close

Qualifications

- Diploma in Business Administration (BA)
- Certified Management Accountant - national and international (CCI)
- Qualification Finance/Controlling SAP® ERP 6.0

Projects

Since over 10 years: Business Consulting in Accounting for different companies in the production, automotive and information and communication technology, entertainment, safety, chemicals, pharmaceuticals and biotechnology.

Work experience

Several years professional experience in accounting, controlling und reporting in international environment.

Consulting - moving in and out
Experienced support in switching from HGB to US-GAAP



Training - we qualify your employees
No restructuring - make use of your existing employees



Additional Skills

- IESE Leadership Coaching Certified by EMCC Global with the EQA Senior Practitioner
- Ayurvedic Leadership Mastery
- Systemic Coach with focus “Conflict Management” (DVNLP)
- PRINCE2® Foundation & Practitioner Certificate
- Change Management Foundation & Practitioner
- AgilePM® Agile Project Management Foundation
- Licensed to train trainees (CCI)
- NLP-Practitioner (DVNLP)
- WingWave® Coach

Complementary Skills

- **ERP-Software**
SAP ERP 6.0 (Anwender/in Buchhaltung mit SAP® ERP 6.0 Zusatzqualifikation Controlling), HS Varial, DATEV, WinCarat und PeopleSoft
- **Reporting-Software**
Hyperion und Cartesis Magnitude

Award

- Nomination for AIMP Interim Manager of the Year 2024

Podcast

[Übernahme als Chance](#) (Takeover as an opportunity) - here everything revolves around US corporate takeovers, can be heard since October 2020

Book Publication

[Die Übernahme-Formel](#) - Praxisleitfaden: Post-Merger-Integration nach einer US-amerikanischen Übernahme (the Takeover Formula - Practical guide to post merger integration after a US takeover), published in Mai 2021 at Springer Gabler

[Innovative Unternehmensführung](#) Co-author, published in 2023 at Springer Gabler

Publications

"Miss Pictures Photography presents: Judith Geiß with The Bridge Consulting & Training",

Interview for blogpost of Miss Pictures Photography dated 03 february 2021:

Introducing business women and their business, you get one brief insight into the work and life of women. 7 questions for Judith Geiß.

<https://www.misspictures.de/post/miss-pictures-fotografie-stellt-vor-judithgei%C3%9F>

"Working in the Corona crisis: Five tips for more team spirit in the homeoffice", Interview for article in „Merkur.de“ dated 10 april 2020:

As a career advisor, Judith Geiß reveals what to do in case of team tensions - especially in times of crisis, when many employees work at home.

<https://www.merkur.de/leben/karriere/corona-sieben-tipps-mehr-teamgeist-homeoffice-zr-13647045.html>

"Ten tips for more team spirit in Corona-Home-Office", guest article in „stern.de“ dated 08 april 2020: Home office in times of crisis poses challenges for all of us. Judith Geiß gives tips for better leadership, communication and team spirit in the home office.

<https://www.stern.de/wirtschaft/job/jobcoach--10-tipps-fuer-mehr-teamgeist-im-corona-home-office-9212638.html>

"Tesla Gigafactory in Berlin: Why Elon Musk might become exasperated with the German working culture", interview for the article at businessinsider.de of 14 November 2019:

Whenever US companies settle in Germany, discrepancies are bound to occur. Different laws, rules and a different culture are not always fully compatible.

<https://www.businessinsider.de/german-work-culture-could-cause-trouble-teslas-new-berlin-factory-2019-11?r=US&IR=T>

"You work together with US colleagues? Then you should know these holidays", guest article in "stern.de", dated 4th Juli 2019:

In the US, there are some holidays that have no fixed date. Many of them are not celebrated in Germany. If you work frequently with US colleagues, these should be known.

https://www.stern.de/wirtschaft/job/usa--unabhaengigkeitstag-und-co---diese-feiertage-sollte-man-kennen-8773296.html?utm_campaign=alle&utm_medium=rss-feed&utm_source=standard

"Are you often working with US colleagues? Then you should know these phrases", guest article in "stern.de", dated 26 April 2019:

If you are working with Americans, you will stumble upon their flowery, almost exuberant language. Are they really this euphoric – or is this only a language barrier? These seven formulations will help you in everyday life with your US colleagues.

<https://www.stern.de/wirtschaft/job/job--formulierungen-von-us-kollegen--die-sie-kennen-sollten-8681606.html>

"Loyalty is totally old-fashioned, right?", guest article featuring in Diana T. Roth's blog, who is a passionate HR professional, dated 11 April 2019:

Article on loyalty – especially after a takeover it is shaken.

<https://dianarothcoaching.com/loyalitaet-ist-voll-altmodisch-oder/>

"Speaking English with colleagues? These six expressions will help you in everyday job situations", guest article in "stern.de", dated 19 March 2019:

More and more companies are using English for professional purposes. But whoever meets American colleagues quickly realizes that special formulations are being used.

<https://www.stern.de/wirtschaft/job/englisch-im-job--diese-formulierung-braucht-man-immer-wieder-8624162.html>

"Seven linguistic pitfalls you should avoid when being around US colleagues.", guest article in "stern.de", dated 28 February 2019:

If you are working closely with American colleagues you might get yourself into tricky situations language-wise.

<https://www.stern.de/wirtschaft/job/englisch-im-job--7-formulierungen--die-sie-vermeiden-sollten-8599294.html>

"Snowed under? Bite the bullet? The most important expressions when doing business with Americans.", Wirtschaftswoche Management Blog dated 19 February 2019:

The most important expressions when dealing with US companies.

