

OI Global Partners

Service Presentation

Mäder & Partner AG New Placement
June 27th 2016



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Company Profile 1/5

- 2009: Foundation of Career Centre GmbH New Placement. For strategic marketing reasons, “Career Centre GmbH New Placement” was renamed “Mäder & Partner AG New Placement” on 1st July 2014.
- Since 2014 Member of **ACF** Switzerland: The Association brings together the key companies in the field of professional counselling in career and organizational development in Switzerland.
- **Our Locations:** In Zürich (Uraniastrasse 24), Baden (Schartenrainstrasse 21) and Basel (Lindenhofstrasse 34). **Partners** in St. Gallen (Dr. Sabine Juffinger), Lausanne and Geneva (Frau Birgit Samson, Oasys Consultants SA), ARU SA
- **9-12 Consultants** with many years of experience, expertise, excellent training and knowledge of many different branches. All are nationally and/or internationally certified coaches.

Company Profile 2/5

- Every Corporate client we acquired since 2009 still works with us today on a regular basis.
- Hand-outs, continuously updated documentation on our web platform www.maederundpartner.ch and hardcopies in G/E/F.
- Additional exclusive online platform «**Jobagent**» for our customers, to facilitate Internet search on matching job profiles.
- Work related personality-tests such as BIP/LMI/Wartek/MSCEIT, etc.
- Structured feedback every six weeks for our corporate customers on the status of each advisory mandate, always taking data protection into account.
- Consultations in G/F/E/I/SP (mother tongue and / or bilingual).

Company Profile 3/5

- Exceptional **cost/performance ratio**
- Ongoing **quality assurance** using feedback and internal evaluation tools
- As of 2012: **continuous Expansion of our locations** in the German, French and Italian part of Switzerland in response to high customer demand.
- We bring **passion** to our work: small but powerful, high quality consulting based on individual client needs
- Broad expertise on the Swiss job-market
- **Published articles** in the NZZ, Avenir Suisse, Schweizer Monat and inhouse-company magazines

Company Profile 4/5

- **Success/placement guarantee**

For us it is clear that clients who have not yet found a job when the consulting ends can continue to count on our support!

Our consultancy does not end until onboarding has been completed.

The aim is not to find the first available job but to secure the right position to suit the client's resources.

- **Placement rate / Placement time**

75% of our clients have a fixed position after 5 months, 89% after 7 months, 93% after 8 months. For further details please refer to the accompanying statistics.

Company Profile 5/5

KPI

- Placement rate 93%
- Placement time 5 months
- Response time Customer maximum 12 hours
Client maximum 24 hours
- Maximum mandates per consultant 20 at a time, 100% full time job
- Meetings per client very individual (Quality is central),
at least every 7 to 10 days, 1.5 hours
per session
- Feedback **Assessments cover not less than 5 out of 6 of all dimensions covered**
- Invoicing as agreed, usually 20 days after start of
the mandate

Our Services 1/6

- New Placement
 - **From the initial meeting, covering the consulting process until onboarding has been completed**
- Career Coaching for employees and executives
- Self-analysis
- Assessments
- Support and guidance of reorganisations



Our Services 2/6

New Placement: Coaching in 5 steps

- Module 1 Skills appraisal
Identifying resources. Analysing strengths. Determining aims
- Module 2 Market analysis
Understanding the job markets. Recognising opportunities
- Module 3 Application documents
Professional. Precise. Persuasive.
- Module 4 Application strategy
Tailor-made action plans using the Mäder & Partner network.
- Module 5 Job interview
Interview training from A to Z. Objective self-perception, including use of a video camera
- Additional Self-employment
From business plan to implementation.

Please refer to detailed explanations in our brochure

Our Services 3/6

New Placement: Consulting in 5 stages

- Resource-based approach: the emphasis is on personal and individual consulting, supported by coaching elements.
- Individually designed, with no limits on the number or the length of the meetings.
- Our clients gain expert knowledge about how people present themselves nowadays on platforms such as XING and LinkedIn. They know how to make active and professional use of this network.
- **Our clients receive active support from our network. Doors are opened and opportunities assessed.**
- Workshops designed for particular target groups (e.g. executive staff), on job market, active networking, interview training.

