



Personnel Consulting & Executive Search



Personnel and Management Consulting

- **Specializing in Freight Forwarding, Shipping, Transportation & Logistics**
- **Established in 2000**

All active partners are multi-lingual and have many years of experience as top executives in the above mentioned industry sectors
- **Core Competencies**
 - Recruitment of executives and specialists
 - Management and strategic consulting
 - Organizing mergers and acquisitions
- **adi own network in Africa, Asia/ Pacific Region, Europe, North America, South America**
- **Our global network is represented in 27 countries, serving 100 countries with over € 9 Mio. turnover**



Supplemental Information

27 Countries - 50 Offices – 60 Partners

Austria
 Australia
 Brazil
 Canada
 Chile
 Colombia
 Czech Republic
 Finland
 France
 Germany
 Holland
 Hong Kong
 India
 Italy



Japan
 Korea
 New Zealand
 Russia
 South Africa
 Spain
 Sweden
 Switzerland
 Thailand
 Turkey
 UAE
 United Kingdom
 USA

Now serving 100 countries – we'll cover your requirements!



Supplemental Information



Facts and Figures 2009/2010

27 Countries – 50 Offices

Group Turnover € 9,6 Mill.

No. of Mandates 1.850



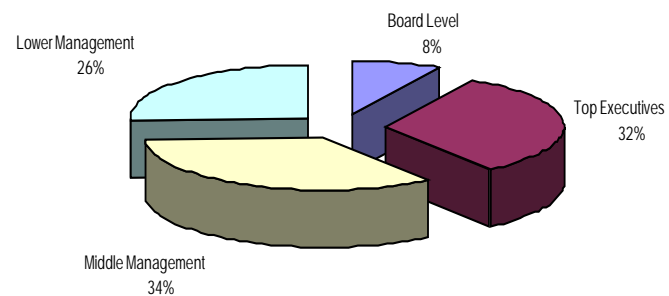
Our Transactions By Region





...we care about your success!

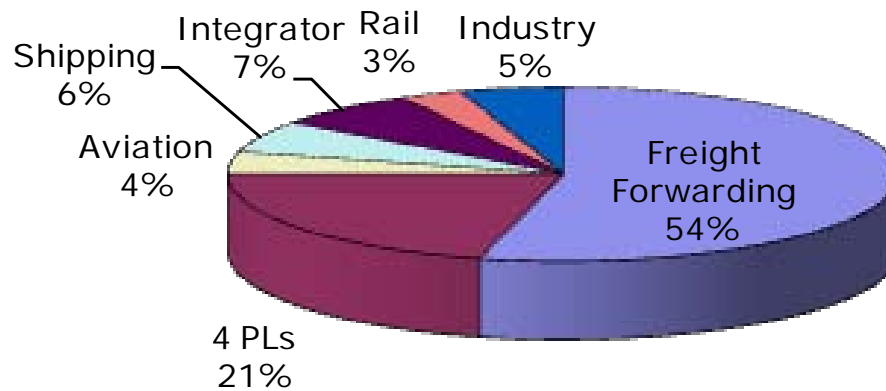
Our Personnel Placements





...we care about your success!

Our Customer Base





Mission

TO BE THE PREMIUM PROVIDER OF

**Management Consulting
Personnel Placements
M&A Assignments**

to our Freight Forwarding and Logistics Customers through the utilization of our global network of highly experienced, resourceful Partners and Associates

Our unique and personal focus allows us to provide maximum benefit to

EACH CLIENT, EVERY TIME



Services



Personnel Consulting

Sourcing and pre-selecting of Executives and Specialists, Personnel development, career planning, and training



Interim Management

Temporary management assignments around the globe



Strategy, Project, and Management Consulting

Ensuring our customers' competitive edge



Acquisitions, Mergers, Joint Ventures, Alliances

We support our customers' efforts as their partner



Recruitment and Selection

➤ **Placement – database searches**

Mining our proprietary database offers a fast and efficient way of filling lower management and staff positions with qualified individuals

