

A C C O R D G R O U P

BECKER MANAGEMENT CONSULTING

A member of

ALTOPARTNERS

EXECUTIVE SEARCH WORLDWIDE

Accord Group is a longterm established global executive search network, operating in Germany with **Becker Management Consulting GmbH** since 1996.

In 2006 **Accord Group** has set up an alliance with two Executive Search Partners: **LeadersTrust International** and **Oxygen Executive Search**. This alliance constitutes a new group which has been legally created and registered with the brand name of **AltoPartners**.

> www.altopartners.com

ALTOPARTNERS
EXECUTIVE SEARCH WORLDWIDE

The **AltoPartners** alliance has created a distinctive force in executive search world-wide, giving global coverage across Europe, Asia Pacific and the Americas.

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With 33 offices in 26 countries, the group has 63 experienced Partners and a further 125 search professionals.

AltoPartners aims to:

- ◆ Deliver the same high levels of professionalism and client service on every search, wherever it is carried out.
- ◆ Ensure that every search is led by a Partner who, unlike in many of the larger, wholly-owned networks, will be totally involved at every stage of the search.
- ◆ Focus on senior executive assignments, at Board, Group function and subsidiary board level.
- ◆ Provide global coverage through our international network of independently owned firms, each one offering expert local knowledge in their domestic market.

We service our clients through **Key Industry Practices:**

- ◆ Banking, Financial Services & Insurance
- ◆ Board Practice
- ◆ Consumer, Retail & Luxury Goods
- ◆ Industrial Manufacturing, Energy & Utilities
- ◆ Life Sciences
- ◆ Professional & Business Services
- ◆ Technology, Media & Telecoms

These practice groups are organised globally with an experienced Practice Head leading each one.

International Offices

Western Europe: Berlin, Frankfurt, Gent, Hellerup, London, Madrid, Milano, **Munich**, Paris, Roma, Zeist

Middle East: Dubai

Eastern Europe: Bratislava, Bucharest, Budapest, Moscow, Prague, Warsaw

Americas: Atlanta, Buenos Aires, Mexico, Sao Paulo

Asia Pacific: Auckland, Bangalore, Beijing, Chongging, Delhi, Hongkong, Manila, Melbourne, Mumbai, Shanghai, Singapore



Becker Management Consulting GmbH

- ◆ Dedicated to executive searches on national and international level for
 - ◆ Managing Directors and members of Boards of Directors
 - ◆ Senior management positions (all functions)
 - ◆ Specialists
- ◆ Management Audits
- ◆ Since foundation in 1995 more than 500 positions successfully filled
- ◆ 90 % recruitment through direct search, 10 % selection through advertisement
- ◆ 80 % of our search assignments are accomplished for previous clients

Our expertise covers the following **main areas:**

- ◆ **Manufacturing Industry: Automotive, Mechanical Engineering, Medical Technology, Pharmacy**
- ◆ Consumer, Retail & Luxury Goods
- ◆ Professional & Business Services
- ◆ Technology, Telecoms & Media

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Our Services:

- ◆ Executive Search means competent business administrative consultancy of national and international companies regarding the recruitment of management positions
- ◆ Management Audits based on aptitude diagnostic tests
- ◆ Becker Management Consulting (BMC) exclusively work on the base of fixed consultant contracts.
- ◆ The fees are fixed in advance.

Methodology:

I. Executive Search

II. Selection through advertisement

Direktsuche – Executive Search

PROCEDURE

Analyses

Develop candidate profile
Work out assignment document
Brief assignment team

Research

Aufbau Identify target groups
Interview per phone
Exchange progress correspondance with clients

Evaluation

Interview potential candidates
Prepare candidate confidential reports

Presentation

Coordinate candidate interview with clients
Check candidate references
Assist with appointment of selected candidate
Support the process of finalizing
Offer post assignment assistance

Education

**University education
Academic and professional qualifications**



Assessment

**Impact and impression
Intelligence and disposition
Competence
Matching assessment overview
Development potential**



CANDIDATE CONFIDENTIAL REPORT



Career and employment details

**Positions held
Promotions gained
Achievements
Lines of reporting
Motivations for employment change
Remuneration details**



Personal background

**Family details
Language abilities
Other points of relevance**

Selection Through Advertisement

PROCEDURE

Analyses

Develop candidate profile
Choose media
Draft a copy
Place the advertisement

Evaluation

Create first contact per phone
Analyse and evaluate the applications
Interview potential candidates
Exchange progress correspondance with clients
Prepare short list with candidate confidential reports

Presentation

Review short list with clients
Control candidate references
Assist in the process of finalizing
Offer post assignment assistance

We guarantee:

‘The company is always the client never the candidate’

Our Quality Characteristics are:



Confidentiality

Objectivity

Communication

Professionalism

Individual Services

Trusting Partnership

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Consultant profile: Joachim H. Becker

Biographical Information

Joachim H. Becker was born in 1956. After his study of economics and business administration in Germany and later in the United States leading to a degree in Masters of International Management, he started his career 1985 with **American Express, International Inc**, as Marketing Manager for **Travel Related Services, London and Frankfurt**. In 1988 he entered Management Consulting with **PA Consulting Group, Düsseldorf**, and was responsible for the recruitment of managers and specialised executives through advertisements and direct search. He took over the responsibility for the organisation of the Berlin office in 1991. In 1992 he moved to **H. Neumann International, Executive Search Group**, Berlin office, as Managing Director/Partner. He joined the **Accord Group** and founded the **Becker Management Consulting GmbH** with offices in Berlin and Munich in 1995.

Practice Areas

Joachim H. Becker can build upon 20 years of professional experience as management consultant. He has successfully filled senior management positions for national and international companies within a large range of industries including, but not limited to, mechanical engineering and automotive, pharmacy and medical technology, consumer products/retail, and professional services.

Consultant profile: Dr. Helmut Jacobs

Biographical Information

Dr. Helmut Jacobs was born in 1946. He studied at the universities of Munich and Würzburg and holds a degree in business administration and a Ph.D. in law. After graduating, he worked as a solicitor for three years. Helmut Jacobs has been active in executive search since 1995. In 1999, he founded his own recruitment consultancy **Dr. Jacobs Personalberatung/Frankfurt**, specializing in Financial Services with focus on the insurance industry. His assignments encompass middle and senior management positions as well as specialists in Germany and in the foreign countries of Europe. In addition, he is involved in cross-industry assignments as far as the recruitment of HR, sales/marketing and finance positions is concerned. Besides classic recruitment, Helmut Jacobs offers support in the conduction of executive assessments. Management coaching and training as well as outplacement is also part of his extended portfolio of activities. In July 2008 he joined the **Accord Group**.

Practice Areas

Prior to establishing his own business, **Helmut Jacobs** worked in various management functions for major insurance companies, i.e. Member of the Board of Management of Hannover Rechtsschutz, a legal protection insurer; with Gerling Group (12 years) he was in charge of fire insurance, legal protection insurance, central controlling, group auditing and personnel development of senior executives, where he actively helped to shape corporate policies.

Locations in Germany

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