Our Services 4/6

Executives / Management level

- Work space available for all candidates at any time
- A number of specified (Hogan) personality tests, according to the candidates' needs
- Availability for urgent matters even outside the usual office hours. Consulting on a coaching level if required
- Comprehensive preparation for interviews or AC (with possibility of booking different consultants) up to an AC-simulation run
- Assistance support
- Very discreet use of our network (time consuming and thanks to our distinctive know-how and reputation)

Our Services 5/6

Career-Coaching

- Leadership Coaching on topics such as management style, delegation, positioning, transition to new assignments, employee motivation, team leadership and workplace scenarios
- Personal Coaching on business topics such as:
Work-life balance, crisis-management (e.g. conflicts between job and family), support for all sorts of transitions, etc.

Our employees are all nationally and/or internationally certified coaches, with experience in the coaching of executives and specialized personnel!

Our Services 6/6

We work explicitly on an individual basis and are known for the high quality of our consulting services.

We are qualified to carry out the following personality tests:

- MSCEIT (Mayer-Salovey- Caruso Test of EI)
- Bochum Inventory for occupation-related personality analysis (BIP)
- MBTI
- Performance motivation test (LMI)
- Wartek
- OPQ
- Hogan

All tests can be conducted either in German or English. The partner companies in Romandy can also offer them in French.

Our team



Consultant Baden and Zurich 1/9

Regula Mäder Steiner, Owner and Managing Director, Senior and Executive Consultant New Placement

- Many years of management experience; member of the managerial staff in the Human Resources sector of the largest Swiss life insurer; creation of the internal outplacement scheme
- Over 15 years professional experience in the HR field in a wide range of functions, including as personnel manager at a major Swiss bank
- Various advisory positions
- Coaching course at Graz office of Trigon, Certified Coach
- University of Applied Sciences of North West Switzerland, Olten, SNP personnel management
- University of Applied Sciences of North West Switzerland, Baden, Bachelor of Science



Expertise

- Consultancy on career changes
- Skills appraisal
- Coaching at all managerial levels
- Accompanying corporate reorganisation and staff reduction programs
- Assessor for managers
- Teaching duties at a university of applied sciences in the field of HR

Languages: German*, English, French

*mother tongue

Consultant Baden and Zurich 2/9

Karina Schildknecht, Deputy Managing Director, Senior and Executive Consultant New Placement

- Many years of experience in the private industrial sector as well as in the academic field and field of psychology, working in an international and interdisciplinary management environment. This includes projects for corporate development in education and in the private sector at the strategic and operational level in HR and contingent workforce management, in staff development and consulting, and as a university lecturer and seminar leader.
- KV Business School, Zurich, SVEB 1, Federal Trainer's Certificate
- IKP Institute for Body-Centred Psychotherapy, Zurich, psychological counselor
- Management certificate, NbW Network for Advanced Management Training, Zurich
- University of London, Courtauld Institute, Master of Arts in Art History
- University of London, London Institute, Bachelor of Arts in Art History, Chemistry and Physics

Expertise

- In-placement, new placement, outplacement coach
- Coaching and advising persons in the work process, accompanying personal transition processes
- Leadership/Management coach, Recruitment trainer, seminar and workshop leader

Languages: German*, English, French, Italian



Consultant Zurich 3/9

Sandra Marschall, Senior and Executive Consultant New Placement

- Many years of management experience and member of the managerial staff in the human resources and assessment sector at a major Swiss bank and an international insurance company. Various activities as a guest speaker and mentor.
- Coaching course at Graz office of Trigon, Certified Coach
- Business economist HF
- CTA-O transaction analyst

Expertise

- Conducting assessments
- Advising HR professionals
- Coaching specialists and managerial staff
- Team development in organisations
- Conducting training sessions in organisations
- Mentor for trainee coaches

Languages: German*, English, French, Italian



Consultant Basel 4/9

Silvana Nespola, Senior and Executive Consultant New Placement

- Work and organisational psychologist with 6 years professional experience in the field of career guidance, new placement and coaching.
- Senior consultant in staff and organisational development and leading seminars for staff and managers.

