

Selected Projects

ZMM INTERNATIONAL

"Out into the wide open world" - Foreign Assignments of ZMM



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ZMM-TopProjects show you our most interesting client references. They demonstrate special functional, regional and sectoral focal points. ZMM-TopProjects are particularly representative for the respective competence area and require high client satisfaction with the performance of the Interim Professional.



PROJECT OVERVIEW

General Management

- General Manager for the Purchased Business Unit of a Medical Diagnostic Company
- A Delicate Mission in the Land of the Rising Sun
- Interim Manager Restructures the US-Holding of a Leading Micro-Electronics Manufacturer
- General Manager with experience in restructuring for Tyrolian manufacturer of control- and drive technology
- Accompanying the restructuring of a horticultural company in Tyrol
- Consultant for Post Merger Integration, site relocation and partial sale of a company in Vorarlberg

Finance/Controlling

- Finance Manager for Spanish Site of a Leading Automotive Supplier
- Interim Professional relieves a Online Service Company's CFO during a complex merger
- Interim CFO for Polish Subsidiary of Swedish Automotive Supplier
- Sudden Leadership Vacancy in China
- Write-Up of Annual Financial Statements in Spanish – Argentinian Helps Wire Manufacturer in Difficult Situation
- CFO for computer manufacturer in Upper Austria

Human Resources

- Interim-HR-Specialist Supports HR-Manager in Restructuring Process
- HR Business Partner for Styrian manufacturer of circuit boards
- HR-Manager is assigned to a pharmaceutical company in Tyrol

Sales/Marketing

- Interim Manager for establishing of a start-up's Sales- and Service Organisation in order to optimise shipping
- Key Account Project Manager for global semiconductor company in Tyrol
- Management Consultant Helps Bio-Tech Start-Up in Brand Development



- Establishment of an Online Portal in German-French Coproduction

IT/Organisation

- Project Manager develops technical concept for Swiss insurance company
- The Interim Manager as Project Steersman

Technology/Production

- Project Coordinator for Ramp-Up Planning of a New Indian Production Plant
- After 20 years abroad: ZMM sends an Englishman to his home country
- Site-restructuring for a Tyrolian automotive supplier
- President Operations for a Chinese Manufacturer of White Goods
- Plant Manager Sent to Eastern Europe for Process Optimization and Plant Relocation

Logistics/Purchasing

- Ensuring a Vorarlberg automotive supplier's delivery reliability
- Operative Project Buyer for a Renowned Photovoltaic Systems Integrator

Special Topics

- Medical Expert takes over medical-scientific supervision of the clinical development of two therapeutics
- Senior Executive/ Manager/ Expert Drug Safety and Pharmacovigilance
- Project Manager for the implementation of an ERP-System
- Good Manufacturing Practice at the Gold Coast

INTRODUCTION

During the last 20 years, ZMM has sent many managers abroad to about 30 different countries. For us, every foreign assignment is a great honour. Up to today, we have been active on 4 continents. Most of the time we filled positions in the areas of General Management, Finance, Plant Management and Quality. The customer often wishes to place compatriots on key positions. The most common foreign assignments serve to optimize the foreign branch of a company.



CASE REPORT

Type of project: QuickHire®
Search for a Permanent Placement

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

General Manager for the Purchased Business Unit of a Medical Diagnostic Company

Omega Diagnostics Group PLC, Clackmannanshire

CLIENT

ZMM-PROFESSIONAL



Professional 30.897 MBA

Dipl.-Kaufmann

Managing Director/ CFO/ Financial Director with Multicultural Skills and Experience in International Post-Merger Integration Projects

POSITION CEO-Chief Executive Officer

LEVEL Management Board/
Managing Director (Fiscal Unity)

TASKS

DURATION Permanent

LOCATION Great Britain
INDUSTRY Medical Technology
EMPLOYEES 30
CAUSE New Position/Growth
SECTOR Corporate Group



CASE STUDY (Job 03.357)

The pharmaceutical company based in Scotland (manufacturer of medical diagnostics tests) acquired a business unit with about 30 employees of a medical technology company in Hamburg. In order to build up a functioning controlling and administrative area, a generalist with industry experience, financial background, knowledge of handling transactions and a pragmatic approach was required. His tasks included: supervision of the asset deal and the subsequent start-up phase, as well as the organization of all processes in the areas of administration, finance and personnel.

The suitable manager was identified more quickly than the take-over deal could actually be handled. Waiting for the start of the deployment paid off for our customer as well as for the ZMM-Professional - the interim assignment was converted into a permanent employment mandate. After only four weeks, the client decided he no longer wants to do without the manager. With the Interim solution, he also makes the right choice in the long term.

CASE TESTIMONIAL

Group CFO: «Your candidate is a great asset for our company, and after just one month of him working ad interim, we knew that we would not let him go.»



CASE REPORT

Type of project: **RentaManager® - Interim Management**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

A Delicate Mission in the Land of the Rising Sun FUCHS PETROLUB SE, Mannheim

CLIENT



LOCATION Japan
INDUSTRIES Chemical Industry, Car Accessories
TURNOVER 1.320 Mio €
EMPLOYEES 3.800
CAUSE Bridging of Vacancy

CASE TESTIMONIAL

CHRO: «That truly was something special, we don't do takeovers everyday. A lot of good things came out of this connection. Among them this: The former Interim Executive's son now works at our subsidiary in Japan.»

ZMM-PROFESSIONAL

**Professional 20.942 Prof. Dr.**
Dipl.-Volkswirt

Japan Expert with Extensive Business Experience in Japan and Excellent Network in Japan; Locations: Munich and Tokyo

POSITION Branch Manager**LEVEL** Middle Management**TASKS****DURATION** 3 Months

CASE STUDY (Job 01.787)

As interim CEO, the ZMM-Professional's assignment was to create different majorities within the foreign subsidiary of a German manufacturing company. Through meticulous preparation he succeeded in ensuring a new majority for the client in the shareholders' meeting. The shareholders, who suddenly found themselves being in the minority, tried to avert the inevitable but in the end a new board, led by the ZMM-Professional, was established.



CASE REPORT

Type of project: **RentaManager® - Interim Management**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Interim Manager Restructures the US-Holding of a Leading Micro-Electronics Manufacturer

Carl Zeiss AG, Oberkochen

CLIENT



LOCATION United States of America
INDUSTRIES Optics, Electronics
TURNOVER 2.300 Mio €
EMPLOYEES 14.000
CAUSE Restructuring/Turnaround
SECTOR Corporate Group



CASE TESTIMONIAL

Senior Vice President: «In this case the mere fact that we had engaged an external manager led to increased efforts to find a solution by everyone involved. Thus, the interim assignment turned out to be shorter than originally planned but was completely worth it for the company.»

