

Questions and Answers concerning innovative Human Resources Management

Shortage of Skilled Professionals and Managers, Demographic Changes, Social Media

- Within the context of my business objectives, what does my manpower structure look like in three to five years, medium to long term?
- In times of a shortage of skilled professionals and managers as well as demographic changes, how can I, nevertheless, find competent staff - at the right time?
- How can I retain these employees in my company?
- What role does social media play anyway? There is more to it than just reflecting on Xing and Facebook.
- What about other issues - such as introducing flexible work hours and work places – issues of increasing importance when recruiting and retaining staff members?
- And how does the new generation of young professionals actually 'tick' – the Generation Y?

Knowledge Management, General Equal Treatment Act, Car Policy, Talent & Performance Management and a lot more

- Will the staff member, as a highly competent subject matter expert, still be interested in a permanent 'one company employment relationship' in the future? Or is it time to slowly but surely re-assess the situation?
- What do enticing remuneration systems look like that factor in the elements of perpetual value change?
- Should the existing human resources tools be put to the test because the effects have diminished? The focus should be on other instruments.

These are questions that are – not only – currently at the heart of your considerations concerning personnel management. They have to be asked time and time again. And novel answers have to be provided. Constantly. Consistent human resources management is equivalent to risk management and helps you to secure the future of your company.

We would like to be your partner in this pursuit - as a consultant who analyzes; who designs optimization concepts that are tailored to your needs and that are, above all, pragmatic; and as an implementer who supports your company to harness the full driving power of your business – goal oriented and speedy.

Since 2001 FR Consulting AG has been providing the most advanced **HR expert know-how** and customized project management, covering the full human resources spectrum, at a premium level. Feel free to contact us.

The advantages of HR Interim Management

Interim management removes bottlenecks

Interim Management is usually the most effective solution for the short-term challenges in your company. Experienced, flexible experts and executives are at your disposal to manage HR tasks without having any career intention – but just being oriented to your results and projects.

Compared to management consulting, interim management is geared to executive functions. The interim manager will not only handle your day-to-day business, but at the same time develop and implement concepts for your company.

You may use interim management for a period of days, weeks or months, full or part-time so that your business will be able to respond flexibly and quickly to an HR bottleneck without permanently increasing your fixed costs.

The FR Consulting AG places interim managers primarily in the department of Human Resources – this is our area of expertise to cover all of your thematic niches.

→ Situations of bottlenecks

Classical vacancies in HR-Functions

To cover vacancies, supplement know-how or to support existing resources on short notice

Project Management

Development and implementation of systems & rules and standards on various topics (compensation, working hours, target agreement etc.), improve efficiency and effectiveness in HR processes, introduction of HR IT systems or supervision of the change management processes considering HR-related aspects

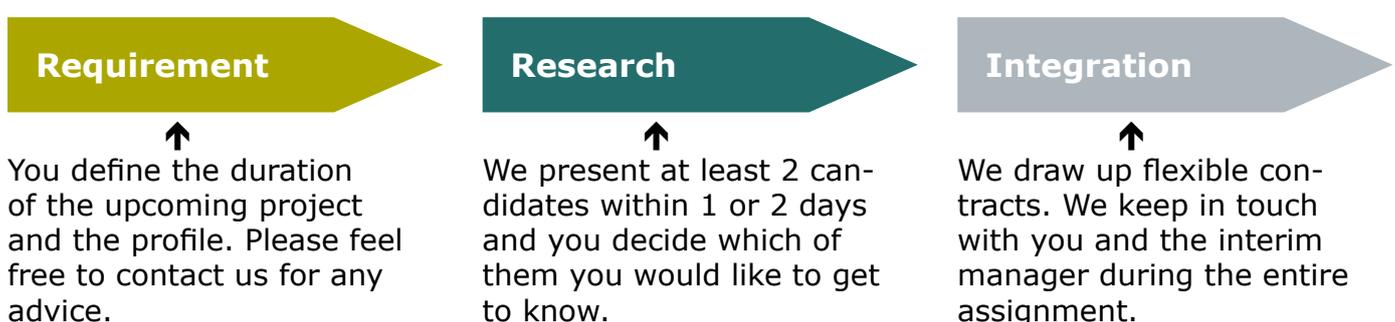
International Functions

Development of overseas branches, crisis management or the implementation of growth targets

Special Company Situations

Formation, reorientation, recapitalisation, turn-around, restructuring, going public, sale and integration of companies, crisis management or insolvency

How the FR Consulting AG proceeds



The critical success factors of the FR management pool

The **FR management pool** offers you a perfect solution for short-term, urgent or delicate HR issues:

→ through the individual assignment

- of experienced first and second tier HR managers with a wealth of experience in management functions
- of highly trained specialists who are able to successfully manage complex HR functions with line and project responsibility

→ through our many years of experience

- in all kinds of companies (family-owned, shareholder and capital markets oriented companies)
- with different corporate sizes (start-up, medium-sized businesses, large corporations)
- in nearly all sectors
- in a broad spectrum of international duties

We do not measure our success by the number of contracts, but by the quality and sustainability of realised projects.

For us, recommending the **best interim manager available** means:

The right focus

Benefit from our know-how to create the right requirements profile.

The right timing

An assignment is often possible within a few days – with a minimum amount of effort for you.

