

Curriculum Vitae

Marcel Fabian Lukas
Doctoral Researcher

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| Academic Education

2015 - current	Doctoral Researcher in Behavioral Finance at the University of Edinburgh Working paper: "Social Finance – the impact of feedback and transparency on the disposition effect" Supervisors: Dr. Arman Eshraghi and Prof. Jens Hargendorff
2014 – 2015	University of St Andrews (UK), MSc in Finance and Management (distinction, 1.0 out of 6)
2008 - 2011	Berlin School of Economics and Law, Berlin (Germany) Corporate study program in cooperation with IBM Germany International Business Administration (Bachelor of Arts, final mark 1.8 out of 6) Bachelor Thesis: "Preparing for Change – the case of Germany's biggest health insurance"

| Professional Experience Overview

2012 - 2014	Project manager for finance, Volkswagen Germany
2011 - 2012	Change management consultant for financial services, IBM Germany
2008 - 2011	Assignments in various international departments of IBM
2007	Internship at Deutsche Bank private banking

| Teaching experience

Tutorial lessons	Education for high school students in mathematics and English at a tutoring institute Test preparation in English, coaching for future exchange students
Guest lectures	Change management lecture at Berlin School of Economics and Law, Berlin 2012 Project management lecture at HTW, Berlin 2014
Coaching	Presentation, rhetoric and assessment center trainings for students and young professionals
Extra-curricular	Region Head LATAM in St Andrews Investment Society managing 20 student analysts

| Awards

PhD Scholarship in Accounting and Finance by the University of Edinburgh
The Postgraduate Gray Prize by the University of St Andrews awarded for the best overall performance in taught postgraduate modules across the university
Dean's List by the University of St Andrews for academic excellence promoted by the Deans of the University.

| Excerpt of professional experience

July '12 – Aug. '14: Project manager for finance (VW)

Germany, Brazil, Argentina

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- project management for finance and IT projects with reporting to the CFO of Volkswagen
 - global controlling for investment planning standardization processes
 - status analysis of investment processes and recommendations for optimization in Brazil and Argentina on-site
 - introduction of optimized process and system structures for finance processes in Brazil, Argentina and Mexico
 - supervision of the standardization process of cost accounting for development expenses
 - development of concepts for global cooperation between local and overseas finance departments
 - establishment of a change management concept for key IT finance projects to reduce implementation times

July '11 – Aug. '11: Volunteering in a development project (SCI)

Livingstone, Zambia

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- volunteering to improve infrastructure in the Victoria Falls national park with an international team
 - organisation of intercultural discussions and education sessions to improve team work and productivity

May '11 – June '12: Transformation consultant for financial services (IBM)

Countrywide, Germany

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- process optimization for an insurance client during post-merger situation to establish a lean organization structure
 - change management consulting for the related IT project to achieve commitment from 14.000 users
 - planning and execution of different change management activities
 - support of scope and budget planning for the project organisation to improve IBM's profit position
 - analysing the German health insurance market and identifying improvement potential (bachelor thesis)
 - management of employee interviews and workshops to evaluate the post-merger state of the organization
 - illustration of improvement potential with a heat map to provide the client with precise action plans

April '10 – Aug. '10: Strategy consultant for insurance (IBM)

Bangalore and Pune, India

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- change management consulting for a project of Allianz insurance group with a multinational team
 - analysis of collaboration process across countries in Bangalore and identification of optimization potential
 - introduction of a translation centre and an innovative approach to intercultural meetings to increase efficiency
 - organisation of cross cultural trainings to increase productivity among German and Indian co-workers
 - development of a comprehensive strategy for cross country communication for the SAP insurance department

Aug. '09 – Oct. '09: Sales assistance for financial services (IBM)

Germany

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- sales management assistance for financial services clients
 - preparation of business cases, analysis of clients processes and development of improvement potential
 - development of heat maps for the clients to demonstrate major improvement potentials
 - support of bid and proposal management for several SAP finance modules based on own analysis
 - workshops for internal and external clients for using component business modelling (CBM)

Jan. '09 – Mar. '09: Project manager SAP for insurance (IBM)

Wiesbaden, Germany

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- project management office in a SAP transformation project
 - coordination of budget and resource planning as well as milestone and quality management
 - developing of a support management system to ensure agreed service levels sales
 - creation and handling of a knowledge transfer platform to ensure efficiency of the project