ZMM-PROFESSIONAL



Professional 13.630 Dr.-Ing.
Managing Director, Especially for Metal and Foundry Industry
POSITION Project Manager
LEVEL Project Director for Large-Scale Projects
TASKS
DURATION 6 Months

CASE STUDY (Job 00.823)

The American holding of an international technology company was responsible for accounting, legal advice, human resources and tax matters. In order to reorganize the parent company, a restructuring expert with industry experience, excellent command of the English language and intercultural understanding was needed. The position's responsibilities included outsourcing and real estate management as well as the redistribution of business units to subsidiary companies. With great dedication, the ZMM-Professional was able to realize the project sooner than originally anticipated.



CASE REPORT

Type of project: **RentaManager® - Interim Management**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

General Manager with experience in restructuring for Tyrolian manufacturer of control- and drive technology

Lenze SE, Aenzen

CLIENT



Lenze

LOCATION Austria Tyrol 

INDUSTRIES Drive Engineering, Automation Technology, Automotive Supplier, Plant Construction

TURNOVER 587 Mio €

EMPLOYEES 3.200

CAUSE Restructuring/Turnaround

CASE TESTIMONIAL

Head of HR: «The ZMM-Expert through his experience and competence tackled things very quickly and worked extremely solution oriented. Especially in the area of production he was able to close the widest gaps and optimise the processes. Overall, he managed to quickly familiarise himself with the staff and was well respected within the team. Due to his excellent performance the project was extended from the previously planned 8 to 16 months. If we should have further need for Interim Management, we will gladly work with ZMM again.»

ZMM-PROFESSIONAL

**Professional 09.184**

Dipl.-Ingenieur

POSITION Managing Director**LEVEL** Management Board/
Managing Director (Non-Fiscal Unity)**TASKS****DURATION** 16 Months

CASE STUDY (Job 00.610)

This project reached us through the German parent company. The position of CEO for the Austrian subsidiary near the city of Kufstein was vacant. The company develops, manufactures and sells control technology specially tailored for the needs of the automotive sector. It had been acquired 18 months prior and was in a difficult situation.

Following a ten-day analysis a road map was created and approved in close cooperation with the shareholders. It was subsequently implemented operationally by our Interim Professional. Finding a new permanent CEO and showing him the ropes was also part of the task. When the company was back "in the black" and the permanent successor had been found, the successful mandate was ended.



CASE REPORT

Type of project: **RentaManager® - Interim Management**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Accompanying the restructuring of a horticultural company in Tyrol Gärtnerei Franz Wolf, Zams

CLIENT



Blumen Wolf

ZMM-PROFESSIONAL

**Professional 01.314**

Dipl.-Kaufmann

POSITION Coach**LEVEL** Management Board/
Managing Director (Non-
Fiscal Unity)**TASKS****DURATION** 6 Months

LOCATION Austria Tyrol
INDUSTRIES Agriculture and Forestry,
Agricultural Products
TURNOVER 1 Mio €
EMPLOYEES 16
CAUSE Restructuring/Turnaround



CASE STUDY (Job 00.548)

The manufacturer of flowers for use in flowerbeds, balconies and indoors catering to retail sale used relatively modern technology, but there were some weaknesses in the areas of accounting and controlling. Our expert could contribute especially through improving the willingness to change inside the company, but did not implement the changes himself. A sudden opportunity to sell parts of the company's real estate properties to a fast food chain dramatically improved the liquidity situation, which in turn calmed nerves in the bank which had turned to us in the first place.

ADDITIONAL PARTIES INVOLVED



CASE REPORT

Type of project: **RentaConsultant® - Consulting**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Consultant for Post Merger Integration, site relocation and partial sale of a company in Vorarlberg

Belden Electronics GmbH, Neckartenzlingen

CLIENT



LOCATION Austria Vorarlberg 
INDUSTRIES Electronics, Automation
Technology, Automotive Supplier,
Service Technical
TURNOVER 100 Mio €
EMPLOYEES 1.000
CAUSE Change Management

CASE TESTIMONIAL

Head of HR: «At first we were looking for a plant manager for our main factory. He came, saw and conquered, in spite of having worked in other sectors for the last decades. Encouraged by these experiences, we took on two more ZMM-Experts shortly thereafter. The Expert assisted us in separating and transferring of part of our Austrian subsidiary plant to an American buyer. Within the shortest of periods, ZMM delivered good candidate suggestions with experts available on short notice.»

ZMM-PROFESSIONAL



Professional 02.060 Dr.
POSITION Consultant
LEVEL Consultant/ Coach
TASKS
DURATION 10 Months

CASE STUDY (Job 00.204)

Since this company already had been successfully restructured and reorganised by other Interim Managers, our clients laid their trust once again on the qualification of Interim Managers from ZMM.

Due to the difficult situation after a partial company sale the manufacturer of electronic components and cables decided to task a ZMM-Expert with the Post-Merger Integration. Our Expert assumed responsibility for outsourcing and transition.



CASE REPORT

Type of project: **RentaConsultant® - Consulting**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | **FINANCE/CONTROLLING** | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Finance Manager for Spanish Site of a Leading Automotive Supplier TRW Automotive GmbH Global Occupant Safety Systems, Alfdorf

CLIENT



TRW Automotive GmbH Global Occupant Safety Systems

LOCATION Spain
INDUSTRY Automotive Supplier
CAUSE Bridging of Vacancy
SECTOR Corporate Group

CASE TESTIMONIAL

Global Finance Director: «Fast und results-oriented, that applies to ZMM and its Interim Professional.»

ZMM-PROFESSIONAL

**Professional 34.576 MBA**

Wirtschaftsprüfer, Dipl.-Kaufmann

Project-Experienced Expert for All Tasks in the Financial Sector

POSITION Head of commercial concerns**LEVEL** Middle Management**TASKS****DURATION** 2 Months

CASE STUDY (Job 03.489)

One of the leading German automotive suppliers bought a subsidiary in Spain. However, as the financial situation there was not quite transparent, the processes required an overhaul. The search for an internationally experienced financial expert was to provide the parent company with a complete analysis of the status quo of the Spanish subsidiary.

A ZMM-Professional - tax advisor, auditor, and proven in all finance topics - advised our German client and supported the company in Spain in all commercial matters.



CASE REPORT

Type of project: QuickHire®
Search for a Permanent Placement

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Interim Professional relieves a Online Service Company's CFO during a complex merger

bwin.party services (Austria) GmbH, Wien

CLIENT



bwin.party digital
entertainment

ZMM-PROFESSIONAL



Professional 32.637 MBA

POSITION CFO-Chief Financial Officer
LEVEL Management Board/
Managing Director (Non-
Fiscal Unity)

TASKS
DURATION Permanent

LOCATION Austria Vienna/Lower Austria 
INDUSTRIES Internet Provider, Media, Public
and Private Banks
TURNOVER 600 Mio €
EMPLOYEES 1.400
CAUSE Project Management
SECTOR Corporate Group

ADDITIONAL PARTIES INVOLVED

McK
Alumnus

CASE TESTIMONIAL

CFO: «Your candidate is the ideal placement! Due to his functional depth and to his experience my colleagues and I value him highly. During his interview he was the only candidate to ask intelligent questions I couldn't answer on the spot. That impressed me. The decision in favour of your candidate was obvious.»

