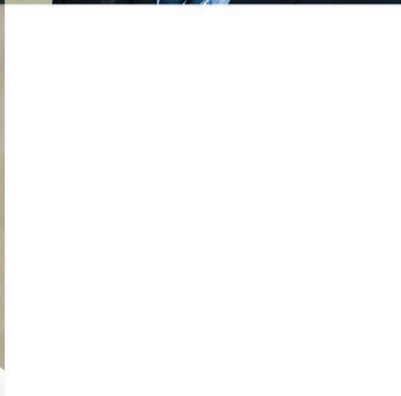




Fischer | HRM

International Executive Search

Duesseldorf | Munich





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Maria Fischer
Managing Owner

What is important to us

Germany's greatest assets can be found in the minds of its people. Our tremendous economic success can be attributed to the willing cooperation between highly qualified specialists. The production processes developed in Germany are just as decisive to our success as things such as patents are! The personalities and professional expertise of the employees you seek and their suitability for your team form the focus of our business and work.

We take responsibility: rest assured that we will present the very best candidates currently on the market to you for your open positions. An analysis of both our own and external databases constitutes just one component of our search. The best candidates must be approached directly and convinced of the benefits of a new career opportunity.

Acting as your calling card on the market is something we take very seriously. All candidates are treated with the utmost respect at all times to ensure that their contact with your company leaves a positive impression. This works because our cooperation is based on an appreciation of our differences: "Nobody is perfect, but a team can be."

And this is true all over the world: we speak eight languages and are active both mentally and physically on all continents.

We look forward to contributing to your success!

Fischer HRM

Present in Duesseldorf and Munich – active worldwide

Fischer HRM is more than just an international human resources management consultancy with offices in Duesseldorf and Munich. Our team of 25 experts comprises the ideal combination of native speakers and people with first-hand experience of living in Japan, China, Iran, Russia, South and Central America, Eastern Europe and Africa. We have been reliably, creatively and rapidly filling positions all over the world since 2002.

We foster a culture of appreciation and mutual respect in our internal cooperation. Our work style is characterised by an open-door policy, flat hierarchies and short decision-making paths. Through a leadership approach based on trust, every member of our team is also given plenty of freedom and accorded the corresponding high level of responsibility for their work. This allows us to achieve quality-oriented work.

International medium-sized companies and global enterprises value the high quality of the consulting we offer, our broad experience and global contacts, and the intercultural expertise of our consultants of different nationalities.

Candidates appreciate the professional support and individual coaching, both of which are essential to fill positions permanently.

We are a reliable, discreet and performance-oriented partner, both for our clients and for our candidates.

**We look forward to a constructive dialogue
with you!**



Competences

We offer a comprehensive range of human resources management services. In addition to seeking, selecting and recruiting specialists and executives, identifying candidates for supervisory and advisory boards as well as succession planning, we moreover afford extensive experience of all aspects of human resources management consulting, including HR development, change management and organisational development.



Executive and specialist searches

Our core competence lies in the search, selection and recruitment of specialists and executives on a national and international scale. After preparing position and requirements profiles, we systematically search the market and our internal database. We approach suitable candidates directly, who “didn’t even realise yesterday that they were looking for a new challenge!” and inform them of the vacancy. Following a meticulous evaluation, their details are then forwarded to our clients.

In our work, we draw on the personal, national and international networks of all our consultants, refer to our excellent database and, in particular, ensure the meticulous identification and approach of suitable new candidates for every single search.

We also offer valuable support in the search for exactly the right successor for your company, who not only affords a wealth of professional expertise, but will also continue your life’s work as you would have.

Contact us today!

Human resources management

We at Fischer HRM know that an employee’s decision as to whether to work for a company is above all based on the opportunities for HR development that they would be offered there. Candidates want to know what development, learning and career opportunities they will have at your company.

