

ZMM ZEITMANAGER MÜNCHEN

Rent a Manager – Rent a Consultant – QuickHire®

STAFF AND SOLUTIONS: ZMM IN TWO PAGES

CUSTOMER BENEFITS IN A FEW WORDS	With our competent <i>staff</i> we offer swift and effective <i>solutions</i> : <ul style="list-style-type: none">> Over 3,000 experts for challenging management assignments and projects> Qualified and experienced line managers or specialists> Assuming responsibility for line or project management> Working on site: full- or part-time as required> Supported by ZMM senior partners (where necessary)> Short contracts, little notice required> A fair price for actual services rendered> First potential candidates usually sourced within 48 hours
TYPICAL APPLICATIONS FOR INTERIM MANAGEMENT	For <u>Rent a Manager</u> and <u>Rent a Consultant</u> : <ul style="list-style-type: none">> Cover for management shortfalls (on all management levels)> Management of demanding projects: new IT systems – set-up of sales/ marketing – relocation> Set-up of new business segments/ support for start-ups> Comprehensive rationalisation and restructuring> Change of company ownership or parts thereof (sale – purchase – shareholding)> Non-executive functions (advisory and supervisory boards – coaching)
ADDITIONAL ZMM SERVICES	<ul style="list-style-type: none">> <u>QuickHire®</u>: Hire candidates direct from our pool of experts (can be combined with a previous interim management contract)> <u>Find MBI managers</u>: Interim managers as ideal MBI candidates
ADVANTAGES	<ul style="list-style-type: none">> Award of contract to ZMM <i>after</i> meeting the candidate: you get what you see, 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
ADVANTAGES OVER FREELANCERS	<ul style="list-style-type: none">> Careful selection of the best candidate from a large pool of experts> Supported by other experts or a specially selected team> Professional monitoring and support from ZMM
ADVANTAGES OVER CONSULTANTS	<ul style="list-style-type: none">> Practice not theory, implementation not analysis> Assumption of individual management responsibility> Our staff act as catalysts due to their higher levels of commitment, more 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 the top level of medium-sized enterprises (board of directors / executive management) > Experience in all roles, regions, management levels and sectors > Have often worked abroad, have good knowledge of foreign languages > Often with experience in rationalisation and turnarounds > Age: usually between early 40s and late 50s (and today, often younger!) > Frequently, have participated 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 > Individually tailored and flexible contracts, short periods 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 (<i>No-Circumvention-Clause</i>)
THE COMPANY AND ITS CO-OPERATING 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 > Experienced senior partners supervise all assignments individually and support interim managers as coaches and experts > Co-operation with partner firms specialising in medium-sized enterprises, incl. personnel consultants, lawyers, insolvency experts, auditors and M&A companies.
OUR REFERENCES	<p>More than two 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 NUMEROUS BRANCHES	<p>Construction – construction supply – secondary construction work, plant construction – mechanical engineering, chemicals – pharmaceuticals, telecommunications – internet service providers, alternative energies, electronics – electro-technology, engineering, film production – musicals, financial services, automobile supply industry, plastics – rubber, food industry – catering, furniture, stationary, toy manufactures, textiles, haulage, packaging, asset management, insurance, the public sector.</p>
<p>ZMM is the leading and most innovative interim management consultant in Germany</p>	