

Dr. Ingrid Ohmann-Sauer

Partner

Munich

Biography

German employment law shows bias for employees. To balance this, employers need sophisticated advice. This has motivated Ingrid Ohmann-Sauer since 25 years to help employers reach their business goals. Especially U.S. organizations have relied on her for an efficient navigation through German employment regulations. Many important business decisions and projects require works council consent prior to their implementation; Ingrid is a sophisticated strategist and a determined negotiator. She has used these skills so that her clients could make "precision landings" of their various HR projects and transactions. Businesses need people who work for them – as managers, employees, free-lancers or leased workforce. The relationship of companies with all these persons is heavily regulated by German law and this makes many daily HR matters, the restructuring of businesses and corporate transactions a challenge. Ingrid helps business organizations to find cost-efficient ways through the pitfalls of German employment law and so achieve their demanding business goals.

HR projects have got more complex and more international. Thus, the focus of Ingrid's work now is on the coordination of international restructurings, strategic employment advice for long-lasting overhauls of organizations and works council related project management. Ingrid's practice started with clients in the media, life science, management consulting and global on-line retail industry; her client base has since extended to financial institutions, insurance and



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Languages

English
French
German
Spanish

Practices

Employment

Industries

Financial Institutions
Insurance
Life Sciences and Health Care
Technology and Telecoms

Areas of focus

reinsurance as well as manufacturing industries. Ingrid has a PhD in law, is admitted to the bar and is recognized by the bar association as employment law authority (Fachanwalt für Arbeitsrecht). She studied in Munich, Geneva (Switzerland) and at UC Berkeley (USA).

Representative experience

Advising a global online retailer on HR projects (e.g. co-determination on IT-tools, working time, establishment of supervisory boards, transactions, non-compete issues).

Advising a major German insurance group on several longlasting restructuring projects.

Advising a management consultant firm on all partner, management and HR issues for more than 25 years.

Advising the German subsidiary of a US life science group on the closing of operations, Europe-wide HR projects and a number of corporate transactions.

Advising a major financial institution on a complete and complex overhaul of their compensation system, including litigation of bonus claims through all instances.

Latest thinking and events

- Analysis
 - Redundancy under German Labour Law - An Overview
- Analysis
 - Works constitution in Germany - An Overview
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Business critical restructuring:
pension issues

Management Incentive Plans

Digital Health

Education and admissions

Education

LMU Munich (Ludwig-Maximilians-Universität München)

University of California, Berkeley

University of Geneva

Overview