

## A philosophy is only as good as the way it is put into practice

### Our range of services

We specialize in filling vacancies at the senior level – boards of directors, executive management and specialist functions. Our range of services also includes assessments, audits and coaching for managers. Our principal geographical focus are Switzerland and European countries.

### Entrepreneurship

We are aware that our company's long-term, sustainable development and financial independence is primarily dependent on delivering high quality client services. We are always working to develop new and innovative solutions, and to implement these for the benefit of our clients and candidates.

### How we see our role

We see ourselves as providing a service for our clients and candidates. They can expect expertise, conscientiousness, professionalism, commitment and honesty from us. We use a clear language in everything we do.

### Professionalism

We want to gain a thorough understanding not only of our clients, but also of their business, the kind of work they do and the environment in which they operate, and we want to get to know the key people. To do this we familiarize ourselves with every single aspect of the field in which the client operates. If a job profile lies outside our competence, skills or abilities, we will refuse the search.

### Efficiency

The forward-looking structure of our organization, systems and processes allows us to make constant improvements in efficiency. We are helped in this endeavor by continuously updated, state-of-the-art tools.

### Quality and clarity of our documents

We are transparent. All of the documents we produce for clients and candidates contain clear and meaningful information. Our candidate documentation is notable for its all-round evaluation of the person's personality, management skills and experience. It also includes a recommendation from the consultant.

### Our employees

We make sure that our employees are involved in all the important tasks and processes. Our well-educated, well-informed and committed staff is the bedrock of our shared success. By giving them latitude to make decisions and act, we encourage independence and personal accountability. We provide the right kind of environment and organize the appropriate training to make sure this aim is achieved. We go the extra mile to ensure that we fulfill the expectations of both clients and candidates at all times.

### Summary

Long-term business success for all parties involved is only possible if our clients and candidates are happy with our service. So, we are eager to receive regular feedback.