<https://blog.wiwo.de/management/2019/02/19/snowed-under-bite-the-bullet-die-wichtigsten-redewendungen-im-business-umgang-mit-amerikanern/>

"As in 'Up in the Air' — why havoc erupts in Germany when there is a US takeover ", guest interview in "stern.de", dated 31 December 2018:

US companies purchasing companies in Germany often leads to panic and chaos. In part, this can be put down to the companies — but also the managers underestimate the changes.

<https://www.stern.de/wirtschaft/news/us-uebernahme--wenn-in-firmen-das-chaos-ausbricht-8495246.html>

"COB, EOB and asap — the meaning of abbreviations in emails ", Wirtschaftswoche Management Blog, dated 23 August 2018:

A compilation of the most important abbreviations used in e-mails when dealing with US companies.

<https://blog.wiwo.de/management/2018/08/23/cob-eob-und-asap-was-die-us-abuerzungen-in-mails-bedeuteten/>

"Instructions for US employers: Deadlines are no fun", guest article in Wirtschaftswoche Management Blog, dated 11 may 2018: the seven most important survival tips for working with US employers

<http://blog.wiwo.de/management/2018/05/11/gebrauchsanweisung-fuer-us-arbeitgeber-deadlines-sind-kein-spass/>

"Temporary Bridge Builders", article in „Markt und Mittelstand“ ,16.03.2017 on the topic: What do interim managers do? Where can you find specialized interim managers and how much do they earn on average per day?

<https://www.marktundmittelstand.de/finanzierung/sind-interimsmanager-ihr-geld-wert-1255871/>

"Help! Suddenly everything is American!", guest article in Wirtschaftswoche Management Blog", dated 28.02.2016:

Here, I will explain briefly and clearly which challenges an acquired subsidiary is confronted with in case of a takeover by Americans and why it makes sense to call in an Interim Manager at this specific time.

<http://www.wiwo.de/erfolg/management/interim-manager-bei-uebernahmen-hilfe-auf-einmal-ist-allesamerikanisch/13020728.html>

Podcasts

"Expert talk with Judith Geiß: From the vendor's tray to the sought-after expert and successful entrepreneur!" Podcast interview with Martina Fuchs dated 25 June 2020:

A wide range and extensive portfolio is not always the best way to be successful. In the case of the Bridge, it was better to position as an expert in US acquisitions.

<https://www.martina-fuchs.com/experten-talk-mit-judith-geiss/>

"Cultural Differences: This is what you need to know about American bosses!" Podcast interview with Christopher Funk, dated 22 June 2020:

German companies with a new US management keep reporting problems and crises up to absurd situations resulting from fundamentally different thought/action patterns in both cultures.

<https://xenagos.de/karriere/das-musst-du-ueber-amerikanische-chefs-wissen/>

"What does it mean to do business with Americans?" Podcast interview with Dirk Kreuter, dated 13 June 2020:

How do Americans feel about working or doing business with Germans? What does working with Americans mean to us Germans and how can you do business as a salesperson with Americans?

<https://dirkkreuter.libsyn.com/602-was-bedeutet-es-mit-amerikanern-geschfte-zu-machen-mit-judith-gei>

"America First: Taken over by an American company – interview with Judith Geiß" Podcast interview with Ulrike Winzer, dated 5 June 2020:

What exactly happens when a German company is acquired by an American company? It is a huge change in many ways! Overcoming this change requires bridges between two company cultures.

<https://www.ulrikewinzer.com/interview-judith-geiss/>

"Working in a team – how can working together with colleagues become a success?" Podcast interview with Philipp Ketteler, dated 3 June 2020:

What has to be considered in daily company life? How can managers stay connected to their staff? Management knowledge and leadership strategies from real-life situations.

<https://3tzz5e.podcaster.de/mmm/interview-mit-judith-geiss-nr-2-arbeiten-im-team-wie-gelingt-die-zusammenarbeit-mit-den-kollegen-was-ist-zu-beachten-wie-koennen-fuehrungskraefte-den-draht-zu-ihren-mitarbeitern/>

"Opportunity or risk – what to do in case of a US takeover?" Podcast interview with Wieland Arlt, dated 11 May 2020: Is a US takeover always to be assessed as negative or is it a long overdue wake-up call? What does this mean to the (company's) management? And for the employees?

<https://brilliantmanagement.podigee.io/51-judith-geiss>

“Working from home: What needs to be considered during the Coronavirus Covid-19 pandemic?”

Podcast interview with Phillip Ketteler, dated 6 May 2020:

Dealing with the crisis mindfully, the most important tips for communication and team spirit when working from home.

<https://3tzz5e.podcaster.de/mmm/interview-mit-judith-geiss-arbeiten-im-homeoffice-was-ist-waehrend-der-corona-covid19-pandemie-zu-beachten-achtsamer-umgang-mit-der-krise-die-wichtigsten-tipps-fuer-kommunikation-und-team/>

“US company takeover – Your help in the chaos!” Podcast interview with Stefan Hund, dated 22 February 2020:

In this interview, Judith Geiß tells us how she can shed light into other companies' chaos after a US takeover with her experience and knowledge and how it all came about.

<https://stefanhund.com/2020/02/21/stundenuh-talk-032-judith-geiss/>

"Help, the Americans are coming! Company takeovers by American corporations. The interview with Judith Geiß “, Podcast interview with Dirk Braun dated 16 february 2020:

What exactly happens when a German company is bought by an American company? Culture, cooperation, leadership, everything changes.

https://www.podomatic.com/podcasts/dianelli/episodes/2020-02-15T23_24_27-08_00

"Interview with Judith Geiß – owner of „The Bridge - Consulting & Training“, Podcast interview with Claudia Grajek dated 7 January 2020:

The takeover of German medium-sized companies by American corporations is not your topic? There's a lot in there.