Expertise

- Diagnosing skills appraisals with testing methods
- Coaching at all function levels
- New placement/outplacement/in-placement
- Strategic team and organisation development
- Leading workshops and seminars

Languages: German*, Italian*, French, English



Consultant Basel and Zurich 5/9

Annie Wehinger-Bronchales: Senior Consultant New Placement

- 10 years professional experience as a career coach, accompanying further career development processes
- 14 years experience various branches in marketing and finance
- Management and consultancy experience
- HEB coaching for team and management personnel, HEB Professional School Basel
- Training in solution-oriented short-term consultancy and coaching at the ILP Professional School, Basel
- Master's degree in International Business Management, specialisation in marketing, Universidad de Barcelona / Bournemouth University
- Degree in business administration with specialisation in company management and risk management, Université Louis Pasteur, Strasbourg



Expertise

- Consultation on career change, skills appraisal, career reorientation, strategy development
- Working with clients to develop their individual potential and special qualities followed by implementation on the labour market
- Extensive knowledge of the labour market

Languages: French*, German, English and Spanish

Consultant Baden and Zurich 6/9

Karin Lippuner: Senior Consultant New Placement

- More than 18 years experience as a senior consultant with a strong track record in HR
- Further training in Human Resources Management (Swiss Federal HR Certificate/Apprentice training, certification for psychometric test procedures). Recruitment consultant for advice and placement as well as searches for professional and executive staff.
- Including 11 years branch personnel management and HR Business Partner at management level in a Swiss private bank with national and international work experience in the business areas of Private Banking, CFO & CRO, Marketing & Communication, Legal & Compliance; various language study courses and other periods spent abroad.
- Qualified MCA coach



Expertise

- Advice on career changes for persons at every level
- Accompanying companies in merger and integration projects
- Career coaching
- Workshop design and moderation
- HRSE examinations expert (Federal FA, HR specialists))

Consultant Zurich and Basel 7/9

Cordula Karkoschka: Senior Consultant New Placement

- Many years of professional experience in HR for a major German international industrial group as consultant on the management change process and moderator of workshops for executives and employees as career coach. Accompanying career development, situation reviews, new placement and outplacement
- Experience in management and consulting
- Methods of systemic transaction analysis for coaching, change, personnel work and management at the Professio Akademie
- Coaching Part 1 and 2 at the Professio Akademie Deutschland (transaction analysis advanced training based on DGTA, EATA & ITAA)
- European Business Management Diploma, Postgraduate Diploma of European Business, Leicester University
- **Expertise**
- Advice on career changes, new placement and outplacement, situation review, application training, coaching and consulting, workshop moderation



Languages: German*, English

Consultant St. Gallen 8/9

Dr. Sabine Juffinger: Senior and Executive Consultant New Placement

- Over 20 years of experience in middle and higher management and business management
- Teaching experience at several universities of applied sciences in Switzerland and Austria
- Doctor of philosophy
- “Master of Science” in organizational development and personnel management
- Since 2012 Trigon “Certified Coach” advice on career changes
- Coaching executive staff
- Employment and organisational development



Expertise

- Career transition consultation
- Coaching of managers
- Work and organisation development

Languages: German*, English

Partners



Quality management 1/2

- Successful handling of over 1000 mandates
- Placement rate

2009	100%
2010	89%
2011	91%
2012	89%
2013	93%
2014	92%
2015	93%
- The average placement rate of our candidates is five months. **This extraordinarily good figure is based on proactively using the network of Mäder & Partner AG**

Quality management 2/2

- Ongoing quality assurance using feedback and internal controlling tools.
- A structured feedback meeting every 6 weeks for our clients reporting on the process of every candidate (while maintaining data protection).
- Quarterly updates using anonymized statistics.
- Supporting the onboarding process of our candidates. Once the probation period is passed successfully, the consulting is completed.

References

- SenTec
- Swissgrid
- PSI (Paul Scherrer Institut)
- Empa
- BG Ingenieure
- Takeda
- ESBATec (Novartis)
- Elanco
- Credit Suisse
- Bank Julius Bär
- Bank Vontobel AG
- Baloise Bank SoBa
- Swiss Life
- Sanitas Versicherungen
- Helvetia Versicherungen
- Manor
- Swarovski
- Stadt Basel
- Stadt Baden
- Charles Vögele

For reasons of discretion we prefer not to publish the names of our clients on our homepage.

Market Orientation

The job-market in Switzerland is characterized by specific legal regulations. As experts in this area, we have decided to specialize in this particular field where we offer our services. The rate and speed of placement combined with our professional network have proven this to be a good decision.

„We provide the best service to our customers in order to enable them to find their professional and personal path towards a positive and promising future. “

Contact

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