Steinbach & Partner
Executive Consultants

Steinbach & Partner
Executive Consultants

Driven by Vision

www.steinbach-partner.com

Athens I Bangkok I Barcelona I Brussels I Cape Town I Dublin I Essen I Frankfurt I Hamburg I Helsinki I Istanbul I Izmir I Lisboa I London I Madrid I Mexico-City
Munich I Mumbai I Nuremberg I Perth I Pune I Riga I San Francisco I Santiago de Chile I Sao Paulo I Shanghai I Singapore I Sophia Antipolis I Stockholm
Stuttgart I Tallinn I Tokyo I Toronto I Vilnius

Steinbach & Partner – The wider view

Steinbach & Partner
Executive Consultants

We ...

- ... are working in Executive Search and Management Consulting since 1984
- ... are one of the leading HR consulting firms
- ... are always focused on solutions and have a proven record of success
- ... are objective on account of our management experience and diagnostics

Athens I Bangkok I Barcelona I Brussels I Cape Town I Dublin I Essen I Frankfurt I Hamburg I Helsinki I Istanbul I Izmir I Lisboa I London I Madrid I Mexico-City
Munich I Mumbai I Nuremberg I Perth I Pune I Riga I San Francisco I Santiago de Chile I Sao Paulo I Shanghai I Singapore I Sophia Antipolis I Stockholm
Stuttgart I Tallinn I Tokyo I Toronto I Vilnius

© 2012 Steinbach & Partner I Executive Consultants I www.steinbach-partner.de

Steinbach & Partner – About us

Steinbach & Partner
Executive Consultants

Founding

- Since our founding in 1984, we have successfully executed more than 15,000 consulting projects for our clients

Employees

- Steinbach & Partner has 134 employees working at 34 national and international locations

Clients

- We advise internationally active corporate groups as well as small and medium-sized German companies from a wide range of industries

Athens I Bangkok I Barcelona I Brussels I Cape Town I Dublin I Essen I Frankfurt I Hamburg I Helsinki I Istanbul I Izmir I Lisboa I London I Madrid I Mexico-City
Munich I Mumbai I Nuremberg I Perth I Pune I Riga I San Francisco I Santiago de Chile I Sao Paulo I Shanghai I Singapore I Sophia Antipolis I Stockholm
Stuttgart I Tallinn I Tokyo I Toronto I Vilnius

© 2012 Steinbach & Partner I Executive Consultants I www.steinbach-partner.de

Steinbach & Partner – The Board Academy

Steinbach & Partner
Executive Consultants

The Board Academy

is an organisation whose aim is to promote competence, integrity and corporate responsibility in company supervisory and advisory boards.

Behind this commitment is our conviction that it is these three aspects that in the main determine the success or otherwise of corporate supervisory and advisory boards. We train and qualify Executives and Non-Executives Board Members.