<https://claudia-grajek.de/podcast-lieblingsleben?fbclid=IwAR3fEDlzztjMjxBJ-2ZdepTdfIFZiYNzDVdYUzv3-7S2VJh9vVBwRJ61m0>

"From crisis to strength.", Podcast interview with Claudia Homberg dated 2 July 2019:

After an "American takeover" in burnout. How Judith Geiß paved her way out of the crisis and today builds bridges between the two corporate cultures.

<https://claudiahomberg.net/14-interview-mit-judith-geiss-inhaberin-von-the-bridge-consulting-training/>

"Goin´ to America!", podcast interview with Olaf Kapinski, dated 3 June 2019: What are the main differences between "The American" and "The German" in professional business contacts?

<https://leben-fuehren.de/judith-geiss/>

"Interview with Judith Geiß – my path to becoming an entrepreneur", podcast interview with Ivana Drobek, dated 24 May 2019: from the decision to professional independence to the present stage, a great deal of hard work, sweat and development was necessary.

<https://ivanadrobek.com/podcast-episode-44/>

"When Americans take over your company.", podcast interview with Diana T. Roth dated 17 February 2019:

An American company acquires your company. What now? What is going to happen? What will become of the existing working culture? Judith Geiß provides you with answers.

<https://dianarothcoaching.com/wenn-die-amerikaner-dein-unternehmen-uebernehmen-101/>

"American companies march to a different beat... discussing with Judith Geiß ", podcast interview with Georg Jocham dated 25 January 2019:

What makes American companies tick? What makes American managers tick? At first glance, this only affects a few of us. But is that really the case?

<https://georgjocham.com/013-amerikanische-unternehmen-ticken-anders-im-gespraech-mit-judith-geiss/>

"What to do if your company is taken over by an other?" Podcast-Interview 25.04.2018 with Bernd Geropp episode 207

<https://www.mehr-fuehren.de/amerikanische-unternehmensuebernahme/>

the Bridge – your bridge from HGB to US-GAAP

Learn more about our previous projects

02/2024 – date

Project management/coordination

Employees: about 3,400 worldwide, business volume: 1.1 bn EUR, line of business: real estate industry

- Support for restructuring in receivables management
- Inventory and transfer of all process documentation into new target processes
- Creation of a training concept
- Contact person and mentor for all project questions

10/2023 – 03/2024

Coordination of annual financial statements 2020-23

Employees: n.s., business volume: n.s., line of business: energy

- Process optimization year-end closing process
- Planning annual financial statements
- Contact person for questions about the status of the degrees

07/2023 – 09/2023

Head of Accounting ad interim

Employees: 2000, business volume: n.s., line of business: toy industry

- Stabilization of the accounting team (26 employees, without team management)
- Introduction of monthly closing (shortening from the 2nd working day of the month following after next month to the 8th working day of the month following after next month)
- Failed SAP integration, solution and concept creation for alternative SAP use in accounting
- Introduction of receivables management/dunning process

07/2022 – 06/2023

Establishment of processes and structures in the accounting department

Employees: n.s., business volume: n.s., line of business: Start-up in sustainable housing

- Inventory of the existing processes and structures in accounting
- Development of recommendations for action for the future department structure
- Implementation of the new processes and structures in particular introduction of a fast close
- Completion of the annual audit incl. attestation by the end of May 2023 for 2 companies and one company as an initial audit

07/2022 – 11/2022

Support in post-merger integration

Employees: n.s., business volume: n.s., line of business: IT Consulting

- Inventory of the existing processes and structures in accounting
- Elaboration of the recommendation for the future structure in the new parent company
- Implementation of the new structures, including fast-close implementation, to enable monthly closing on the 5th of the following month.

04/2022 – 05/2022

Bridging of vacancies in finance/accounting

Employees: about 3500, turnover: 1.1 Bn. EUR, line of business: energy technology

- Ensuring the monthly closing and reporting
- Documentation of the processes
- Preparation of company documentation

11/2021 – 03/2022

BU Controller/ Finance Director

Employees: about 300, turnover: n.s., line of business: measurement technology

- Post-merger integration after US takeover
- Merge of 2 entities and audit of all companies by the end of February 2022
- Spin-off 1 entity
- Coordination of financial organization
- Support of CEO and CFO international
- Stabilization of the team structure
- Know-how transfer

02/2021 – 10/2021

Accounting & Process Manager international

Employees: about 3,400 worldwide, turnover: 1.1 bn EUR, line of business: real estate industry

- Advice and project coordination on provider change at the subsidiary
- Preparation of project plans
- Inventory with the departments
- Coordination of service providers and departments
- Process optimization and employee training
- Consulting IT processes in accounting for departments and subsidiaries
- Process optimization accounting

06/2020 – 12/2020

Above Country Accountant/ Regional Accounting Leader EMEA

Employees: about 5,600 worldwide, turnover: 7.6 bn EUR, line of business: Products and Services for Animal Health

- Post-merger integration for the EMEA region (global deal volume: 7.6 bn EUR)
- Interface between Corporate Accounting & Reporting and EMEA affiliates
- Developing new policies as well as accounting and closing processes fast close and implementing them in the EMEA affiliates
- Assisting affiliates with the implementation of internal controls for financial reporting (SOX)
- Providing guidance to affiliates regarding control design and execution
- Coordination of monthly closing for 16 units in EMEA on schedule