CASE STUDY (Job 03.199)

Our client is a publicly listed provider of online entertainment with many subsidiaries in Europe, HQ in Austria and revenue in the three-figure millions. Preparation of an ambitious merger demanded the CFO's undivided attention. Daily business and challenging financial projects suffered as a consequence, most of which had to be solved until signing.

The temporary Finance Director quickly identified by ZMM should act as the CFO's right hand. He started working after a few days, even before his contract was signed – the task was that urgent! Over a period of 5 months he managed the company's daily business and cleaned out a major part of the open projects.

CASE REPORT

Type of project: **RentaManager® - Interim Management**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | **FINANCE/CONTROLLING** | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Interim CFO for Polish Subsidiary of Swedish Automotive Supplier Plastal Group AB, MÖLNDAL

CLIENT



LOCATION Poland 
INDUSTRIES Automotive Supplier, Synthetic Products
TURNOVER 1.200 Mio €
EMPLOYEES 6.000
CAUSE Bridging of Vacancy
SECTOR Corporate Group

CASE TESTIMONIAL

Director Group Controlling: «Thank you for your help. We are glad that your interim professional is working for us. He is bringing us several important steps forward due to his expertise.»

ZMM-PROFESSIONAL

**Professional 18.531**

Dipl.-Ökonom

Internationally Experienced Commercial Generalist

POSITION CFO-Chief Financial Officer**LEVEL** Middle Management**TASKS****DURATION** 4 Months

CASE STUDY (Job 02.506)

The international supplier of plastic automotive parts had problems with the operational connection to a Polish subsidiary. The cooperation with the Polish management and the reporting to the Swedish holding company proved to be difficult.

Therefore, an internationally experienced interim manager and coach, enhancing the leadership qualities of the Polish management and improving the cooperation between the several subsidiaries, was required. Part of this process was the reorganisation of internal processes, the establishment of a meaningful and on schedule reporting and the qualification of the staff.

After only a short period of time, the ZMM-Professional took over the operative position as CFO in the Polish subsidiary and reassured the Swedish management that the company was in the right hands.



CASE REPORT

Type of project: **RentaManager® - Interim Management**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | **FINANCE/CONTROLLING** | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Sudden Leadership Vacancy in China Brückner Maschinenbau GmbH, Siegsdorf

CLIENT



**BRÜCKNER
MASCHINENBAU**

ZMM-PROFESSIONAL



Professional 03.759

Dipl.-Betriebswirt

International Experienced CFO for Various Industries

POSITION Head of commercial concerns

LEVEL Middle Management

TASKS

DURATION 2 Months

LOCATION China
INDUSTRIES Plant Construction, Engine Building, Synthetic Products
TURNOVER 400 Mio €
EMPLOYEES 1.400
CAUSE Bridging of Vacancy



CASE STUDY (Job 02.467)

A change in leadership in the Chinese subsidiary of a Bavarian plant engineering company urgently required a bridging in business management. An immediate appointment of this leading role was of crucial importance to the holding company. Required profile: experienced engineering CFO with proven knowledge of China, available at once.

CASE TESTIMONIAL

Best possible feedback for ZMM: The ZMM-Professional was engaged for another controlling assignment in Germany by the client.

ZMM was able to supply this demanding profile instantly and presented an interim manager, who just completed a controlling project in China for another client and earned excellent references in the process. Only a few days after the contract was signed, the manager departed for the client's chinese subsidiary. Quickly and proactively he familiarised himself with the work. With diplomacy and assertiveness he successfully finalised the implementation of the new controlling and reporting system, despite being immensely pressed for time. After the reorganisation and stabilisation of finances and controlling and the integration of a new group reporting system, he handed the commercial department over to the new CFO.



CASE REPORT

Type of project: **RentaManager® - Interim Management**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | **FINANCE/CONTROLLING** | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Write-Up of Annual Financial Statements in Spanish – Argentinian Helps Wire Manufacturer in Difficult Situation

LEONI Kabel GmbH, Roth

CLIENT



ZMM-PROFESSIONAL



Professional 13.261

Dipl.-Betriebswirt

Commercial Director, Industry and Banks, Several Years of International Experience, Multi-Lingual

POSITION Finance Controller

LEVEL Lower Management

TASKS

DURATION 4 Months

LOCATION Mexico 
INDUSTRIES Cable Manufacturer, Automotive Supplier
TURNOVER 280 Mio €
EMPLOYEES 1.550
CAUSE Project Management

ADDITIONAL PARTIES INVOLVED
Rödl & Partner

CASE TESTIMONIAL

Consultancy Partner: «Thank you very much for the quick and most of all unerring support. Of course in the future in regard to further projects we will collaborate with you again.»

CASE STUDY (Job 02.415)

The Mexican subsidiary of a consultancy's client had a profound problem within its controlling: Reporting to the mother company took place only fragmentarily, processes were not being adhered to, and the half-year financial statements were not even completed. ZMM had the solution - external support, fulfilling the following several must-have-criteria:

- Fluency in Spanish, English and German
- Experience with the Spanish as well as Central American mentality
- Experience with the handling of Mexican accountants
- Ability to assert oneself

The appropriate ZMM-Professional from our pool was found quickly. An experienced, bilingually-raised interim manager from Argentina, currently residing in Germany. On top of this he had also been working in the field of controlling for years and was familiar with the particularities of Latin American countries. He soon took off to Mexico. Firstly, he began to define and document processes. Together with the Mexican controller he prepared the half-year financial statements and paved the way for a timely completion of the annual financial statements. After four months he had already made himself obsolete – the department was able to operate independently within the frame of newly defined specifications.



CASE REPORT

Type of project: QuickHire®
Search for a Permanent Placement

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | **FINANCE/CONTROLLING** | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

CFO for computer manufacturer in Upper Austria GERICOM AG, Linz

CLIENT



GERICOM
mobile world

LOCATION Austria Upper Austria
INDUSTRIES Hardware, Media
TURNOVER 370 Mio €
EMPLOYEES 240
CAUSE Restructuring/Turnaround



ADDITIONAL PARTIES INVOLVED

CROSS

Industries AG

Raiffeisen
Landesbank
Oberösterreich

ZMM-PROFESSIONAL



Professional 13.838

POSITION CFO-Chief Financial Officer
LEVEL Management Board/
Managing Director (Non-
Fiscal Unity)

TASKS
DURATION Permanent

CASE STUDY (Job 00.731)

The Austrian hardware manufacturer was in its final phase of restructuring. In this difficult situation they tasked ZMM with the search for a qualified and experienced permanent CFO.