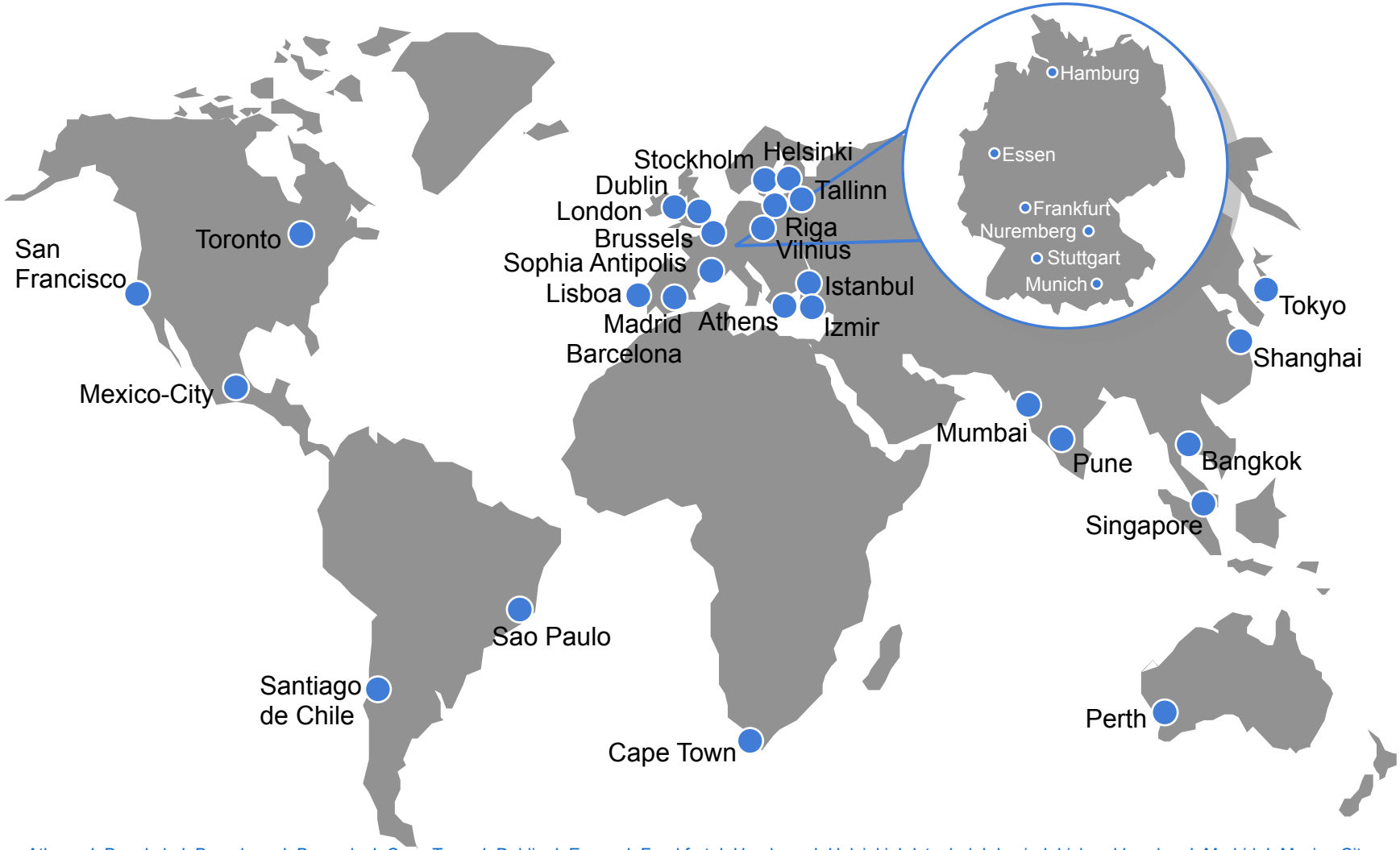
Deloitte. | COMMERZBANK | BEITEN BURKHARDT RECHTSANWALTSGESELLSCHAFT MBH | Seidenschwarz & Comp. Strategie und Innovation from idea to value® | Steinbach & Partner Executive Consultants

Athens I Bangkok I Barcelona I Brussels I Cape Town I Dublin I Essen I Frankfurt I Hamburg I Helsinki I Istanbul I Izmir I Lisboa I London I Madrid I Mexico-City
Munich I Mumbai I Nuremberg I Perth I Pune I Riga I San Francisco I Santiago de Chile I Sao Paulo I Shanghai I Singapore I Sophia Antipolis I Stockholm
Stuttgart I Tallinn I Tokyo I Toronto I Vilnius

© 2012 Steinbach & Partner I Executive Consultants I www.steinbach-partner.de

Steinbach & Partner – National and worldwide

Steinbach & Partner
Executive Consultants



Athens I Bangkok I Barcelona I Brussels I Cape Town I Dublin I Essen I Frankfurt I Hamburg I Helsinki I Istanbul I Izmir I Lisboa I London I Madrid I Mexico-City
Munich I Mumbai I Nuremberg I Perth I Pune I Riga I San Francisco I Santiago de Chile I Sao Paulo I Shanghai I Singapore I Sophia Antipolis I Stockholm
Stuttgart I Tallinn I Tokyo I Toronto I Vilnius

© 2012 Steinbach & Partner I Executive Consultants I www.steinbach-partner.de

Steinbach & Partner – Competence Center

Steinbach & Partner
Executive Consultants

Our Competence Centers reflect the relevant project and industry experiences and build bridges between information, networks, market and candidates.