02/2020 – 06/2020

Author of the book „Die Übernahme-Formel – Praxisleitfaden: Post-Merger-Integration nach einer US-amerikanischen Übernahme (the Takeover Formula - Practical guide to post merger integration after a US takeover)“ published in spring 2021 by Springer Verlag

02/2020 – 06/2020

various projects in the range of business-coaching and finance

05/2019 – 02/2020

Carve-out of 3 Business Units

Employees: about 18,000 worldwide, business volume: 6.7 bn CHF, line of business: listed specialty chemicals company

- Partial project lead General Ledger
- coordination integration tests
- coordination cookbooks for carve out
- supporting the Head of Finance Services Germany

08/2018 – 09/2019

Integration into the american parent company

Employees: about 200, business volume: 30 m EUR, line of business: producer for camera systems

- Project management SOX implementation
- Contact person for all issues regarding SOX
- Ensuring accounting after change of the Head of Finance
- Creating inventory procedures and implementing the annual inventory
- Setting of the account reconciliations for the company
- Simplification of the corresponding process

05/2018 – 10/2018

Optimizing the monthly closing/fast-close

Employees: about 550, business volume: 50 m EUR, line of business: Production company

- Making an inventory of the existing monthly closing / fast close
- Working out recommendations for solutions
- Implementing and testing the recommendations in the daily routine
- Creating an individual training concept for the team on site

11/2017 – 04/2018

Project support for integration in british parent company

Employees: 550, business volume: n.s., line of business: Entertainment

- Support in implementing Global Policies
- Support for the Navision implementation
- Data validation
- Support in developing the reporting system
- Process optimization

04/2017 – 11/2017

Project management in the context of IFRS Conversion & Transferpricing

Employees: about 2,300, business volume: 195 m EUR, line of business: automotive supplier for the areas Engine Cooling, Air Charge and Air Intake

- Project performance and counseling in the context of IFRS Conversion & Transferpricing
- Trouble-Shooting for all project-related issues
- Developing the training concept in the context of IFRS Conversion & Transferpricing
- Creating the training documentation
- Counseling and Support during the project

10/2015 –06/2018

Project management and support in the area of General Ledger, BASE Project

Employees: about. 30,000, business volume: n.s., line of business: listed specialty chemicals company

- Providing advice and support at reorganizations, carve-out/ merger, migrations and release changes
- Developing the training concept for the Shared Service Center as well as Local Services
- Creating process diagrams and training documentation
- Managing the document database of the company
- Supporting the Head of General Ledger directly in the course of the project
- Trouble-Shooting for all project-related issues

07/2015 – 09/2015

Revising/ optimizing the accounting, process optimization in SAP

Employees: about 150, business volume: n.s., line of business: biotechnological company, development and production of biopharmaceutical agents mostly used for cancer treatment

- Reorganizing the accounting data at the Heidelberg office
- Working on special topics (balances carried forward, reconciling fixed assets, etc.)
- Screening debtor /creditor processes (work flow invoices)
- Optimizing SAP usage at the Heidelberg/Berlin offices
- Instructing and training the staff, incl. manual compilation (SAP)
- Support in the daily business

05/2015 – 03/2017

Mentoring the Finance department

Employees: about 2,300, business volume: 195 m EUR, line of business: automotive supplier for the areas Engine Cooling, Air Charge and Air Intake

- Preparing the group transfer pricing documentation
- Analyzing the current situation and developing strategies
- Collecting data in order to generate master and local file templates
- Organization and communication within the scope of the transfer pricing process
- Adapting the financial manuals/policies in connection with fixed assets, inventory, accruals
- SAP overview incl. recommending actions
- Advice on choosing the auditors

01/2015 – 04/2015

Project performance and counseling in the field of travel expense accounting and optimization

Employees: about 20,000, business volume: 17 bn EUR, line of business: automotive industry, production of sports and off-road vehicles in the luxury segment

- Advisory functions in order to optimize accounting efficiency
- Travel expenses plausibility check
- Reconciling the internal travel expenses guidelines

10/2014 – 12/2014

Sub-project management transition accounting

Employees: 200, business volume: n.s., branch: information and communication technologies

- Analyzing, documenting and implementing processes according to the parent company's guidelines
- Instructing and training employees
- Supporting the relocation of accounts payable to the shared service center
- Supervising the transfer of general accounting/reporting to the current organization

08/2014 – 10/2014

various projects in the range of business-coaching and clearing/optimizing accounting

01/2014 – 07/2014

Preparing the annual statements for 2013 and monitoring the closing audit, process optimization and improvements in SAP

Employees: 1.500, business volume: 100 Mio EUR, branch: security and cash-in-transit

- Preparing the annual statements for 2013
- Preparing & monitoring the closing for the sold companies' audits
- Preparing the remaining companies' audits
- Restructuring the teams and the day-to-day business
- Introducing fast close

09/2013 – 01/2014

Preparing the sale of business units and giving an overview of the financial situation to accounting /preparing the closing

Employees: 1.500, business volume: 100 Mio. EUR, branch: security and cash-in-transit

- Leading a team of up to 6 permanent employees and a team of up to 4 interim managers
- Preparing the monthly statements according to the statutory GAAP (HGB) & US-GAAP for 7 companies
- Preparing the closing for 2 companies due to the sale of business units
- Adaptations / plausibility check related to the closing

09/2012 – 09/2013

Integration support following the introduction of a new ownership structure

Employees: 280, business volume: 75 Mio. EUR, branch: development, production and installation of components for manufacturing of hot runner systems, injection nozzles and thermostats for the processing of plastics with injection molding (automotive supplier taken over by a marketlisted US company)

