



aim maintains the largest network of outstanding and effective

- **executives**
- **project managers**
- **consultants**
- **coaches**

for immediate interim management in various trades and industries as well as diverse functions in business and administration.

aim experts – the immediate solution

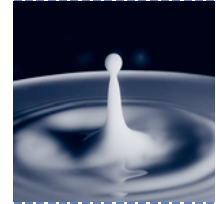
Interim management – where & when?

When you are experiencing capacity problems or a lack of specific know-how interim management solutions will help you to realign the running of your business. aim experts are readily available and with their vast experience and knowledge of the business sector concerned they are immediately effective in line management and project organisation.

aim experts possess the following capabilities:

Business Case	Interim Manager	Project Manager
Introduction of new management systems and standards	Interim departmental management during system introductions	System introductions in finance and controlling, engineering and supply-chain management
Introduction of new project planning and information systems	Specialist and leadership support, operative management of the IT organisation	Project planning, management, creation and build-up of a project office, project controlling
Reorganisation	Managing of newly structured business departments or of organisational units	Business process reengineering, infrastructure and process development
Development of new markets	Operational management of the marketing organisation, marketing strategies	Marketing strategies, sales-distribution and servicing concepts, marketing-controlling
Production removal and outsourcing	Departmental management of logistics and operation ramp-up of production	Site management, infrastructure development, know-how transfer
Ensure quality control standards	Operative management of quality-control systems	Management of process and product validation projects
Personnel changes	Bridging of vacant positions in the lower, middle and higher management levels	Development of methodological skills in project management
Mergers and acquisitions	Post-merger integration, development of strategies	Due-diligence activities, organisational development

Consulting, coaching or training within the scope of implementation-oriented interim management need not be a contradiction in terms. On the contrary – methodological and communication skills are the prerequisites to successfully complete complex tasks. Effectiveness then means – doing the right thing in the right way.



Consultant	Coach, Trainer	Functions
Specialist knowledge and procedural methodology for project introductions	Communication and coaching or training for newly introduced systems	Controlling, bookkeeping and accounts, operations
Business analyses, systems evaluation	Coaching or training and communications concepts	Finance, information technology, marketing
Methodology and planning of change management	Communications in change management processes	All corporate or entrepreneurial functions
Marketing analyses, business planning	Sales coaching or training, behavioural training	Marketing, sales, business development
Location evaluation, development of local partnerships, fiscal advisories	Coaching or training of local management, leadership coaching or training	Production, operations, logistics
Methodology and planning of compliance projects	Coaching or training of specialist and management teams	Quality management, development, purchasing, production
In- and out-placements advisories, search and selection, organisational advisories	Leadership and team coaching or training, planning of coaching or training	All corporate or entrepreneurial functions
Tax and legal advisories, corporate finance	Accompaniment, back-up support and supervision of corporate philosophy changes	General management, corporate affairs, finances



Immediate benefits!

Immediate ongoing results

The aim experts are effective in precisely that area where they are most needed. They possess skills and experience, which will achieve fast and ongoing effects in the organisation of our clients – in project as well as line management. Promptly initiated projects yield profits or savings.

Rapid acceptance

Acceptance and integration of the aim experts into the infrastructure of our clients presuppose that, personality-determining factors have also to be taken into account – basic behaviour, appearance, learning capability and integrity – thus creating a basis for confidence.

Immediate enhanced know-how

Advanced know-how is introduced whilst on the job and firmly established in the business procedures of the company. In this way the client's organisation reaps immediate benefits and long-term gains from the broad range of knowledge provided by the aim expert.

At work in just three days

The exact qualification profile of the aim expert is given directly to our client. Aim experts can commence work in just a few days. In this way the tedious and costly search process is eliminated.

Requirement determines the pensum

Client requirement determines the length and intensity of service of the aim expert – according to the motto 'as little as possible, as much as necessary'. No fixed costs are incurred and the project costs are constantly under review.

Open for improvement

Polarisation has the effect of paralysing an organisation. aim experts approach the task without any internally influenced interest – a neutral viewpoint committed to success guarantees an accurate evaluation and in turn correct identification of the appropriate solution.

An international network

Aim experts can be hired on an international basis. Via the extensive international database of our associated company tmg international aim experts can be secured worldwide.

Who would be working for you?

Several hundred aim experts from the network are available to our clients from all types of trade, industry and specialist sectors. Dependent on experience and personal strengths, the aim experts take over mandates and serve as interim managers, project managers, advisors, and/or coaches and trainers.

aim experts are distinguishable by their skills, identity and effectiveness.

On the basis of several years of experience and relevant higher and further education, aim experts provide competent convincing services in:

- speciality capabilities
- leadership capabilities
- social capabilities
- methodological capabilities

The identity of aim experts is immediately apparent in their appearance, their ethical manner, and their personality capability.

Effectiveness is of paramount significance for achieving targets and the successful finalisation of mandates.

aim interprets effectiveness* as:

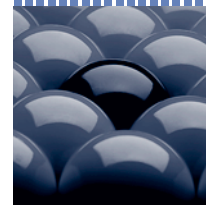
Result orientation	= ongoing results
Contribution to the whole	= network thinking and action
Concentration	= the setting of priorities
Exploitation of strengths	= the combination of skills and tasks under a single denominator
Creating confidence	= success finally belongs to the personnel
Positive thinking	= recognition of opportunities

Trades and industries

- Mechanical engineering, metal industry
- Electrical engineering, appliance construction
- Pharmaceuticals, chemicals, plastics
- Paper, wood, textiles
- Distribution, trading, building construction
- Logistics, haulage, transport
- Banking, insurance
- Information technology, telecommunications
- Utilities
- Administration, healthcare, NPOs

Speciality sectors

- General, departmental and sectional management activities
- Finances, controlling and accounting
- Production
- Logistics, purchasing
- Information technology
- Marketing, sales
- Research and development, engineering
- Administration, communications
- Quality control and process management
- Personnel management





How to get an interim manager within three days!