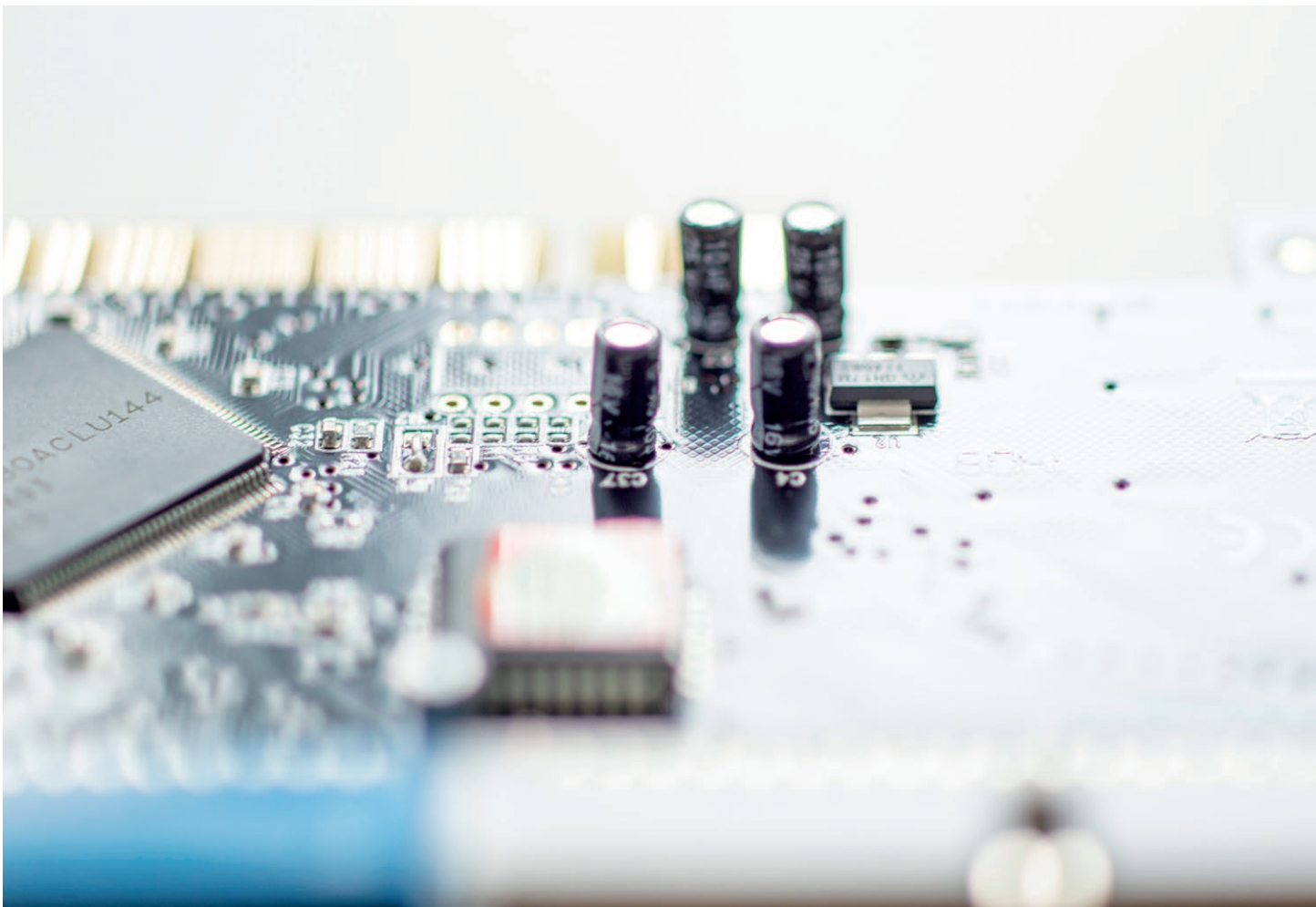
In the field of human resources management, we offer comprehensive expertise in HR development, management potential analysis, coaching and professional reorientation.