- Preparing an inventory directory for the German companies. Cross-departmental project / implementing the parent company's requirements as well as supervising the inventory in December 2012
- Compiling the documents related to the parent company's SOX requirements in cooperation with all departments
- Trouble-shooting due to the ERP introduction and the related problems in the Finance department

06/2012 – 09/2012

Transition of US-GAAP to Local GAAP for four companies

Employees: 280, business volume: 75 Mio. EUR, branch: development, production and installation of components for manufacturing of hot runner systems, injection nozzles and thermostats for the processing of plastics with injection molding (automotive supplier taken over by a marketlisted US company)

- Preparing the annual statement according to the statutory GAAP (HGB) (incl. appendix and situation report)
- Reconciling the financial statement according to USGAAP with the statutory GAAP (HGB)
- Administering the statutory audit and acting as contact person for the auditors
- Providing support with mapping due to a change in the ERP system

02/2012 – 05/2012

Support for Team Leader General Ledger & Group Consolidation

Employees: 2.300, business volume: 465 Mio. EUR, branch: manufacturer of seating systems and seating components for the automotive industry

- Filling in for the team leader who was absent due to sickness
- Creating monthly, quarterly and annual statements according to US-GAAP
- Supporting the process of integration into the new ownership structure/ SOX inventory

08/2011 – 01/2012

Process optimization/Team Leader of Accounts Payable

Employees: 40.000 worldwide; business volume: n.s., branch: financial services

- Approving the individual company's invoices in the respective Prang and PeopleSoft systems
- Preparing documentation for processes and workflows, working particularly with PeopleSoft
- Implementing process improvements
- Conferring with the IT department regarding PeopleSoft problems
- Leading the team Accounts Payable with up to 6 employees
- Providing hands-on support due to absence of employees (sickness-/vacation-related)
- Conferring with Deutsche Bank regarding new bank accounts and PeopleSoft requirements
- Revising job descriptions and working guidelines
- Setting up the Intranet website for the Accounts Payable team

01/2011 – 02/2011

Outsourcing Finance Department

Employees: ca. 200; business volume: 10 Mio. EUR, branch: development provider and test bay operator for drive components (automotive industry)

- Support for outsourcing of accounting to an external service provider
- Process improvement and implementation
- Preparation of the annual accounting 2010

09/2010 – 12/2010

Finance Manager/Head of Finance and Purchasing Department

Employees: about 200, business volume: 20 Mio. EUR, branch: development provider and test bay operator for drive components (automotive industry)

- Responsible for financial accounting and purchasing of two companies
- Leading a team of up to 6 employees
- Creating monthly financial statements according to the statutory GAAP (HGB) and preparing the annual statement (incl. provisions analysis and ledger account)
- Administering fixed assets and conducting plausibility checks with an external SAP consultant (miscalculation of fixed assets in the previous years and the repercussions on the current year)
- Ad-hoc evaluations for the management
- Developing and implementing process improvements
- Documenting accounting and SAP processes
- Developing a reporting tool in MS Excel
- Contact person for public accountants and auditors

05/2010 – 08/2010

Finance Manager/Head of Finance and Accounting

Employees: about 200; business volume: 20 Mio. EUR, branch: manufacturer of switch components and control modules for engineering and plant construction.

- Responsible for financial accounting and controlling
- of two companies
- Leading a team of up to 4 employees
- Creating monthly financial statements according to
- the statutory GAAP (HGB)
- Creating the monthly reporting for the parent company
- Ad-hoc evaluations for the management
- Preparing the annual financial statements for the year 2009
- Developing and implementing process improvements
- Documenting accounting and SAP processes as well as cooperating with intra-corporate SAP supports for the necessary customizations
- Editing fixed assets since the introduction of SAP and automating the depreciation development
- Resolving issues related to the SAP introduction the previous year
- Adapting the cost center structure due to changes in the production process
- Supporting HR revision and correcting staff accounts
- Developing a reporting tool in MS Excel
- Contact person for banks and auditors

Satisfied clients are the best reference

Our references are our business card

“I had overall a very positive experience, and our interactions helped me both to become more independent and goal oriented accountant but also to increase my knowledge.

Judiths professional, precise and structured approach allowed the team to keep focused on reaching our goals and to have a highly qualified and competent counterpart in day-to-day routine.”

(Senior Accountant, Start-up in sustainable housing)

“The workshop with Judith Geiß was noticeably valuable for our team and positive for further collaboration within the team!”

(Senior Accountant, Start-up in sustainable housing)

“The collaboration was very structured and timely with good escalation awareness.

Judith’s “will for the move to the gate” was particularly helpful to me.”

(CFO, Start-up in sustainable housing)

“It was a collaboration on equal terms, friendly, but still decisive. Ms. Geiß kept an eye on all topics and continually pushed them forward. She critically questioned various situations within the department and at the same time promoted team spirit. I would particularly like to highlight Ms. Geiß’s confident leadership, always having an open ear, as well as her extensive specialist and practical knowledge!”

(Accountant, toy industry)

„Ms Geiß provided a very appreciated work. She can keep together all the people, all the needs and all the different topics.”

(CFO, Accounting Service Provider)

„Judith Geiß managed to assist with addressing our most urgent issues with respective counterparts and their teams to help us keep project moving forward. She is well organized and a good match for coordinating big projects.”

(Local Country Accountant, Animal Health Company)

„Judith Geiß is an open-minded person who takes everyone involved with her during the project. Goal-oriented, structured and professionally excellent. We were able to successfully implement SOX (Sarbanes Oxley), stock take after takeover was carried out without defects by the Group’s internal audit.”