Briefing

Confidential, personal discussion to clarify needs, requirements and targets.

Offer

We can make an offer within three days including a neutral, confidential profile of potential aim experts.

Network search

Rapid identification of possible aim experts and clarification of their availability. Identification of the aim experts, who correspond with the required profile.

Interview

The selected aim experts are briefed by aim with regard to the type of business of our clients and appropriately prepared for the envisaged tasks. Reference testimonials of the aim expert are then checked against the requirements of the mandate.

Presentation of aim experts

aim personally presents the aim experts to the client who can then select the appropriate person for the mandate.

Mandate monitoring and servicing

aim accompanies the aim expert over the entire duration of the mandate on a servicing basis. Periodical meetings with the aim expert ensure an optimal realisation of the mandate.

Mandate finalisation

During a final discussion, the aim expert informs the client on the outcome of the mandate and hands over the appropriate documentation.

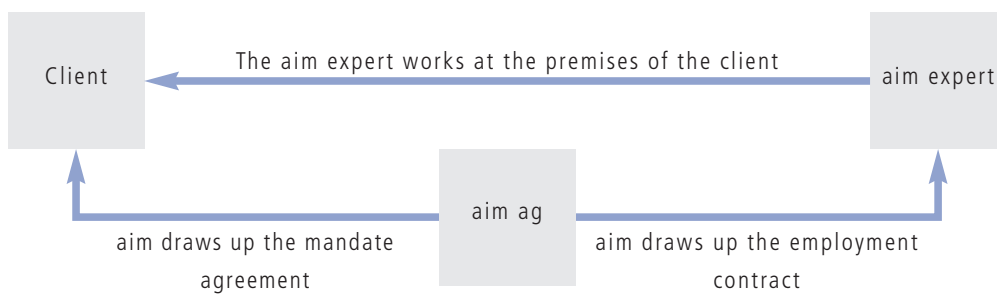
Mandate conclusion

The aim expert receives a reference from the client.

How is success ensured?

Transparent contracts and clear specification requirements

Contracts are congruent and regulate the due dates and financial background of the mandate. The description of the mandate, the tasks, the targets, the competences and the organisation are all detailed in the contract. The basis for mandate monitoring, servicing and controlling is also specified.



Project and mandate monitoring and servicing

The monitoring and servicing activities of aim ensure the success of the mandate and thus permit the setting of priorities and the demonstration of action to be taken, according to specification requirements, together with the relevant measures. The following standard instruments are available as a basis for the mandate:

- The report of the aim expert on the days worked is the basis for calculating the fee
- Monthly reports on progress achieved, the future targets and future action requirement
- Regular status discussions between the client and the aim expert
- Additional instruments appropriate to the mandate requirements can be applied

Controlled transfer of know-how

Know-how transfer is achieved on a continuous basis by means of close teamwork collaboration within the scope of a clear project and/or mandate organisation. Full documentation and/or internal training will be provided to address the mandate tasks and client specification requirements.

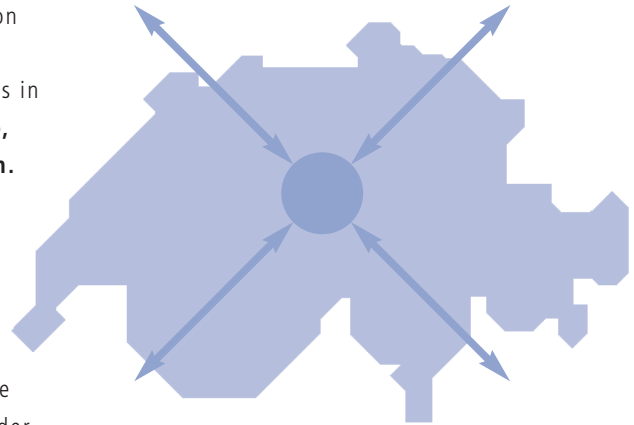




aim also provides

International interim management

aim is associated with the Transition Management Group International (tmg international), with companies in **Great Britain, Germany, France, the Netherlands, Italy and Spain.** Interim management solutions are possible in respective countries. Country-specific knowledge and capabilities within the group can thus be mutually supplemented on an international basis to ensure the successful completion of cross-border client mandates.



Executive search

aim can also assist client companies in achieving optimum manning of the necessary executive positions in the conventional sense by means of its Search & Selection facilities. Thanks to already acquired familiarity with the client company, the executive functions and client requirements, briefings can be waived and the client benefits from time savings in this respect. This enables exacting executive search mandates to be cut down to only a few days.

Background administration for freelance and retained project and interim managers

aim maintains a well proven personnel management scheme for contracts of employment, salaries, social security contributions and insurance administration. Our clients can benefit from these services when they prefer not to engage specialists and executives under contracts of employment. Inclusion in the scheme guarantees that the freelance consultants or interim managers provided by aim can save time and money by not having to incorporate their own limited liability company in order to comply with social security legislation. aim draws up the mandate agreements, regulates the social security aspect, presents an invoice to the company granting the mandate and finally pays the fee to the external workforce and establishes the statutory certification of salary for the individuals concerned, as required by the inland revenue.