We advise companies on the selection, evaluation and further development of their specialists and executives, and advise our candidates on aptitude testing and coaching.

Allowing us to generate genuine added value – for both your company and your employees.

Fischer HRM is active in the following industries

- ▶ Mechanical engineering and toolmaking
- ▶ Plant engineering
- ▶ Automotive
- ▶ Medical technology
- ▶ Health Care
- ▶ Metal industry
- ▶ Chemicals/chemical technology
- ▶ Pharmaceuticals/over-the-counter drugs
- ▶ Printing and paper
- ▶ Energy technology
- ▶ Renewable energies
- ▶ IT and telecommunications
- ▶ B2C retail
- ▶ Consumer goods



Fischer / HRM

Some of our clients

COFYS

maecurle

the clean energy company

DAIMLER



Client references

Martin Allerchen
Head of HR Global Markets,
Technology & Group Functions Germany
SIG International Services GmbH

"I would like to thank you and the entire team at Fischer HRM for the excellent and open cooperation."

I found working with you to always be constructive, respectful and on an equal footing, which I came to greatly appreciate. I was invariably able to rely on open and honest feedback that was always to the point in terms of the facts and perceptions. During the very first coordination meetings with our specialist departments, you were able to offer us constructive support with industry expertise and to provide very good assistance. The candidates proposed always met our expectations, and you always managed to offer an interesting mix of different characters.

It is therefore perhaps only natural that the candidates we ultimately hired have got off to a great start in their new roles, and continue to meet our expectations in full following the initial familiarisation phase.

I therefore only have the warmest praise for the cooperation with you and the entire team, and will certainly recommend you to interested colleagues working in human resources or management.

I wish you all the best for the future and continued success in finding and selecting suitable candidates – I look forward to working with you on further exciting projects in the future."



Gulliver Guo
International Sales Director
Chin Zhang
General Manager Office/HR Manager
Guangdong Fans-tech Electric Co., Ltd.

Arno Fritz
Managing Director
MONDEAL Medical
Systems GmbH

"Mr Nanhui Qi and Fischer HRM team's professional knowledge and effective service have successfully bridged the gap between us as a Chinese company newly setting foot on European shores and local talents' cognition of a foreign employer. During our communication, Fischer HRM has shown great patience to address our demands on every front, some of which even surpass the domain of talent search. We look forward to furthering our relationship with Mr Qi and Fischer HRM throughout our future business."

"We thoroughly enjoyed working with you, too. Your commitment led to a shift in strategic thinking for us. I was extremely impressed – not only by your business acumen, but also by your personal demeanour. (...) Thank you for everything."

Kristin Lütt
Human Resources & General Affairs
NICHIA Chemical Europe GmbH

Jens Becker
Managing Director
Levaco Chemicals GmbH

"...you can gladly include us in your client reference list and provide my phone number on request. We have been working with Fischer HRM for several years now and have nothing but positive words for Fischer HRM from the perspective of both the company and the candidates. I actually started working at Nichia thanks to the excellent support from Ms Ito and Mr Ewald."

"Your company offers an extremely efficient and targeted approach. The service far exceeded our expectations. We would gladly recommend your company to others."

Country Desks



Desk France

In the search for specialists and executives, we support both French companies and German companies with reference to France.

Our Team: The France Desk is managed by Maria Fischer in collaboration with H  l  ne Binoche.

Ms. Fischer speaks very good French while studying abroad in France.

Ms. Binoche grew up in Germany and France, speaks very good German and native French. She has completed her studies and her first professional career in France and has more than 20 years of experience in consulting, HR and legal affairs in medium-sized companies in France and Germany.

Gina Hagel is supporting the project assistant.



Japan Desk

We fill positions for Japanese companies in Germany and other European countries as well as for German companies looking to fill positions in Japan (e.g. in their local offices).

The Japan Desk offers countless entry-level and career opportunities at Japanese companies in Germany, Europe and Japan.