➤ **Search through Advertisement**

Placing ads in carefully selected industry publications may be useful when searching for candidates for lower to middle management positions

➤ **Executive Search and Placement**

Recruiting the “right” senior executives and specialists into top level positions has a direct impact on the company’s performance, hence those assignments require direct, personal, and discreet contact with potential candidates



Recruitment Products

adi - Executive

MDs
 Board
 Members
High Level
 Regional Functions

adi - Recruitment

Upper Level
 Country Managers
 Sales, Operations, other Managers

Mid - Management Level
 Branch Managers, Product Managers

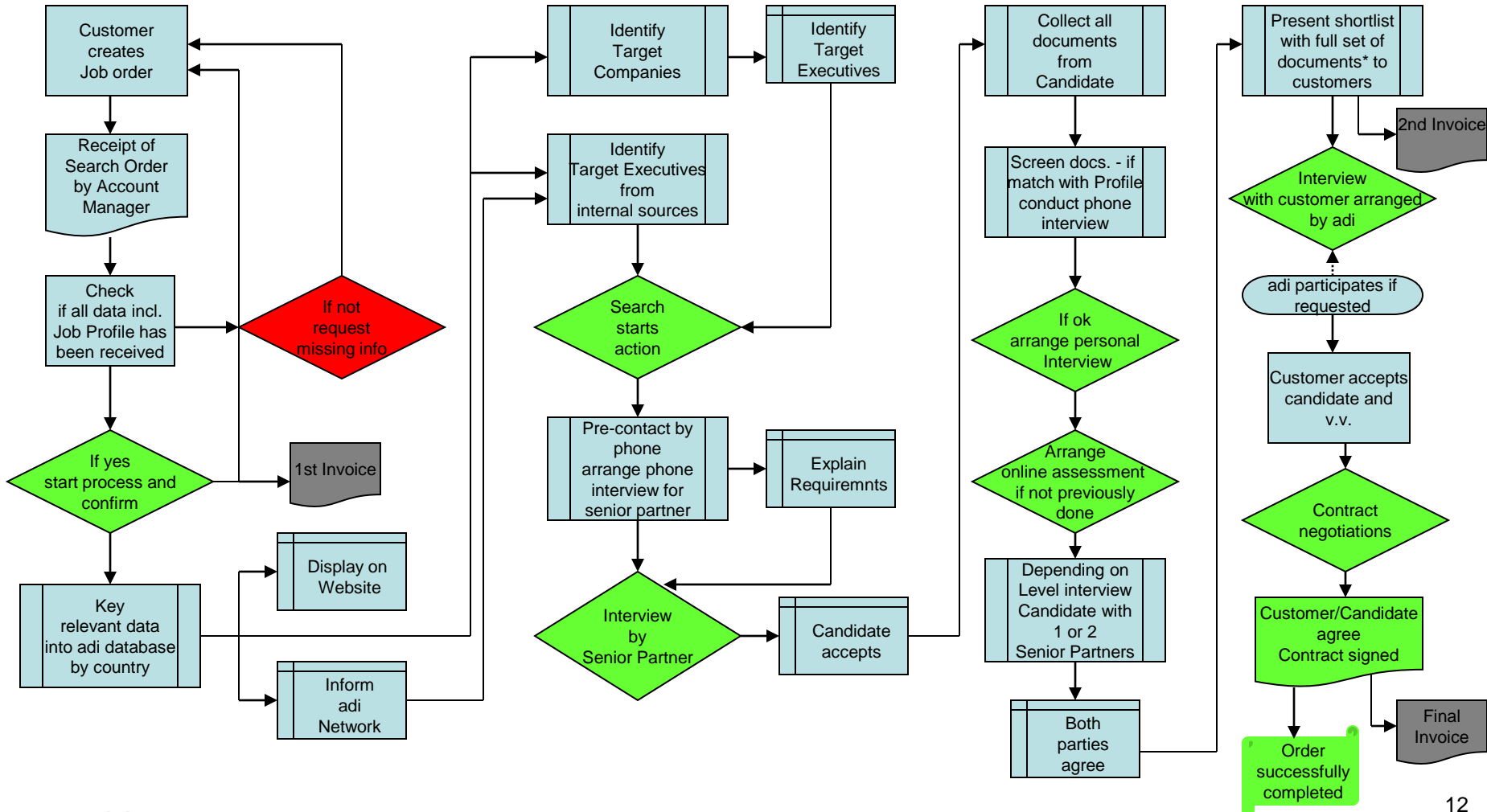
Lower Level
 Clerks, Department Managers, Group Managers