The right expertise

Interim managers are in the spotlight. Only highly trained and experienced professionals can stand up to this challenge.

The right transfer of know-how

As a result of their previous job and project experience, interim managers have a lot of expertise they are happy to share with their new team members.

The right level of objectivity

In addition to having the necessary sensitivity to your individual needs, interim managers need to focus on their mandate and their job to steer clear of the political and personal obstacles, which may be in a company. It can be taken for granted that discretion will be maintained at all times.

The right output

An interim manager must fulfil his or her functions at an optimum. Each successfully concluded task is important for his or her further success as an interim manager.

Personnel Recruitment with Sense & Sensibility

FR Consulting AG stands 100 % for services revolving around human resources management. And all of that for more than 10 years.

FR Consulting AG dedicates itself to its areas of core competence:

- HR Interim & Project Management
- Filling vacant positions in Human Resources Management (via our specialized company **FR Recruitment GmbH**, see www.fr-recruitment.de) and other selected areas: Renewable Energy, Facility Management and Finance/Controlling.

Small but excellent

Our team at FR Consulting AG is small, but each member is a highly specialized professional and manager. Prior to their consultancy services, all of them had at least 10 years of operative experience in a wide variety of HR functions and sectors. Human resources management is an internal service to the company and therefore is an added value – a notion shared by us all. Following this principle, they all worked in companies proactively providing support and expertise to their individual departments – FR Consulting AG is committed to live up to this high quality standard by providing the best solutions possible.

FR Consulting AG seeks additional competent support from consultants who are bound by ties of partnership whenever issues are raised in which they offer better expertise and a unique depth of experience.

The Core Competence - Human Resources

When it comes to recruiting personnel for medium-sized companies and large enterprises – in a national and international context – looking for skilled professionals as well as managers - FR Consulting AG gets the job done and frequently provides assistance in enhancing job profiles and optimizing internal company workforce structure. FR Consulting AG is known for providing customized solutions for very specific vacancies and positions – by strongly focusing on human resources and the following sectors: renewable energy, facility management and finance/controlling.

FR Consulting AG has established a stable ‚platform‘ to fulfil requests for personnel recruitment at the highest level:

Pool of Candidates
specialized & up-to-date

Direct Contact
sensitive & respectful

Advertisement-Supported Search
in the central media, depending on the position

FR Consulting AG - Network
widespread contacts within the HR community

The sum is greater than its parts

Clients and candidates - FR Consulting AG works equally for both in an advisory capacity. Only if there is close contact to both parties and this alliance is taken seriously, will a perfect fit be found - with all its subtleties - between a job profile and a candidate's profile.

Long-standing relations are important to FR Consulting AG. They present the opportunity of providing sustained high-quality service.

Changes within the target company are continuously conveyed through personal contact and sincere intentions. Therefore, FR Consulting AG not only builds on trustful communication and consultation but also on open-minded and frank discussions. Consultation on personnel recruitment also means introducing innovative ideas and alternative solutions, critically reviewing new avenues and taking operational action.

Keeping a close 'ear' on the company and its HR management plays a decisive role in determining the right approach to discern which prospective candidate - in addition to the professional profile - is best suited for the respective company

Winning the hearts and minds of people

FR Consulting AG is not only the HR consultant representing its clients. It is also directly at the service of skilled professionals and managers in the human resources area or in the following sectors: renewable energy, facility management or finance/controlling.

We are talking about career management with 'a heart and mind' for professional re-orientation or career moves for the skilled professional and manager. Key questions are asked and answered together. Because FR Consulting AG understands the personal situation of its candidates and is competent in translating the status quo into new horizons and prospects.

FR Consulting AG is interested in people and in supporting their professional environment and career advancement. It also has a high appreciation for individuals with their professional and personal competencies - this combined with a positive curiosity results in a keen sense for successfully filling vacant positions.

Your HR experts at FR Consulting AG



Frithjof Reitter

is founder and Executive Director of FR Consulting AG. As a Global HR Director, he has been actively engaged in a wide variety of HR interim management functions and projects since 2001 – and that in an international context. His special focus is HR management up to corporate group level, in addition to assuming HR responsibility for mergers & acquisitions, from due diligence to post merger.

Frithjof Reitter makes FR Consulting AG unique in that human resources issues are resolved hands-on and at a state-of-the-art level. Small topics are just as important as sophisticated and complex HR instruments. So far he has primarily been active in the following sectors: banking & insurance, commodities & renewable energies, IT & telecommunications, facility management, logistics, pharmaceuticals and production & commerce. He has worked on international projects in the US, the Netherlands, the UK, Sweden, Switzerland, China and Japan.

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Henning Patzke

is a generalist-type HR Manager with over 25 years international HR management expertise, 22 years of which he spent in a world-class energy company. He worked in Germany, Scotland and The Netherlands and has provided HR advice to staff and managers in more than 80 countries. He gained in-depth HR experience as HR Business Partner, in Talent and Learning Management positions, in external recruitment and internal resourcing at local, regional, and global levels. Furthermore, he acquired specific expertise as HR Manager for Mergers, Acquisitions and Divestments in major portfolio deals, including pension valuation, carve-out and post merger integration and has joined the FR Consulting AG team as Executive Director in 2012. He is looking forward to providing high-quality HR service to our customers and clients.

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