Soon we were able to present candidate profiles: In the end, an experienced Munich based head of finance with a background in IT managed to convince our client. As CFO he assumed overall responsibility for Accounting and Controlling as well as all tax-related matters. Further he supervised Finance, Treasury and hedging of foreign currency risk. In the area of investor relations and stock exchange law the ZMM-Expert was also consulted. On top of that, he acted as contact for banks and credit insurers and along with external consultants oversaw the company's reorganisation and strategic realignment.



CASE REPORT

Type of project: **RentaConsultant® - Consulting**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | **HUMAN RESOURCES** | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | **BESCHAFFUNG** | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Interim-HR-Specialist Supports HR-Manager in Restructuring Process

BCM Kosmetik GmbH, Dietzenbach

CLIENT



ZMM-PROFESSIONAL



Professional 29.940

Dipl.-Volkswirt

POSITION Human Resources Manager

LEVEL Middle Management

TASKS

DURATION 42 Months

LOCATION Hessen South
INDUSTRY Cosmetics
TURNOVER 80 Mio €
EMPLOYEES 300
CAUSE Training, Coaching
SECTOR Medium-Sized Enterprises

ADDITIONAL PARTIES INVOLVED



CASE TESTIMONIAL

HR-Manager Europe: We are very happy with this long-lasting relationship. It is trust-based, we value his professional competence and discuss serious issues with him even though he works only a few days per month. We appreciate his role as external team member very much.

CASE STUDY (Job 03.995)

During a restructuring process many companies are confronted with a lack of employees with special change management experience. Especially in labour negotiations, face-to-face evaluation meetings and confrontations with labour unions HR managers need special negotiation competences - many permanently employed HR managers, however, do not have these qualities.

The German production site of a global healthcare company faced an immense change process but the young HR manager had no experience with labour negotiations and social compensation plans. The European HR manager was looking for an interim manager to guide and support the young professional, to reorganize the structures in the HR department and to create and implement new ideas of HR management. As a shadow manager, he discreetly remained in the background, passed his knowledge onto the younger colleague and gave the HR management a whole new face lift.



CASE REPORT

Type of project: QuickHire®
Search for a Permanent Placement

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | **HUMAN RESOURCES** | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | **BESCHAFFUNG** | LOGISTICS/PURCHASING | SPEZIALTHEMEN

HR Business Partner for Styrian manufacturer of circuit boards manufacturer of conductor boards

CLIENT



LOCATION Austria Styria
INDUSTRIES Electronics, Electrical Industry
TURNOVER Mio € 3-digits
EMPLOYEES 4-digits number
CAUSE New Position/Growth
SECTOR Corporate Group

CASE TESTIMONIAL

Director HR: «The first phase has been very positive for both sides. Insofar and from today's point of view, I would say: A successful placement!»

ZMM-PROFESSIONAL



Professional 36.939 Mag.

POSITION HR-Speaker

LEVEL Team Member

TASKS

DURATION Permanent



CASE STUDY (Job 03.848)

Europe's leading manufacturer of various types of circuit boards for telecommunications, automotive and aviation industries as well as medical technology was looking for permanent support for the HR team in its Styrian head office.

In spite of the difficult challenge to find a suitable candidate coming from the region for permanent placement, we managed to do so within a few days. After the first couple of days our client was impressed with his new employee, who besides her permanent position still continues to work as freelance trainer and coach for businesses, science and sport. Therefore we were especially happy to have been able to deliver the optimal fit to our Austrian client.



CASE REPORT

Type of project: **RentaManager® - Interim Management**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | **HUMAN RESOURCES** | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | **BESCHAFFUNG** | LOGISTICS/PURCHASING | SPEZIALTHEMEN

HR-Manager is assigned to a pharmaceutical company in Tyrol Sandoz GmbH, Kundl

CLIENT



ZMM-PROFESSIONAL

**Professional 17.169**

Dipl.-Kaufmann

Experienced HR Manager (Head of HR, Systemic Advisor) mastering the daily balance between strategic and operative management

POSITION Human Resources Manager**LEVEL** Middle Management**TASKS****DURATION** 9 Months

LOCATION Austria Tyrol

INDUSTRIES Pharmaceuticals, Health and Wellness

EMPLOYEES 2.900

CAUSE Bridging of Vacancy

SECTOR Corporate Group



CASE STUDY (Job 03.037)

The Austrian pharmaceutical company produces and sells off-patent generic drugs based on a broad range of pharmaceutical and biotechnological ingredients. In order to support the Head HR Austria, a HR Manager should assume certain operational tasks. The ZMM-Professional with broad experience in pharmaceuticals soon familiarised himself with the cordial company culture, which – in a quite unusual set of circumstances – was embedded in a traditional concern structure.

The HR Manager's set of tasks included all aspects of human resources: Recruiting, HR- and organisational Development as well as Payroll were all implemented in state-of-the-art fashion. On top of his operational tasks, our Interim Manager took several special assignments, such as a transfer of operations, more specifically relocation of some positions from Austria to Bavaria, or supporting a global reorganisational project within the Development Center Austria.

CASE TESTIMONIAL

Head HR Austria: «The first impression was already excellent. Your expert knows what he talks about and keeps both feet on the ground at the same time. The selection process through ZMM also went quickly and competently.»



CASE REPORT

Type of project: **RentaManager® - Interim Management**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Interim Manager for establishing of a start-up's Sales- and Service Organisation in order to optimise shipping

CARGOMETER GmbH, Wien

CLIENT



LOCATION Austria Vienna/Lower Austria 
INDUSTRIES Electronics, Logistics Service
EMPLOYEES 4
CAUSE Project Management
SECTOR Start-Up

CASE TESTIMONIAL

CEO: «We already had planned to use another expert for this task, but your candidate surpassed our expectations by far, so we chose your expert on the spot. Your Interim Manager has really been a great success. He brought the right network to the table, is very qualified professionally and is working in a straightforward and focussed manner. After all preparations for product launch are now complete, we can focus on finalising product development. We hope that your man can support us again at product launch in half a year's time.»

ZMM-PROFESSIONAL



Professional 18.135

Dipl.-Volkswirt

Marketing and Sales Spezialist B2B und B2C / Marketing- und Vertriebsspezialist B2B und B2C

POSITION Consultant

LEVEL Middle Management

TASKS

DURATION 13 Months

CASE STUDY (Job 04.256)

This query reached us through our Senior Partner in Vienna. The client was looking for an expert in marketing and sales with excellent knowledge in the field of logistics for a start-up. The company started with a revolutionary idea for freight measurement in logistics, which was based on the development of a software and its linking with special 3D-sensor-cameras. After a 1 and a half year phase of development and testing, the next order of business was the creation of a business model, of the marketing mix and of a sales strategy.

Following a 5 day analysis phase the business model and a 5-year business plan including pricing strategy for the company was overhauled in accordance to the market. Thereafter the brand Cargometer was positioned and the necessary communications tools identified. After the mere marketing related work the first pre-sales activities were defined and tested in preliminary acquisition talks. In 4 months of cooperation, all measures and practises for product launch were developed and realised. The ZMM-Professional's mandate was thus completed successfully.