adi - Support

Application and Employment Management



Search (Recruitment) Retained Basis





Search (Recruitment) Retained Basis

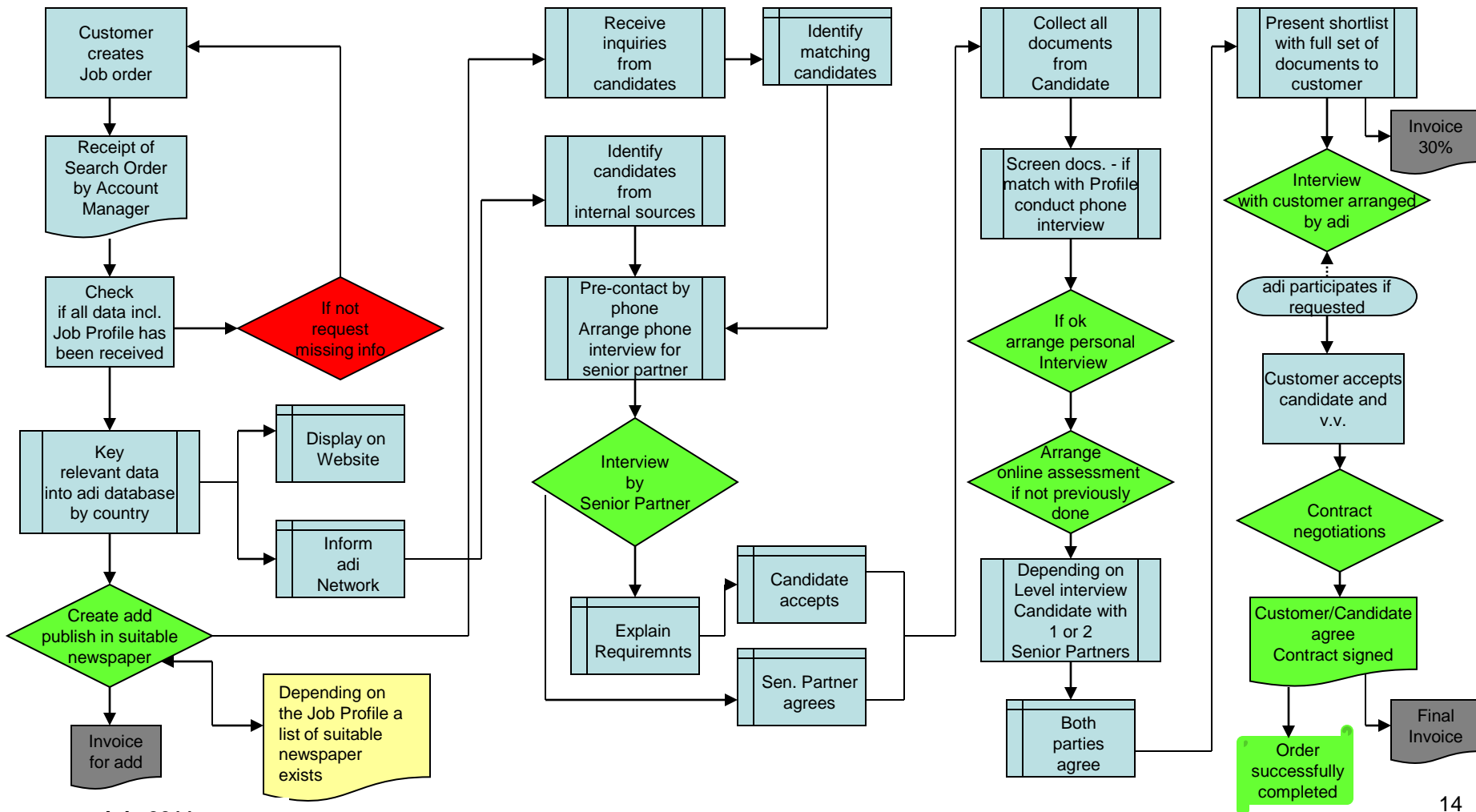
* Explanation - Full Set of Documents

As part of all searches on a retained basis we deliver a complete Executive Profile (depending on candidate up to 25 pages) containing the following:

- **Short bio** candidate incl. picture
- **Candidate evaluation** issued by adi Senior Partner
- **Assessment result** in short version
- **CV** of candidate
- **Full set of documents** from candidate

