

Nicole Gerhardt

Chief Organizational Development & People Officer

Member of the Management Board of Telefónica Deutschland Holding AG



Nicole Gerhardt has been Chief Organizational Development & People Officer of Telefónica Deutschland Holding AG since August 2017. Within this role, she is responsible for the company's human resources. The sustainable orientation towards the digital future and the necessary transformation of the company are the focus of her range of tasks. Shaping this transformation responsibly, in balance with employees and company interests, is a major concern for her.

Before joining Telefónica, Nicole Gerhardt was Executive Vice President Human Resources at Pro7/Sat1. From 2013 to 2015, the fully qualified lawyer first worked for the E-Plus Group as Head of HR and, following the merger of Telefónica Deutschland and E-Plus, as Director Business Partnering, Talent, Leadership & Capability Development. Prior to that, Nicole Gerhardt held various leadership positions in Human Resources at Vodafone, both in Germany and internationally, and as Head of HR and Legal, helped build the startup Vizzavi, a joint venture between Vodafone and Vivendi Universal. Nicole Gerhardt began her career as Legal Counsel at Versatel Deutschland GmbH, before leading the HR department there.

Nicole Gerhardt studied law at the Ruhr University in Bochum. She was born in Hagen in 1970 and is married.