

Dear ZMM Business associates,

the news for the start of the year: ZMM is expanding, and we are happy to announce the opening of a branch office in Frankfurt on 1st January 2008! The new office has had a great start: the housewarming party was fantastic, and a highly motivated team and positive response from the local press has led to numerous inquiries and a first assignment. We are also looking forward to seeing you in our Frankfurt branch office in the future – just call us on 069-247 50 43-50 or email us at ffm@zmm.de to make an appointment.

YOUR ZMM-TEAM

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ZMM GOES FFM

[IM] It began with just a few thoughts mid-2007, but then suddenly everything happened really fast – ZMM had to be up and run in Frankfurt a. M.



by 2008! The expansion was a logical step considering that our activities have been focussed on the Rhine-Main-Region for many years now. Companies from the banking and finance sector and from medium-sized industry are looking to employ interim

managers and professionals with expertise relevant to the field short-term. How convenient that about **20 percent of registered ZMM interim managers**, experts and consultants live in the region. With the opening of our Frankfurt office we can be even closer to our clients, deal with their needs quickly and effectively and stay in close contact with our interim managers. With a fast delivery capacity – we can present possible candidates within 48 hours of a client's inquiry – and TÜV-certified quality in processing and working with the client, ZMM has a self-confident position in the Rhine-Main-Region – also in regards to many competitors.

The Team in Frankfurt



Gwendolyn Geiger

Key Account Manager, industry



Pascal Bormann

Key Account Manager, service branch



Caroline Kern

Office Manager



Manfred Deutschländer

Administration

The team will be happy to welcome you at the office in Frankfurt-Niederrad.

First order generated

The big housewarming party on January 31st marked the official opening of the new branch office. Company representatives, interim managers and experts, as well as the Frankfurt team and some colleagues from the office in Munich, used the evening to exchange thoughts and information, or just to enjoy themselves. The party and accompanying marketing and PR-activities had immediate effects: in the following weeks the team in Frankfurt recorded inquiries

from various industrial sectors. We are looking for pharmaceutical experts as well as commercial personnel and finance management experts. The **first order** was placed in this last division. A housewarming party invitation to a Frankfurt bank resulted in them assigning ZMM to find a temporary HR-consultant to bridge a vacancy. Within two days we presented four highly qualified candidates, two of whom the bank managers wanted to meet at once. The interview with the first candidate was a complete success. She was hired straight away and the interview with the second candidate was cancelled. This interim assignment is currently set to finish on the 30th September 2008, with the possibility of renewal.

ZMM'S SPRING EVALUATION

[AG] At the end of December we carried out an online-survey to find out what our experts thought of us. Approximately one quarter of the 3,000 ZMM-experts participated and more than 500 of the questionnaires could be evaluated. All in all the experts rated us at 1.8 for **co-operation** and at 1.3 for **confidentiality**. We also received good grades for our newly created profile manager, our many events, and our three online-platforms. Unfortunately the experts were still largely unaware of the two online-propositions created especially for them – a problem that must be resolved. Most of the ZMM-Experts, as well as predominantly using their own methods, also use multiple indirect distribution channels. This means that they do not solely rely on ZMM, but also on many of our competitors. 22 percent of the experts ranked us number one in a comparison with 27 other competitors.



Second-best was Boyden, with 10 percent of the votes. We are particularly delighted that five of AIMP's branch organisations (co-founded by ZMM) are among the top ten. The experts' assessment of conduct contained much intelligent criticism as well as much praise. Here are some of the positive predicates, in alphabetical order: accurate, competent, dedicated, fair, friendly, helpful, innovative, a motivated team, positive charisma, positive, professional, reliable. We would like to thank all participants for their input and we are facing the upcoming evaluation in the middle of the year with confidence. The [complete analysis](#) can be found in the News on the [ZMM-Homepage](#).

INTERIM CFO – A CASE STUDY

[KB] In June 2007 ZMM received an inquiry about a finance/controlling director for a **Munich Start-up Business**. The inquiry was processed quickly and an appropriate candidate found.

