



GAWBL-Summit 2018

German-Arab Women Business Leaders

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Janina Kugel

Chief Human Resources Officer
Member of the Managing Board of Siemens AG

Janina Kugel has been Chief Human Resources Officer and a member of the Managing Board of Siemens AG since February 2015. She has global responsibility for Human Resources, including the areas of Diversity, Learning and Education, Social Innovation, and Environmental Protection, Health Management and Safety (EHS). Prior to taking on this role, she was responsible for Human Resources Strategy and Leadership Development at Siemens.

From 2012 to 2013, Janina served as the Chief Human Resources Officer for Osram Licht AG, where she had global responsibility for Human Resources, Executive Development and Diversity.

Before that, she held various leadership positions at Siemens in the areas of Human Resources and Strategy in Germany, China and Italy since 2001.

Janina started her career in 1997 as a management consultant at Accenture. During this period, she worked for international companies throughout Europe and the United States, mainly focusing on process reengineering, restructuring and organizational design.

She is an active supporter of various national and international diversity initiatives. Outside Siemens, Janina holds positions as a member of the Practice Council of Hertie School of Governance in Berlin, Germany, and as a member of the University Council of the Technical University of Applied Sciences in Ingolstadt, Germany.

Moreover, she is Member of the Board of Trustees of Siemens Foundation (Siemens Stiftung), Member of the Supervisory Board of Directors of Siemens Healthcare GmbH as well as of Konecranes Plc, Finland, Member of the Advisory Council of German Pension Benefit Guaranty Association (Pensions-Sicherungs-Verein) and Member of the Executive Committee of the Supervisory Board of the Confederation of German Employers' Associations (Bundesvereinigung der Deutschen Arbeitgeberverbände).

Janina holds a master's degree in economics from the University of Mainz, Germany, and the University of Verona, Italy.

As a mother of two, she lives with her family in Munich. When time allows, she enjoys jogging as well as playing the piano.