- Start-up and Venture Capital/ Private Equity Business
- Advisory and Supervisory Committees
- Internet / Media / Mobile
- Information & Communication Technologies
- Energy / Advanced Technologies/ Chemistry
- Healthcare Industries
- Machine, System & Electrical Engineering
- Automotive and Aerospace
- Professional Services
- Consumer Goods & Retail
- Hospitality, Tourism and Travel
- Mining, Oil & Gas

© 2012 Steinbach & Partner I Executive Consultants I www.steinbach-partner.de

Our strengths

Steinbach & Partner
Executive Consultants

Excellent reputation

- The trust that our long-established brand enjoys facilitates contacting and gaining access to qualified candidates

Candidate potential

- We handle approx. 30.000 candidate contacts per year from around 600 projects. We also have access to numerous profiles in our candidate pool

Evaluation competence

- All of our consultants possess operations management experience and industry expertise and can utilize a sophisticated, proven set of evaluation tools for assessing candidates - are interdisciplinary-operations consultants

Athens I Bangkok I Barcelona I Brussels I Cape Town I Dublin I Essen I Frankfurt I Hamburg I Helsinki I Istanbul I Izmir I Lisboa I London I Madrid I Mexico-City
Munich I Mumbai I Nuremberg I Perth I Pune I Riga I San Francisco I Santiago de Chile I Sao Paulo I Shanghai I Singapore I Sophia Antipolis I Stockholm
Stuttgart I Tallinn I Tokyo I Toronto I Vilnius

© 2012 Steinbach & Partner I Executive Consultants I www.steinbach-partner.de

Success through methodology as well as clear, proven and also creative processes

Steinbach & Partner
Executive Consultants

Kick Off

- Discussion of the company ‘s actual situation
- Collection of client ‘s expectations
- Definition of search strategy

Research

- Intensive market research
- Screening of possible candidates
- Listing of suitable candidates

Selection

- Pre-selection via phone interviews
- Conduction of personal interviews
- Evaluation of professional and personal skills
- Creation of confidential reports

Presentation

- Discussion of selected candidates with the client
- Presentation of candidates
- Selection of most suitable candidates (m/f)
- Reference check – if applicable

End of Project

- Support during contract negotiations – if necessary
- Onboarding support where required
- Quality evaluation by client and candidate
- Aftercare during probation period

Athens I Bangkok I Barcelona I Brussels I Cape Town I Dublin I Essen I Frankfurt I Hamburg I Helsinki I Istanbul I Izmir I Lisboa I London I Madrid I Mexico-City
Munich I Mumbai I Nuremberg I Perth I Pune I Riga I San Francisco I Santiago de Chile I Sao Paulo I Shanghai I Singapore I Sophia Antipolis I Stockholm
Stuttgart I Tallinn I Tokyo I Toronto I Vilnius

© 2012 Steinbach & Partner I Executive Consultants I www.steinbach-partner.de

Standards of quality, performance and innovation

Steinbach & Partner
Executive Consultants

Experience and knowledge	We know our markets well and understand the challenges
Passion and authenticity	We perform our work with a passion, for long-term success as agents of change and development
Quality and processes	We want to be judged by our successes
Responsibility and partnership	We develop feasible concepts for tomorrow's markets and implement them together with our clients
Business and processes	Our quality guarantee is outstanding – we know our business
Transparency and communication	We stand behind our word and practice critical, open, and honest communication
Networks and value orientation	We bring people together, fairly and with integrity

Athens I Bangkok I Barcelona I Brussels I Cape Town I Dublin I Essen I Frankfurt I Hamburg I Helsinki I Istanbul I Izmir I Lisboa I London I Madrid I Mexico-City
Munich I Mumbai I Nuremberg I Perth I Pune I Riga I San Francisco I Santiago de Chile I Sao Paulo I Shanghai I Singapore I Sophia Antipolis I Stockholm
Stuttgart I Tallinn I Tokyo I Toronto I Vilnius

© 2012 Steinbach & Partner I Executive Consultants I www.steinbach-partner.de