Wolfgang Prießnitz had already successfully completed a project for ZMM; he was available, and could start the new assignment at the beginning of July. Since then he has optimised processes in the Munich business, introduced new accounting and ERP systems, and also formed a new conception of transnational reporting and controlling. Furthermore he has been training his successor - at the moment he is still needed a few days a month and the assignment will finish at the end of February. He was offered a permanent position but rejected it. Prießnitz is an interim manager and he wants to keep it that way - "A permanent position is out of the question for me". An article on ZMM-Expert Wolfgang Prießnitz and his interim-assignment can be found in the Süddeutsche Zeitung, Münchner Wirtschaft, Friday 14th December 2007.



CALENDAR OF EVENTS

[KB] We have numerous events on interim management planned for 2008. We hope we will have the opportunity of **meeting you personally** at one of these events.

WIM-Workshops

If you would like to intensify your network, meet interim-colleagues and thereby gain important **tips on the subject of interim management** from professional contributors, then our WIM[®]-workshops are exactly what you are looking for. These seminars have been designed according to the needs of interim managers in co-operation with the Management Angels from Hamburg. The necessary practice-oriented information on the subject areas Access, Market/ Distribution, Projects and Law are covered in one day. The workshops not only include lectures given by industry experts, but also the opportunity to work in groups towards finding your own solutions. More information can be found in our brochure. If you have any questions please contact our expert support (089-542 644-22, skills@zmm.de).

Regional-FIM[®] in Munich

On March 13th at 6:30pm the 6th Munich Interim Management Forum will take place under the patronage of the AIMP in Munich. According to established tradition, interim managers, interested parties and providers get together at this event to discuss and to exchange ideas.

Information on location and event procedure can be found in the invitation by clicking on the link below: http://www.zmm.de/fileadmin/pdf/downloads/2008-03-13_MUC-FIM6_Einladung.pdf.

To register please email us at: zmm@zmm.de.

3. Interim Symposium of EBS

On April 19th 2008 the 3rd Interim Executives Symposium will take place at Reichartshausen Castle in Rheingau. ZMM is one of the exhibitors – we look forward to seeing you there! The symposium aims to help interim managers market themselves successfully – regardless of whether the marketing takes place individually or in co-operation with a provider. The subject of the keynote and the following panel discussion will be problems and difficulties which can be further explored in the workshops. In addition to that the results of a survey on “acquisition strategies”, “Know-how and further training” and “the meaning of providers” for interim managers will be presented. The participation fee for the Interim Executive Symposium is 150 €(tax incl.).

To register please click on the link below:

http://www.zmm.de/fileadmin/pdf/downloads/EBS_Symposium_2008_Flyer.pdf.

AIMP-Annual forum 2008

On Saturday 31st May 2008 the 4th AIMP-Annual forum will take place between 9am and 5pm – this time in the Beethovenhalle in Bonn. Detailed information on content and contributors can be found using the following link:

<http://www.aimp.de/jf2008/AIMPJAHRESFIM2008-Einladung.pdf>,

To register please click on the link below:

<http://www.aimp.de/jf2008/anmeldung.html>.

AIMP ELECTS NEW BOARD MEMBERS

[Munich] At the kick-off-event on January 24th in Frankfurt the Working Committee Interim Management Provider held their elections to the board.

The previous vice-chairman Dr. Harald Wachenfeld from IMS Interim Management Solutions did not stand for re-election after a two-year period in office. Dr. Harald Schönfeld, manager of butterflymanager GmbH, was elected in his place as AIMP-vice-chairman. Jürgen Becker (Manager Network GmbH) was re-elected as treasurer of the Provider-Organisation for another two years. Dr. Anselm Görres (ZMM Zeitmanager München GmbH) will remain chairman until January 2009, when his term of office ends.



IMPRINT

ZMM Zeitmanager München GmbH
Managing Director: Dr. Anselm Görres, Antje Lenk
Brienner Str. 21 | D-80333 München
Fon +49-89-542 644-0 | Fax +49-89-542 644-99
www.zmm.de | zmm@zmm.de

Office Frankfurt
Hahnstr. 38, 60528 Frankfurt-Niederrad
Fon +49-69-247 50 43-50 | Fax +49-69-247 50 43-79
www.zmm.de | ffm@zmm.de

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Zeitmanager München GmbH

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