

PEOPLE AND SOLUTIONS: ZMM AT A GLANCE

<p>customer benefits in brief</p>	<p>With our competent people we offer rapid and effective solutions:</p> <ul style="list-style-type: none"> • Over 3,000 experts for challenging management assignments and projects • Qualified and experienced experts and managers/ specialists • Assuming responsibility on every level of organizational hierarchy • Working on site: full- or part-time as required • Specified periods of deployment • Short terms of notice • Charging fair prices, and only for services rendered – with no initial cost • First potential candidates usually sourced within 48 hours
<p>Typical fields of application for interim management</p>	<p>For RentaManager® and RentaConsultant®:</p> <ul style="list-style-type: none"> • Bridging of vacancies on every management level • Management of demanding projects, for instance: new IT systems – set-up of sales/ marketing – relocation/ offshoring • Set-up of new business segments/ support in implementing start-ups • Comprehensive and experienced restructuring • Change of ownership (sale – purchase – merger) • Non-executive functions (advisory and supervisory boards – coaching)
<p>additional ZMM services</p>	<ul style="list-style-type: none"> • QuickHire®: Hire candidates direct from our pool of experts (can be combined with a previous interim management contract) • Find an MBI manager: Interim managers as ideal MBI candidates
<p>advantages in every case</p>	<ul style="list-style-type: none"> • Award of contract to ZMM after having met the candidate: what you see ist what you get, and you get what you pay for • No long-winded searches – work often begins days after a contract is signed • No hidden costs (compensation) for ending a contract prematurely
<p>advantages over freelancers</p>	<ul style="list-style-type: none"> • Careful selection of the best candidates from pool of 3,000 experts • Supported by other experts or a specially selected team • Professional monitoring and support from ZMM
<p>advantages over consultants</p>	<ul style="list-style-type: none"> • Practice not theory, implementation not analysis • Take-over of individual management responsibility • Our people act as catalysts due to their high levels of commitment, their active involvement and their personal function as role models



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qualifications of interim managers and experts	<ul style="list-style-type: none"> • Many years of management experience – usually at top levels of medium-sized companies (board of directors/ executive management) • Experience in all roles, regions, management levels/ levels of organizational hierarchy and sectors • Have often worked abroad, have good knowledge of foreign languages • Often with experience in restructuring and turnarounds • Age: usually between early 40s and late 50s (and more recently: often younger!) • Frequent participation in a number of successful ZMM projects
rules and costs	<ul style="list-style-type: none"> • Professional confidentiality and reliability • No one-off costs; billing <i>only</i> for work done and relevant expenses • Customized and flexible periods of deployment, short terms of notice • Daily rate usually between €800 and €1,600 (plus expenses) • For QuickHire®: pay market rates, move faster than the market • Contracting party ZMM (No-Circumvention-Clause)
the company and partners	<ul style="list-style-type: none"> • ZMM is independent – our company interest is interim management • We have a managing director with many years of experience as a McKinsey consultant, entrepreneur and managing director • Co-operation with partner firms specialized in medium-sized enterprises, incl. personnel consultants, lawyers, insolvency experts, auditors and M&A companies.
Our references	<p>More than four hundred successfully managed ZMM projects:</p> <ul style="list-style-type: none"> • All over Germany, at home and abroad • All business sectors: SMEs, concerns, the public sector • Turnover volumes from 3 million to over 30 billion Euros
well-known customers and intermediaries	<p>Alliance Insurance, Carl-Zeiss, EON/VEBA, Deutsche Post World Net, O2, Siemens AG, EADS Defence & Security, Stadtwerke Schweinfurt, Brose Fahrzeugteile, Grohe Water Technology, Xerox, Linde Kältetechnik, Hirschmann Electronics, Hohner AG, Infineon, Management Engineers, Robert-Bosch-Foundation, the Dresdner Bank, many building societies, the European Patent Office</p>
in a plurality of industries	<p>Construction – construction supply – secondary construction work, plant construction – mechanical engineering, chemicals – pharmaceuticals, telecommunications – internet service providers, alternative energies, electronics – electrotechnology, engineering, film production – musicals, financial services, automobile supply industry, plastics – rubber, food industry – catering, furniture, stationery, toy manufacture, textiles, haulage, packaging, asset management, insurance, the public sector.</p>
<p>ZMM is the leading and most innovative interim management provider in Germany</p>	