CASE REPORT

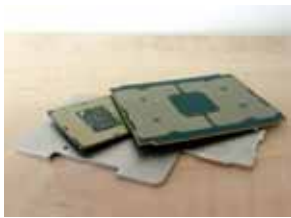
Type of project: **RentaManager® - Interim Management**


GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Key Account Project Manager for global semiconductor company in Tyrol

Besi Austria GmbH, Radfeld

CLIENT



LOCATION Austria Tyrol 
INDUSTRIES Special Machine Manufacturing, Electrical Industry, Electronics, Engine Building
EMPLOYEES 280
CAUSE Bridging of Vacancy

CASE TESTIMONIAL

VP Marketing: «If I had to hand out school grades, it would be an A!»

ZMM-PROFESSIONAL



Professional 11.230 MBA

Dipl.-Ingenieur

Managing Director / COO / BU Head / Sr Project Mgr focussed on optimization of operations, business & product portfolios (tech industries)

POSITION Key Account Manager

LEVEL Lower Management

TASKS

DURATION 9 Months

CASE STUDY (Job 04.255)

The Head of HR at Besi Austria GmbH, a leading Dutch semiconductor company got a good impression of ZMM at a sales event. Now a concrete demand materialised for a Project Manager, who was able to bring experience in intensively supporting key customers and their special requests. Within a few days, ZMM was able to make a comprehensive offer and accompanied three candidates to extensive interviews in Tyrol. The clear favourite started his mandate soon thereafter and successfully concluded it after 9 months. Since the candidate managed to have our client's back, the latter was very satisfied. On top of that, the client emphasized our professional's ability to support their demanding key customer through excellent customer management. He held his own in light of the high workload and showed the necessary technological insight.



CASE REPORT

Type of project: **RentaManager® - Interim Management**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Management Consultant Helps Bio-Tech Start-Up in Brand Development

DirectSens GmbH, Klosterneuburg

CLIENT



LOCATION Austria Lower Austria
INDUSTRIES Biotechnology, Electronics
TURNOVER unknown
EMPLOYEES 10
CAUSE New Position/Growth
SECTOR Start-Up

CASE TESTIMONIAL

Managing Director: «The collaboration with the interim manager was a complete success! After the contract was signed, he got to work immediately without a long introduction phase. He has worked very well with our young team and supported us competently in the planning and the implementation, as well as in negotiations with international partners.»

ZMM-PROFESSIONAL



Professional 26.789
Dipl.-Kaufmann
Leadership Personality with Expertise in Marketing and Sales in International Brand Product Responsibility
POSITION Marketing
LEVEL Middle Management
TASKS
DURATION 13 Months



CASE STUDY (Job 04.251)

A start-up in the development phase of a lactose measuring device for milk(products) was looking for an experienced marketing/ sales manager for market launch. Together with the ZMM-Professional, the timetable for the product introduction was defined. A specially conceived and implemented customer survey provided further information on relevant success factors. Negotiations for a profitable collaboration with the supplier of the analyzers were pushed. Two new marketing/ sales employees were trained to conduct negotiations with the international sales partners until the contract was signed and and a CRM system was implemented. The product was presented to customers in Austria, Germany and on three other international markets. The deployment time during the project was kept to a minimum intentionally, in order to save the budget of the start-up. The routine work was done by local employees on site and the know-how of the interim manager was used selectively.

The project is a good example, of how a know-how transfer can take place with little time expenditure and cost-efficiently - thanks to the use of interim management.



CASE REPORT

Type of project: **RentaManager® - Interim Management**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Establishment of an Online Portal in German-French Coproduction La Source, S.A., Saran

CLIENT

**LaSource**
QUELLE

LOCATION France
INDUSTRIES Shipping Retail, Investment Company
TURNOVER 265 Mio €
EMPLOYEES 750
CAUSE Restructuring/Turnaround

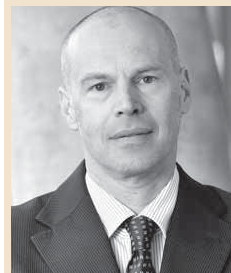
ADDITIONAL PARTIES INVOLVED

McK
Alumni

CASE TESTIMONIAL

Client: «The project with your expert began excellently. The online portal is progressing extremely well. Your expert was a really great choice, very apt in adapting to difficult circumstances like coping with and managing the German-French culture shock!»

ZMM-PROFESSIONAL



Professional 24.761
Dipl.-Kaufmann
Marketing Expert with Focus on Reorientation/ Restructuring
POSITION Marketing
LEVEL Middle Management
TASKS
DURATION 11 Months



CASE STUDY (Job 02.142)

A private equity firm from Munich was urgently looking for managerial competence to reorganize and realign a trading company in France. Challenges: adjustment to French management culture, realignment of distribution activities, rebuilding, coaching and motivating of a deadlocked sales team, intensive expansion of the online trade segment, at the time standing at only 30 percent.

ZMM quickly found the appropriate interim solution. During the initial intensive review of the structures, our manager discovered that the sales-oriented company was no longer aware of how offers could be presented to the customer at all. Hence, the first key task was to fundamentally change the whole attitude towards their customers. A complete market realignment took place. In a second step, the interim manager was then able to focus on his own main task: the company's positioning on the web, the diversification and optimization of the entire mail order section, which so far had mainly been carried out through catalogues.

Furthermore, as part of his successful project completion, the interim manager instructed his permanent successor.



CASE REPORT

Type of project: **RentaConsultant® - Consulting**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Project Manager develops technical concept for Swiss insurance company

International consulting company

CLIENT



LOCATION Switzerland 
INDUSTRIES Service Consulting, Insurance
CAUSE Project Management

CASE TESTIMONIAL

«Cooperation with the Interim Manager ran exceptionally well and we are highly satisfied with the services rendered.»

ZMM-PROFESSIONAL

**Professional 11.614 MBA**

Dipl.-Wirtschaftsingenieur

POSITION Consultant**LEVEL** Consultant/ Coach**TASKS****DURATION** 12 Months

CASE STUDY (Job 02.060)

Commissioned by an international consultancy our ZMM-Expert worked for a Swiss insurance company. As Consultant and Project Manager he was assigned to develop technical concepts for the management of securities in cooperation with key users. The central task here was to define the necessary requirements, preparing of test cases, conducting of technical tests, modelling and documenting of processes as well as establishing a change request in order to ensure implementation of technical requirements.

Due to his experience as Consultant and Project Manager in international financial service companies and consulting firms the ZMM-Expert was the ideal fit who could lead the heterogenous project team with the necessary finesse, instruct them contentwise and support them operationally.