Our team: Akiko Ito has lived and worked in Germany for many years now. She is extremely familiar with both the Japanese and the German mentalities, and has a wealth of experience in management and personnel consulting.

The Japanologists Jana Romero-Giron and Esther Auffermann and also Chantal Wagener contribute their in-depth knowledge of the Japanese language and mentality to the team.



China Desk

Our China Desk employees afford an excellent network in North Rhine-Westphalia and China. Where necessary, they also work with partner companies whose services we manage in Mandarin Chinese.

Our team: Beijing-born Nanhui Qi has lived in Germany for many years and affords an extensive network comprising lawyers, tax consultants, auditors, M&A specialists, and legal translators (also in Mandarin).

Nanhui Qi acts as a facilitator at events on China and HR topics, and moreover operates the podcast website www.china-job-welle.com with the aim of enabling an exchange of experiences between Chinese students and graduates/Chinese alumni of German universities.

Laura Ostermann provides project assistance for the China Desk, contributing her Chinese language skills and expertise.

Our Chinese colleagues work closely with our cooperation partner, Dr. Carsten Jaekel, who supports German companies in China. He speaks fluent Mandarin and has more than 20 years of experience in doing business with China, and in particular in Sino-German cooperations, business expansion, and the establishment of companies in China.

Consultants and their areas of expertise



Maria Fischer
Managing Owner

Maria Fischer is the managing owner and founder of Fischer HRM. She has worked in human resources management for more than 25 years now and affords in-depth expertise in the fields of renewable energies (solar, wind, bioenergy, etc.), Health Care, security technology and non-profit organisations. She has experience of working with clients from Europe, the USA, East Asia, Australia, South America and the Middle East.

Maria Fischer is a certified executive human resources consultant, executive recruitment consultant (BDU) and trained supervisor/coach (DGSV).

Alongside her work in the field of human resources management consulting, Maria Fischer is a founding member of the Düsseldorf-Schlösschen chapter of the Rotary Club and chairwoman of the Federation of Catholic Entrepreneurs (Bund Katholischer Unternehmer e. V., BKU) of the diocese of Düsseldorf. She was elected as a member of the board of Düsseldorf Chamber of Commerce and Industry in 2017.



Hélène Binoche
Senior Consultant

Hélène Binoche affords more than 20 years of experience in consulting, HR and law at medium-sized companies in France and Germany.

She advises and supports our clients from the finance and banking sector, publishing houses and B2B trade, providing competent legal expertise.

Before joining Fischer HRM, Hélène Binoche was the managing director of a family-run consulting firm specialising in personnel and financial management.

She has a master's degree in international and European commercial law from Paris I – Panthéon-Sorbonne University and Paris X – Nanterre University in addition to a specialised master's degree in competitive intelligence and knowledge management from ESIEE business school in Paris (a member of the Conférence des Grandes Ecoles).

Hélène Binoche is a volunteer within the Franco-German Club des Affaires NRW e.V. and an active member of the board.



Akiko Ito
Senior Consultant

Akiko Ito has lived and worked in Germany for many years now. She is extremely familiar with both the Japanese and the German mentalities, and has a wealth of experience in management and personnel consulting.

Her Industry experience is machine and plant engineering, medical technology, B2B retail.

Areas of expertise is human resources consulting.



Consultants and their areas of expertise



Nanhui Qi
Senior Consultant

Nanhui Qi has lived in Germany for many years and affords an extensive network comprising lawyers, tax consultants, auditors, M&A specialists, and legal translators (also in Mandarin).

Nanhui Qi acts as a facilitator at events on China and HR topics, and moreover operates the podcast website www.china-job-welle.com with the aim of enabling an exchange of experiences between Chinese students and graduates/Chinese alumni of German universities.

His Industry experience is glass technology, B2B retail.

His area of expertise is recruiting.



Wolfgang Sprotte
Senior Consultant

Wolfgang Sprotte can look back at over 30 years of professional and leadership experience in the field of HR and organization. He completes the Fischer HRM team with his extensive network of both clients and candidates as well as his profound knowledge and experience.