(BU-Controller, Camera systems manufacturer)

„It was great working with Judith Geiß over the past few months. Thank you for all your support.”

(Local Country Accountant South Africa, Animal Health Company)

„Thank you for all that Judith Geiß has done for us over the past several months. We would not be where we are today without your tireless effort and personal commitment to our success. Best of luck in your future endeavors!”

(Director Accounting, Animal Health Company)

„We thank Judith very much for all the hard work she has put into this project and want her to know that we really appreciate the contributions she has made to helping our client be successful. It was a difficult engagement and she played a key role in helping them advance in EMEA.”

(Senior Vice President, Interim Management Provider)

„I want to appreciate for everything Ms Geiß has done for our company. I know this has not been easy and is hair-raising at times. She has been integral in getting EMEA to a good spot and that is visible in the close right now. She has also been great at bringing up issues and solutions in various calls. Thank you so much for seeing us through this.”

(Chief Accounting Officer, Animal Health Company)

„Judith Geiß has been a great support, thanks so much for handholding, willingness to help and professional way in which she has assisted the affiliate. Best of luck also for her future endeavors and who knows; maybe our paths cross again. Always welcome here in SA!”

(Affiliate CFO South-Africa, Animal Health Company)

„We needed assistance in chaotic work and project environment. Collaboration with Ms Geiß was solution-oriented, she showed perseverance in pushing issues to solution - carrot & stick :-)”

(Local Country Accountant Germany, Animal Health Company)

„Judith Geiß is a very wise and knowledgeable person, who is able to sense and determine business importance and criticalness.”

(Local Country Accountant Benelux, Animal Health Company)

„My motto for our cooperation: there is no time that we do not need her help, where there is Judith there is hope as well.”

(Local Country Accountant Turkey, Animal Health Company)

„Working with Ms Geiß was very proactive and on time, we addressed problems and constructively discussed and implemented potential solutions. We could improve our internal processes in order to meet SOX requirements.”

(Director of Finance and Business Unit Controller, Camera systems manufacturer)

„I already had the pleasure to work with Ms Geiß in several projects. Each project was unique, thrilling and challenging in its own way. Nevertheless, they had one thing in common: along with specific technical topics there is empathy and engagement. Ms Geiß is master of the situation at any time. She gains a professional overview, localizes the problem and solves it. Due to her sensitive nature and excellent people skills, she gives her team the opportunity to focus more precisely on its tasks and LEADS it through difficult situations.”

(External Tax Consultant/Cooperation partner since 2013)

„The cooperation was very friendly, proficient, active, motivated and goal-oriented. Ms Geiß directly responds to personal issues and questions. Now we've acquired the necessary base knowledge regarding SOX and can work independently, implementing SOX specifications in future.”

(Customs and Export Control Officer/ Camera systems manufacturer)

„Ms Geiß helped us to improve and complement existing processes and structures. She increased our understanding in this regard and their importance, also in terms of what should not be done. She provided advise and actively cooperated at the same time. We particularly liked the uncomplicated and direct communication.”

(Leader Logistics – Producer for Camera Systems)

„The cooperation has been marked by openness, good communication and fast results. Her long-standing SOX expertise was very helpful and essential.”

(Business Unit Controller/ Integration Manager ad interim)

„For me, the cooperation has been very pleasant. Ms Geiß repeatedly took the time to explain connections and answer questions. Her drive, energy and perfectionism motivate and set standards we were encouraged to meet.”

(Assistant Financial Sector ad interim)

„Ms Geiß has comprehensive know-how and an eye for essentials at all times. As a result, questions and specialist discussions could be limited to a minimum. Due to her deep process understanding, Ms Geiß quickly recognizes mutual dependencies and redundancies and therefore contributes to structure processes more efficiently. Our cooperation has always been very pleasant, goal-oriented and constructive.”

(Global Expert Financial Derivatives, listed specialty chemicals company)

„For me, Ms Geiß represented both a personal and professional enrichment. She is proficient, dependable, respectful, efficient. Her excellent specialist knowledge concerning the financial sector as well as her great expertise with regard to project activities helped us a great deal. Her ideas have always led to us working more efficiently.”

(Teamlead GL SSC& LS, listed specialty chemicals company)

„Thanks to excellent communication, working with Ms Geiß was very goal-oriented and transparent for all parties concerned. Her quickness to grasp new tasks and monitoring our milestones helped us during the projects. Especially in stressful situations it was very good to have an outside opinion and, as a result, to recognize possible undesirable developments at an early stage. We were able to implement the projects within the specified time, not always under easy conditions, and, above all, in a very good quality.”

(Head of Finance, automotive supplier)

„Ms Geiß is very professional, however, humanity does not fall along the wayside. The exchange with her takes place regularly and is always combined with honesty, so that working together is very easy and expedient. Her helpful manner of giving me a positive outlook, even if the situation is difficult, has helped me a lot. Thanks to all her efforts, many cornerstones have been laid that will support our company in the long term and we got a lot of impetus for the daily work . “

(Assistant to CFO, Entertainment)

„Working with Ms Geiß was a great pleasure. She was well-prepared for our meetings at all times and always had a sympathetic ear and helpful hints at the ready. Also, in unclear situations she managed to stay on top of things and led escalated discussions back to relevant topics. As an external advisor, Ms Geiß adopted a clear and independent position. Working with her showed me once again, how important a good project organization is for the successful course of any project. “

(Group Controller, automotive supplier)

„We found Ms Geiß to be an advisor with particular expertise and professionalism. She showed a very good sense, outstanding competence and sensitivity for our group’s specific requirements as well as our corporate culture. I especially like her clear and structured approach, variety of ideas and quick implementation of our project milestones. Ms Geiß did excellent advisory work; at all times, her focus was clearly on our sustainable benefit.”