CASE REPORT

Type of project: **RentaManager® - Interim Management**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

The Interim Manager as Project Steersman

CCL Label GmbH, Holzkirchen

CLIENT



LOCATION United States of America 
INDUSTRIES Printing Plant, Paper Packaging, Paper/ Cardboard
TURNOVER 60 Mio €
EMPLOYEES 400
CAUSE Project Management

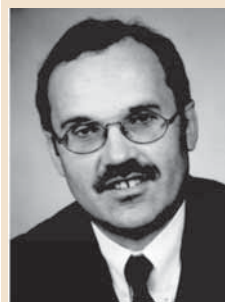
ADDITIONAL PARTIES INVOLVED

McK
Alumnus

CASE TESTIMONIAL

CEO: «By presenting us several professionally competent consultants, ZMM supported us formidably in the selecting a suitable interim professional. Over a longer timeframe the chosen manager still proved to be exceptionally competent. ZMM, as well as the provided interim manager, were reputable in every respect. I also want to thank you for the successful collaboration over the past years, which builds an excellent basis for potential further projects in the future.»

ZMM-PROFESSIONAL



Professional 07.506

CIO, IT- and Production-Expert, Plant Administration-/ Material Flow Expert, Project Management

POSITION Project Leader

LEVEL Project Director for Large-Scale Projects

TASKS

DURATION 6 Months

CASE STUDY (Job 01.213)

For demanding DP-projects companies often use specialized service providers to whom they are almost helplessly exposed once the mandate is given. Mandate extensions and ex-post rectifications break the budget. This was exactly the case with a South German company in the media industry until a DP-expert took over the role of the project steersman as interim manager. Initially he bundled the client's requirements within a new comprehensive specifications sheet. On this basis, a re-tendering of the DP-installation occurred. The ZMM-Professional supervised the re-tender as well as the negotiations and subsequently took over an interface and coordination function between client and service provider.

Thanks to his experience in working with IT providers, he was able to keep cost and time budgets under control and at the same time contribute his own solutions in terms of content.



CASE REPORT

Type of project: **RentaManager® - Interim Management**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | **TECHNOLOGY/PRODUCTION** | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Project Coordinator for Ramp-Up Planning of a New Indian Production Plant

K.A. Schmersal GmbH & Co. KG, Wuppertal

CLIENT

ZMM-PROFESSIONAL

 **SCHMERSAL**
Safe solutions for your industry**Professional 32.360**

Indian Resident to Help Production Companies Form and Organize their International Projects

POSITION Project Leader**LEVEL** Project Director/ Manager**TASKS****DURATION** 33 Months

LOCATION India 

INDUSTRIES Electronics, Automation Technology, Electrical Industry, Safety Engineering

TURNOVER 140 Mio €

EMPLOYEES 1.200

CAUSE New Position/Growth

SECTOR Family Enterprise

CASE TESTIMONIAL

Management: «We are entirely content with the course of the project and your Interim Professional!»

CASE STUDY (Job 03.047)

Our client, a highly profitable company in the field of safety engineering, was planning its first production site in India, which was primarily supposed to manufacture for the Indian market. Both, the close interaction with the mother company and the assurance of the high standards at the new site were of particularly great importance. For this purpose, interfaces to IT, HR and purchasing divisions of the mother company were to be established. Quickly, ZMM placed an experienced project coordinator at the new site who had already lived in India for a while and thus was familiar with local conditions.

In his almost three-year long placement the Interim Manager accompanied the construction of the site as well as the integration into the mother company until the start of plant operations. Moreover, the new facilities, built according to latest standards, were honoured by the Association of Indian Contractors. The management was so thrilled that they convinced the ZMM-Professional to stay permanently and appointed him as COO for India.



CASE REPORT

Type of project: **RentaManager® - Interim Management**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | **TECHNOLOGY/PRODUCTION** | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

After 20 years abroad: ZMM sends an Englishman to his home country

Developer of specialty papers

CLIENT



LOCATION Great Britain
INDUSTRIES Paper/ Cardboard, Paper Packaging, Printing Plant
TURNOVER Mio € 3-digits
EMPLOYEES 4-digits number
CAUSE Bridging of Vacancy
SECTOR Medium-Sized Enterprises

ZMM-PROFESSIONAL



Professional 27.617

POSITION Plant Manager

LEVEL Middle Management

TASKS

DURATION 4 Months



CASE STUDY (Job 02.383)

An American group's European based subsidiary had developed into the top address for production of special papers. Long-standing tradition, high quality standards and exceptional technological know-how convinced customers worldwide. To ensure these quality characteristics permanently, sometimes the use of external specialists can be necessary. In this case, the company was looking for an experienced Manager for an English production site – if possible a graduate engineer specialised in mechanical engineering – with a proven track record in leading English employees and experience with British mentality. The Manager chosen by ZMM, a native Englishman who had worked in Germany for 20 years, was able to convince the client in particular through his expertise as Site Manager and Project Manager for difficult tasks. He quickly assumed temporary overall responsibility for the site's productivity and took care of the current Site Manager's removal as well as the continuation of operational business. The most important component of his temporary assignment was the restoration of a productive work atmosphere, which had previously deteriorated due to several restructurings. After 9 months our ZMM-Expert was permanently employed as Site Manager.



CASE REPORT

Type of project: **RentaManager® - Interim Management**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | **TECHNOLOGY/PRODUCTION** | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Site-restructuring for a Tyrolian automotive supplier Producer of Seals and Vibration Control

CLIENT



LOCATION Austria Tyrol
INDUSTRIES Automotive Supplier, Car Accessories
TURNOVER Mio € 2-digits
EMPLOYEES 3-digits number
CAUSE Bridging of Vacancy

ADDITIONAL PARTIES INVOLVED
 **FREUDENBERG**
INNOVATING TOGETHER

CASE TESTIMONIAL

CEO: «I am highly impressed, especially by the Interim Manager's extraordinary competence in the areas of production and quality assurance. Furthermore by his capability in bringing together employees in teams and leading them.

When we have further personnel requirements, I would always call ZMM first, especially in regards to selection process, presentation of candidates and project support.»

ZMM-PROFESSIONAL



Professional 01.352

Dipl.-Ingenieur

POSITION Plant Manager

LEVEL Middle Management

TASKS

DURATION 8 Months



CASE STUDY (Job 00.947)

Our regular client, a manufacturer of seal- and vibration technology for the automotive industry, struggled with strongly deteriorating results at its Tyrol site. People tried to get a grip on the situation through acting without concept along the lines of "Carry on and secure what we still have". This didn't work out for too long, headquarters were getting nervous. So a decision was reached to contract an Interim Manager. The main task should be to stabilise and expand production, based on a secure and effective concept.

Our Manager mobilised the potential of existing and enthusiastic staff, changed the organisation within the company into autonomous and budget-responsible business units and restructured ongoing production in regards to material flow and technology. His success was unequivocal: Inventory was significantly reduced, delivery performance was increased as well as results. After a 6 month Interim mandate our site manager, who was 65 years old at the time, was hired permanently by our client.