For many years, he has very successfully serviced various sectors like for example automotive, machine, plant and electrical engineering as well as electronics. His main consulting focus is on recruitment, facilitation of development processes, accompanying teambuilding processes as well as on organizational change.



Artjom Walters
Senior Consultant

Artjom Walters contributes his know-how in personnel recruitment in international market segments to the Fischer HRM team. He affords many years of experience as a consultant at an international human resources consulting company. His areas of expertise include the fields of IT, packaging, automation, mechanical and plant engineering, steel and logistics.



Examples of international placements

Fischer HRM recruited a New Zealander with Chinese roots as the head of controlling/finance/accounting in Malaysia for an international metal group headquartered in Germany, and filled the post of managing director for sales at a German car supplier with a Japanese executive, who now manages the branch office in Japan.

We filled the position of a HR manager at the Swiss office of a Chinese metal group with a Chinese candidate who then relocated from Germany to Switzerland to take on this new challenge.

We also recruited an Argentinian executive for a global company in the paper/cardboard industry in Paraguay. He is now “President CYSA/Managing Director, Paraguay”.



How we work...

We continue the selection process until the according positions have been filled. When it comes to the successful integration of a candidate into a new company or role, we believe that it is crucial to work with an integral and goal-oriented partner. Our approach can be broken down into the following steps:

1. Preparation phase

We analyse the situation, determine the criteria ("must haves", "nice to haves"), define a search strategy, prepare an offer and send this to the client.

2. Once an order has been placed

We prepare an industry analysis and systematically draw up a target company list in addition to position and requirements profile and coordinate these with the client.

3. Identification and approach of potential candidates

We identify candidates during the industry analysis and database research as well as through the Fischer HRM network. We then approach potential candidates, conduct in-depth interviews in case of suitability and interest, and evaluate the candidates' qualifications, motivation and availability.

4. Presentation of suitable candidates

We prepare confidential reports, present the candidates selected to the client and obtain references as required.

5. Conclusion and onboarding

We provide decision-making support for the client, negotiation support for the client and candidate, integration support and conduct follow-up talks.

Network activities

Fischer HRM is a member of the following:



The Federal Association of German Executive Consultants (Bundesverband Deutscher Unternehmensberater, BDU e. V.) is the largest business association for management and human resources consulting firms in Europe. It has set binding standards for its members. Fischer HRM has committed to adhere to these standards and upholds the BDU's values of "reliable", "competent" and "pioneering" in its work.



Duesseldorf Chamber of Commerce and Industry is one of the largest chambers of commerce in Germany. It represents the interests of around 79,000 member companies from industry, trade and services in the state capital of Duesseldorf and the ten towns in the Mettmann district.

Maria Fischer has been elected to the general assembly of the chamber of commerce. She is above all involved in improving the services for member companies.



In human resources management, the term "diversity management" is used to describe appreciating every single individual. In 2006, a number of German companies joined forces within the "Diversity Charter" initiative, which has set itself the task of fostering diversity and sharing this idea with others. Fischer HRM also upholds this attitude on a daily basis when dealing with clients, candidates and its own team.



As a dialogue and communication platform, Zukunft durch Industrie e. V. aims to actively involve citizens and to raise the profile of industry among the general public. Fischer HRM is a member of this association and provides targeted support through networking activities.

Our locations

Duesseldorf office



Fischer HRM GmbH
International Consultants
for Human Resources Management

CUBUS
Niederkasseler Lohweg 18
40547 Duesseldorf / Germany

+49 211 – 749 686 – 0
info@fischer-hrm.de
www.fischer-hrm.com

Munich office



Fischer HRM GmbH
International Consultants
for Human Resources Management

Palais an der Oper
Maximilianstraße 2
80539 Munich / Germany

+49 89 – 205 008 5577
info@fischer-hrm.de
www.fischer-hrm.com



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