(Head of General Ledger, marketlistet company of specialty chemicals)

„Ms Geiss took over my client and I was able to help her to become familiar with the issues quickly. She excelled by her quickness to grasp new tasks and her comprehensive expertise. It was a great pleasure for me to be able to work with her. I am looking forward to working with her again.”

(Interim Manager, automotive industry)

„I experienced a very open, goal-oriented and constructive cooperation. The assumed tasks were completed in the predefined time with the desired outcome. The Bridge disposes of comprehensive knowledge regarding business processes and accounting procedures. This knowledge is applied in projects and within the framework of organizational changes.”

(Director, leading provider in the information and communication technology)

„The Bridge is characterized by its active behaviour and a high level of credibility. I highly appreciated the process-oriented implementation of the agreed-upon goals and the empathic cooperation with regard to the stakeholder and the project team. Ms Geiß compiled a very precise expert report and therefore enabled a quick reaction to changing situations. She has the ability to determine and instruct the measures necessary and adds her professional expertise, project experience and assertiveness.”

(Interim Manager, leading provider in the information and communication technology)

„A pleasant and cooperative working environment had been created in which working together was very enjoyable and productive. Ms. Geiß is very professional and has her employees in view at all times as well as control of the situation as a whole. This ensures that she can join in a conversation regarding all areas and participate constructively in improvements and their implementation.”

(Employee - Accounts Payable, affiliate from a marketlisted US-Company)

„During the whole project, I have experienced Ms Geiß as someone with a clear structure and as a very determined person - also in the face of big storms. She covered our backs in all respects. With her very human way she is able to bring the permanent as well as the interim staff together. This not only leads to synergy effects but also facilitates working together in a situation which is often not easy for the permanent staff. Her clear way of communicating helps to prevent misunderstandings and to avoid them.”

(Interim Manager, affiliate from a marketlisted US-Company)

„The Bridge is an organization with qualified employees who work quickly and accurately in their sectors and produce results. The cooperation was trustful and characterized by an open and direct way of communicating.“

(CFO, automotive supplier taken over by a marketlisted US enterprise)

„I found working with Ms. Geiß to be very enjoyable, cooperative and goal-oriented. Ms. Geiß managed her team in a good way. I was especially impressed by her determined, cooperative and communicative manner.“

(Interim Manager, affiliate from a marketlisted US-Company)

„Thank you for the good and faithful collaboration and the great and professional support concerning SOX.“

(Human Resources Manager, automotive supplier)

„The cooperation was very pleasant, businesslike and professional. Ms Geiß has good organizational and process knowledge which made it very easy to cooperate. I was especially pleased by her open and good communication, the good interactive work and her multitasking ability. Mrs. Geiß has a very structured and open approach to the duties, is absolutely reliable and very competent.“

(Manager Warehouse and Assembly, automotive supplier)

„Ms. Geiß has a lot of experience with our issues at hand and was able to immediately make her mark. She has properly recognized the situation and has shown initiative to bring about solutions. For me Ms. Geiß is a great relief.“

(Finance Manager, automotive supplier taken over by a market-listed US enterprise)

„The collaboration was completely positive. The employer-employee relationship was cooperative, very efficient and the quality was excellent. What I particularly liked about her work was her positive attitude, flexibility and expertise, as well as her uncomplicated and open approach which made such a good cooperation possible.“
(Employee - Accounts Payable, automotive supplier taken over by a market-listed US enterprise)

„The services of JG Accounting Solutions are marked by their high quality and comprehensive expertise. Has an uncomplicated manner and careful handling of work situations.“
(Interim Team Leader, Accounts Receivable, automotive supplier)

„With Ms. Geiß you gain an interim manager who thinks, acts and is service-oriented, works conscientiously at all times and stands for an open and clear communication. We had nothing but the best experience with her and can therefore recommend her to you without any hesitation.“
(Managing Associate, Interim Objective)

„Her expertise combined with a „hands-on“ mentality is highly recommendable. Polite, constructive, fully equipped with the necessary specialized knowledge.“
(Employee - Assets Accounting, automotive supplier)

„Due to her ability to quickly evaluate situations, she immediately grasped even the most difficult situations appropriately and always found the right solution fast. She led co-operatively, both specialized and personal and therefore offered great motivation to her team, constantly inspiring them to good achievements and results. Thanks to her professionalism and her service orientation, she was a welcome contact.“
(EMEA Procure-to-Pay Sub Regional Manager, Business Bank)

„I felt especially good with the way Ms. Geiß went about problems and solved them. You also had enough clearance to organize your own work. With Ms. Geiß you find somebody who is competent, committed and motivated for the field of accountancy and purchasing.“
(Employee - Accounting, automotive provider)

„Ms. Geiß was not only accepted by her team, she was also able to create a working atmosphere which clearly led to a higher productivity.“
(Manager, Production Company)

Seminar voices

„The Summer Academy started only 4 weeks before I went on vacation and therefore the timing was perfect. It made me realize that I do not necessarily want to be completely without my smartphone when I am on vacation. I also should work towards e-mail routines and a zero inbox. It is important to plan your return to work prior to the vacation. Some impulses were provided which I keep reflecting on.

(Self-employed entrepreneur, participant of the online seminar "Summer Academy")

„The seminar's structure and organization were very pleasant, as well as the extensive interaction with the participants. Providing the documents was also very helpful. Like this, it is possible to find instructions in retrospective on how to successfully relax during future vacations. In particular, I realized that I have to take care of myself and not regard the behavior of others as a standard or good example. I also liked the advice to set up an extended out-of-office notification because this provides some buffer time.