CASE REPORT

Type of project: QuickHire®
Search for a Permanent Placement

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | **TECHNOLOGY/PRODUCTION** | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

President Operations for a Chinese Manufacturer of White Goods Sail Star, Shanghai

CLIENT



SAILSTAR

LOCATION China
INDUSTRIES Household Appliances,
Electronics
TURNOVER 40 Mio €
EMPLOYEES 900
CAUSE Bridging of Vacancy

CASE TESTIMONIAL

Best possible feedback for ZMM: The ZMM-Professional was appointed as permanent member of the board.

ZMM-PROFESSIONAL



Professional 04.246

Dipl.-Ingenieur

Typical CTO for Mechanical Engineering and Industry, Active as Manager and Consultant

POSITION Executive Board Member

LEVEL Middle Management

TASKS

DURATION Permanent



CASE STUDY (Job 00.358)

Although the Chinese company's technical abilities were at world market level, it was looking for a manager to further structure and optimize the processes within the production chain. ZMM was able to present an experienced interim manager who had already worked in China and hence was deeply familiar with the country. For both sides the collaboration developed positively so that the ZMM-professional was eventually appointed as permanent member of the board. Other areas of responsibility developed rapidly, like the coordination of the Chinese, US, and Italian subsidiaries. Moreover, he was installed as the CEO of the German subsidiary. The company benefitted substantially from the interim manager's experience and expertise: The turnaround was mastered successfully and the operating profit margin has been within the double-digit range since then.



CASE REPORT

Type of project: **RentaManager® - Interim Management**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | **TECHNOLOGY/PRODUCTION** | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Plant Manager Sent to Eastern Europe for Process Optimization and Plant Relocation

Belden Electronics GmbH, Neckartenzlingen

CLIENT



LOCATION Hungary 
INDUSTRIES Cable Manufacturer, Automation Technology, Automotive Supplier, Electronics
TURNOVER 100 Mio €
EMPLOYEES 1.000
CAUSE Change Management

CASE TESTIMONIAL

CEO: «Initially we were only looking for a plant manager for our head plant. He came, saw and conquered, even though he had only been active in completely different sectors before. Encouraged by these positive experiences we engaged two more ZMM-Professionals shortly after.»

ZMM-PROFESSIONAL



Professional 04.207 Ph.D.
Specialist for Production Facility Shiftings, Cost Analyses and Cost Reductions, Restructuring, Production Management; COO, CEO
POSITION Plant Manager
LEVEL Middle Management
TASKS
DURATION 8 Months

CASE STUDY (Job 00.168)

An automotive supplier was planning the transfer of labour-intensive production processes to Hungary, Czech Republic, and Romania. Furthermore, all of the production processes were to be overviewed, analyzed and improved. The ZMM-Professional was able to raise productivity from 80 percent to 130 percent, eliminate the production cost variation and develop a new automatic production system. In the end, the improvements were not only a benefit to the client but also to his second- and third-tier suppliers.




CASE REPORT

Type of project: **RentaManager® - Interim Management**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | **LOGISTICS/PURCHASING** | SPEZIALTHEMEN

Ensuring a Vorarlberg automotive supplier's delivery reliability consultancy

CLIENT



LOCATION Austria Vorarlberg 
INDUSTRIES Car Manufacturer, Management Consultancy
CAUSE Project Management
SECTOR Medium-Sized Enterprises

CASE TESTIMONIAL

Site-/ Supply Manager OEM: «We are very satisfied with your Manager, he gets us exactly the information and the support we need here.»

ZMM-PROFESSIONAL

**Professional 07.085**

Dipl.-Betriebswirt

POSITION Supply Chain Manager**LEVEL** Rather a Specialist than an Executive**TASKS****DURATION** 6 Months

CASE STUDY (Job 03.642)

"Component Hunter" - The description fits this Interim Job very well. A car manufacturer from Southern Germany was everything but satisfied with the delivery reliability of an Austrian supplier. The components arrived at the OEM's sites significantly late, in deficient condition or not at all. Therefore, the OEM already had their own employee on site to optimise supply in the best way possible. When he was delegated to another "black sheep" among the suppliers, the client needed temporary assistance on short notice, so as not to risk production stops.



CASE REPORT

Type of project: **RentaManager® - Interim Management**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | SPEZIALTHEMEN

Operative Project Buyer for a Renowned Photovoltaic Systems Integrator

Phoenix Solar AG, Sulzemoos

CLIENT



LOCATION Saudi Arabia
INDUSTRIES Renewable Energy, Plant Construction, Wholesale Trade
TURNOVER 630 Mio €
EMPLOYEES 400
CAUSE Project Management
SECTOR Medium-Sized Enterprises

CASE TESTIMONIAL

Recruiting Manager: «I am excited about the work with ZMM, especially regarding the speed of the selection process and the quality of the selected candidates. The interim sourcing manager was of great help to us, as he reorganised a very chaotic project.»

ZMM-PROFESSIONAL



Professional 34.339
Dipl.-Wirtschaftsingenieur (FH)
Project Purchaser with International Expertise in Engineering and Solar Industry
POSITION
LEVEL Team Member
TASKS
DURATION 4 Months

CASE STUDY (Job 03.262)

A truly royal project was the occasion for this ZMM assignment. The King of Saudi Arabia had decided to commission the construction of a research center outside of Riyadh in the middle of the desert. Resourceful scientists and students from all over the world were to occupy themselves in impressive surroundings with old and new forms of energy.

As is fitting, solar energy was to be the main source of energy for the newly built facilities. The German renewable energy company was able to secure the contract and constructed the facilities' solar park under Arabian desert conditions. All required components, from cables to modules, were either sourced globally or – as far as available in Saudi Arabia – purchased locally. The ZMM-Professional contributed to improve the coordination between Germany and the on-site project team as well as pragmatically promoted procurement and logistics management in general.



CASE REPORT

Type of project: **RentaConsultant® - Consulting**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | **SPEZIALTHEMEN**


Medical Expert takes over medical-scientific supervision of the clinical development of two therapeutics

AOP Orphan Pharmaceuticals AG, Wien

CLIENT

ZMM-PROFESSIONAL

**AOP ORPHAN**
FOCUS ON RARE DISEASES

LOCATION Austria Vienna/Lower Austria 

INDUSTRY Pharmaceuticals

TURNOVER 80 Mio €

EMPLOYEES 200

CAUSE Bridging of Vacancy

SECTOR Medium-Sized Enterprises

CASE TESTIMONIAL

Chief Scientific Officer, Management Team Member: «ZMM was able to present three suitable candidates at very short notice. After evaluating the documents and telephone calls, one candidate was given preference. She was immediately convincing at her first meeting and stayed for training. The subsequent collaboration was a mixture of personal attendance, telephone conferences and e-mail exchange. Everything went smooth, very pleasant, very professional!»