(Self-employed entrepreneur, participant of the online seminar "Summer Academy")

„I especially liked the video inputs and the individual examples. The course is merely about inspiration. I realized that there is no right or wrong, everybody needs a different kind of distance which in turn leads to different definitions of the term "stress-free." Better social media management should be a given in both our professional and private lives. I had already put many ideas from this course into practice before - and to get positive feedback to be on the right track is very valuable for me.

(Self-employed entrepreneur, participant of the online seminar "Summer Academy")

„I participated in the online seminar to learn about the opinion of others and to experience what is really meant by 'offline' and realized that there are or can be various stages of being offline during vacation; that there is a difference between vacation and summer break. I'm taking home many ideas and impulses from this seminar and will try out different things in my daily work routine.

(Self-employed entrepreneur, participant of the online seminar "Summer Academy")

„When I booked Judith Geiß' course "Gebrauchsanweisung für Amerikaner – endlich US-Kollegen verstehen und stressfrei mit ihnen zusammenarbeiten" ("Instructions on how to deal with Americans – finally understanding US colleagues and cooperating with them"), I first wanted an update for the financial language. I have been working with clients from the United States for years and have been able to use the detailed course materials to refresh my knowledge."

*(Manager Market Research, participant of the online seminar „Gebrauchsanweisung für Amerikaner“ ”
("Instructions on how to deal with Americans"))*

„When I first booked Judith Geiß’ course “Gebrauchsanweisung für Amerikaner – endlich US-Kollegen verstehen und stressfrei mit ihnen zusammenarbeiten” (“Instructions on how to deal with Americans – finally understanding US colleagues and cooperating with them”) I was initially curious. I wanted to sort my thoughts and see how many of my experiences matched those of others. Thanks to the course I was able to structure my thoughts in a better way and got some more input. My exchange with Ms Geiss was characterized by good communication and her pleasant character. Many thanks for this!

(Vice President Manufacturing of a microelectronics enterprise, participant of the online seminar “Gebrauchsanweisung für Amerikaner” (“Instructions on how to deal with Americans”))

Professional experience before working freelance

3/2008 - 1/2010

Accountant, Sidel GmbH, Viernheim, Germany

Employees: 5,500 worldwide, line of business: production, delivery and installation of bottling machines for liquid products

- Keeping the company's accounts
- Preparing monthly, quarterly and annual financial statements according to the statutory GAAP (HGB) and IFRS
- Preparing monthly reports for the parent company
- Continuously improving the reporting tool in MS Excel
- Developing and implementing process improvements
- Adjusting G/L account and cost center structures to the reporting specifications

10/2007 – 2/2008

Head of Finance, MegaPlast GmbH & Co. KG, Villingen-Schwenningen, Germany

Employees: 250, turnover: 43 m EUR, line of business: market leader in airless packaging solutions for plastic packaging for cosmetics and personal hygiene manufacturers as well as the pharmaceutical industry

- Preparing monthly financial statements according to the statutory GAAP (HGB), the annual financial statement and reporting to the Finance Director as well as acting as contact person for banks, auditors and tax advisors
- Adjusting the cost center chart and chart of accounts as a basis for efficient controlling
- Leading a team of 4 employees

2/2007 - 7/2007

**Tax and Audit Assistant, hardorp, müller & partner, Mannheim, Germany
(part of Moore Stephens International Ltd.)**

Employees: 150, line of business: accounting and tax consultancy firm

- Reviewing and preparing annual financial statements
- Preparing tax returns
- Economic assessments and analyses

10/2005 –1/2007

Employee in Reporting/Planning, Johnson Controls Systems & Service GmbH (formerly: YORK DEUTSCHLAND GMBH)

Employees: 135,000 worldwide, turnover: 11 m EUR, line of business: planning, project work, sales, installation and maintenance as well as developing, constructing and manufacturing devices and equipment in the area of refrigeration and air conditioning techniques

- Keeping the accounts of the subsidiary Sigma-Frigo-Therm Handels-GmbH, being responsible for the provisions and accruals of York Germany and York Switzerland and acting as contact person for internal and external auditors
- Preparing monthly, quarterly and annual financial statements according to the statutory GAAP (HGB) and US-GAAP as well as participating actively in internal reporting/controlling, the monthly reporting to the parent company as well as assisting in preparing the York Deutschland budgets, including all subsidiaries

5/2004 – 9/2005

Employee in Controlling and Cost Accounting, Heidelberger Versorgungs- und Verkehrsbetriebe GmbH, Germany

Employees: 120, turnover: 289 m EUR, line of business: energy supply

- Commercial contact person regarding the topic “Liberalisation of the energy market ” focused on tailoring the requirements regarding “unbundling” in the existent operative cost accounting system, e.g. adjusting the cost center and profit center structures
- Creation and development of cost unit accounting in connection with the calculation of compensation fees as well as contribution costings for specific clients or client groups as well as preparing sub-balances according to the requirements of the existing energy laws
- Preparing the quarterly report for all affiliated companies along with all subsidiaries including the monthly short-term income statement

10/2002 – 4/2004

Employee in Controlling and Order Processing, Heidelberger Versorgungs- und Verkehrsbetriebe GmbH, Germany

Employees: 120, turnover: 289 m EUR, line of business: energy supply

- Calculatory support of the affiliated companies, training the local employees as well as introducing the order accounting in one of the affiliated companies
- Implementing the SAP R/3-based activity recording (including compiling a handbook and training the employees) as well as introducing order processing at Stadtwerke Neckargemünd