**Professional 39.622 Dr. med., MBA**

POSITION Consultant

LEVEL Rather a Specialist than an Executive

TASKS

DURATION 13 Months

CASE STUDY (Job 04.362)

Due to the market-related difficulty of filling the vacant position of Head of Clinical Development with a suitable candidate at short notice, AOP Orphan commissioned ZMM with the search for an Interim Manager. ZMM was able to present suitable persons at very short notice, including a lady with many years of experience in the clinical development of therapeutics for rare diseases. In two ongoing development projects with several clinical studies, the interim manager implemented numerous time-critical tasks, especially in the areas of data quality, analysis and interpretation, on the basis of which the further course for the projects was set. Based on a profound wealth of experience and knowledge, creative, sometimes unusual and efficient solutions were developed, which led to various adaptations in the development programme and substantially advanced the projects. In addition, she was involved in the clinical evaluation of various due diligence projects. The overlapping cooperation with the now permanently employed Head of Clinical Development & Drug Safety ensured a complete, smooth handover.



CASE REPORT

Type of project: **RentaConsultant® - Consulting**

GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | **SPEZIALTHEMEN**

Senior Executive/ Manager/ Expert Drug Safety and Pharmacovigilance

Octapharma Produktionsges.m.b.H., Wien

CLIENT

ZMM-PROFESSIONAL



octapharma®

Octapharma Produktionsges.m.b.H.




Professional 38.324 Dr. med., MBA
Pharmacovigilance Senior Consultant & Managing Director

POSITION Consultant

LEVEL Rather a Specialist than an Executive

TASKS

DURATION 11 Months

LOCATION Austria Vienna/Lower Austria 
INDUSTRY Pharmaceuticals
TURNOVER 1.280 Mio €
EMPLOYEES 6.000
CAUSE Bridging of Vacancy
SECTOR Corporate Group

CASE STUDY (Job 04.124)

A manager's illness on one side, pressing and demanding tasks on the other. Such tasks require acting quickly and competently, especially in the area of drug safety. Contact between the company and ZMM was established via an cooperating executive search firm, which recognised the acute need to act.

ADDITIONAL PARTIES INVOLVED

octapharma®

Octapharma AG

CASE TESTIMONIAL

Quality and Compliance Officer, Board Member:
«ZMM quickly and professionally initiated the project. We were able to choose from several very competent candidates. The Consultant immediately came to Vienna to get a clear picture. In the further course the pending issues were addressed to our fullest satisfaction!»

The specialist, an experienced medical professional and a global player's former Head of Pharma Covigilance, started immediately and managed to quickly get an overview. Management received many helpful suggestions for the department's future structure and processes. Compliance issues were addressed successfully in a hands-on fashion, crucial reports were tackled and important processes were structured in a new and sustainable way. After completion of the project, the department had been restructured. Pressing issues with relevant authorities were addressed and the task backlog was cleared off.



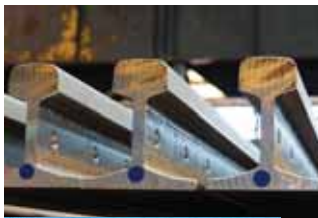
CASE REPORT

Type of project: **RentaManager® - Interim Management**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | **SPEZIALTHEMEN**

Project Manager for the implementation of an ERP-System Alfred Wagner Stahl-Technik & Zuschnitt GmbH, Pasching bei Linz

CLIENT

ZMM-PROFESSIONAL

**Professional 34.654 MBA**
Ingenieur**POSITION** Project Leader**LEVEL** Project Director/ Manager**TASKS****DURATION** 3 Months

LOCATION Austria Upper Austria 
INDUSTRIES Steel Trade, Metal Industry, Steel Industry
CAUSE Project Management
SECTOR Medium-Sized Enterprises

CASE TESTIMONIAL

CEO: «Mr. G. is an absolute professional within your team of Experts! Within a very short timeframe, he managed to regain the colleague's acceptance, which had been lost after a first and failed system implementation. This time, the new system was implemented successfully.»

CASE STUDY (Job 03.554)

The steel service center in the Linz area trades with steel, but also supplies steel cuttings and simple accessories. The old software periphery, consisting of various component programs from different suppliers, had not been up to its tasks for a long time. In order to ensure a consistent support in the day-to-day processes, the expansion of the offered service portfolio and for an IT-based customer support, a fully integrated system was necessary. A sales module was to be newly implemented.

The ZMM-Professional working part-time, a senior CTO boasting extensive experience in production and IT, supported the company in selecting and implementing of the new ERP system as project manager. The project was mainly focussed on implementation strategy, selection of software and the contractual framework with the software supplier, but also building up project management. With the newly formed project team, an extensive specification sheet for the software was compiled. After only three months of implementation, the new warehouse module could go live.



CASE REPORT

Type of project: **RentaConsultant® - Consulting**GENERAL MANAGEMENT | AUFSICHT/ UMBAU | FINANCE/CONTROLLING | HUMAN RESOURCES | SALES/MARKETING
IT/ORGANISATION | TECHNOLOGY/PRODUCTION | BESCHAFFUNG | LOGISTICS/PURCHASING | **SPEZIALTHEMEN**

Good Manufacturing Practice at the Gold Coast Vicdoris Pharmaceuticals Ltd., Accra-North, Ghana

CLIENT

ZMM-PROFESSIONAL

**Vicdoris Pharmaceuticals Ltd.****Professional 15.180 Dr. phil. nat., MBA**
Dipl.-Biologe

Generalist with High Functional and Social Competence and Managing Experience in the Pharma Sector

POSITION Consultant**LEVEL** Consultant/ Coach**TASKS****DURATION** 9 Months**LOCATION** Ghana
INDUSTRY Pharmaceuticals
CAUSE New Position/Growth
SECTOR Corporate Group

CASE STUDY (Job 02.516)

The ideas were there, only the plans for their realisation had been missing. Therefore this request from Ghana reached us. A pharmaceutical entrepreneur, who has been importing medicines from abroad for 20 years, wanted to establish a production company of his own. The only starting points were a 40-hectare area and a motivated entrepreneur.

Required for the task was a proven pharmaceutical and GMP (Good Manufacturing Practice) expert, whose primary assignment was to prepare the master plan in Germany. The ZMM-Expert started by working out the general structure for constructing the production facilities and establishing a detailed timetable. He then went on to complete the task with an exact design for the plant's construction. During the actual construction phase it is other people's turn. The ZMM-Expert will become active again once the machines have been installed and it is time for qualification and validation.

CASE TESTIMONIAL

CEO: «Thank you very much for the friendly invitation into your house, the warm welcome and the agreeable meal, to which I was invited by your wife. I am really grateful and will always think back to your hospitality and hope that one day you will visit Ghana as well, so I can show you my appreciation. The two days we spent together were illuminating and salutary. This has increased my understanding of the process and confirmed my decision to realise the project.»