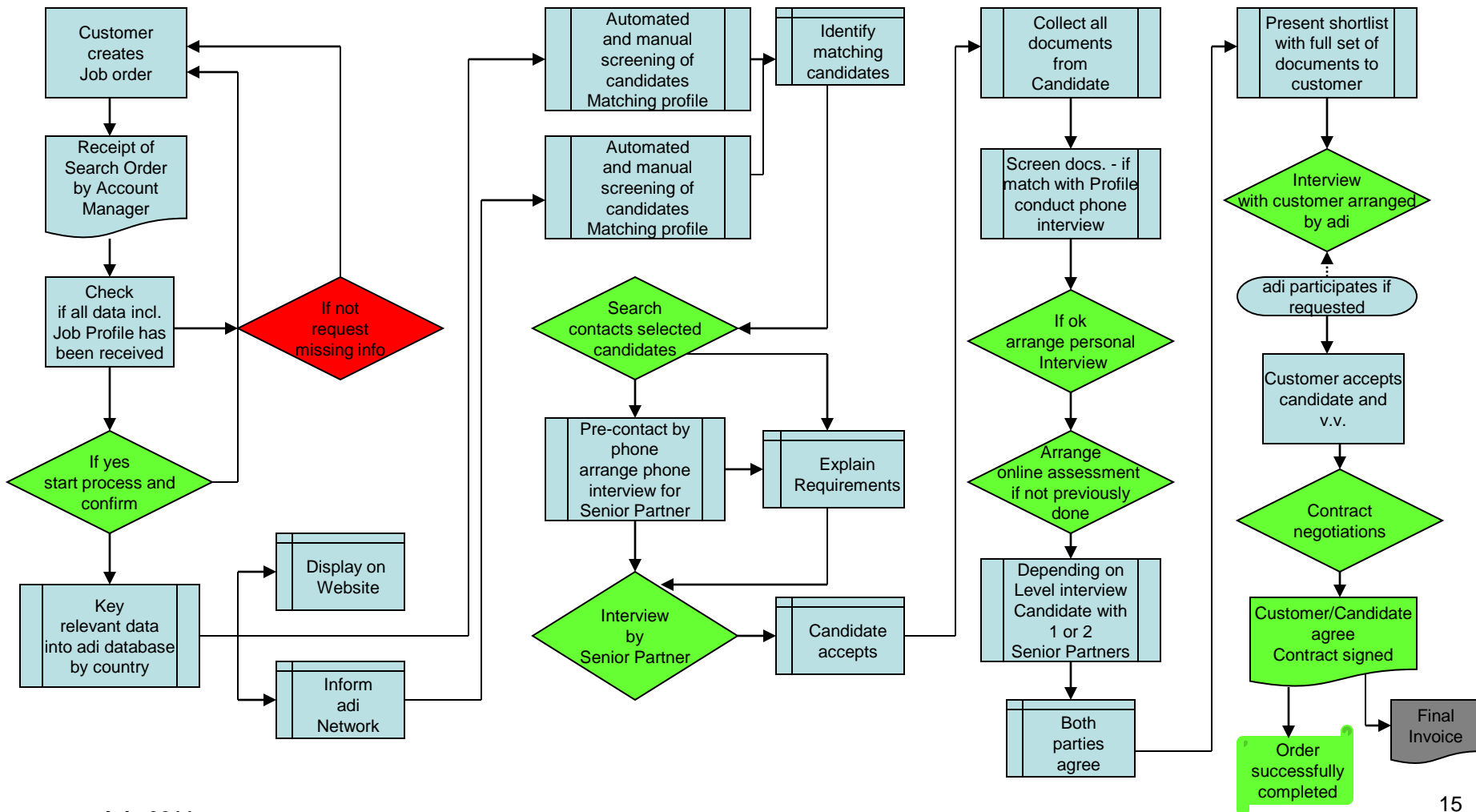


Managed Advertising and Selection





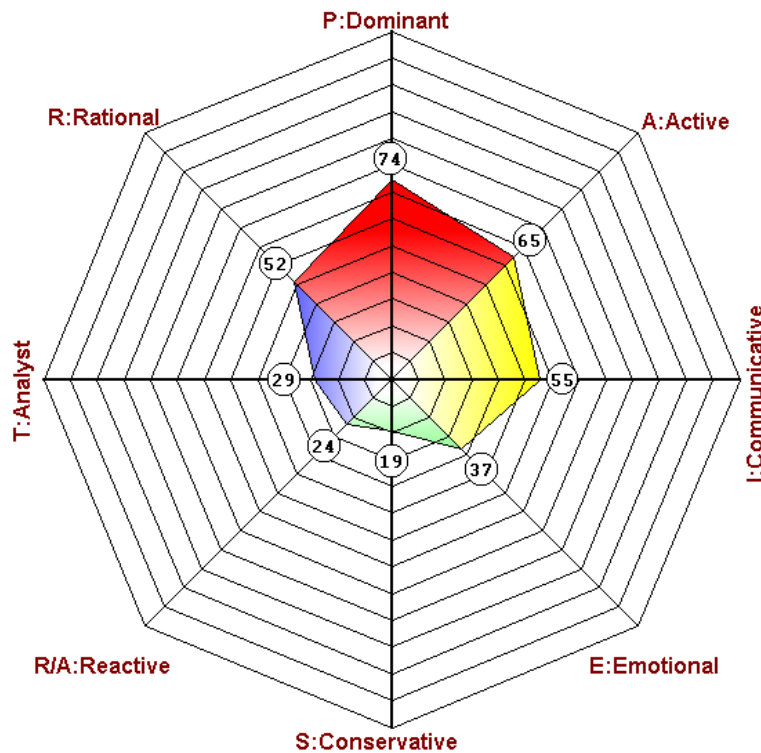
Database/ Contingency





PersProfile – our online Personality Profile Assessment Tool

Sample Evaluation



Type: P – I – T – S

P : DOMINANT

Marked tendency. Firm in making decisions, seeks freedom of action, responsible, gets things done, determined, active and practical, decisive, curt and at times stubborn in his position.

MOTIVATION: Energy, results.

I: COMMUNICATIVE

Marked tendency. Good-humored, persuasive, active and good-natured, dynamic, heeds advice, fond of novelty, likes to be acknowledged, optimistic and confident.

MOTIVATION: A good atmosphere.

T: ANALYST

Moderately analytical.

Works quickly and effectively, quest for efficiency involves a certain degree of disorder, pragmatic, realistic, adopts a rational approach while also taking the human angle into consideration.

S: CONSERVATIVE

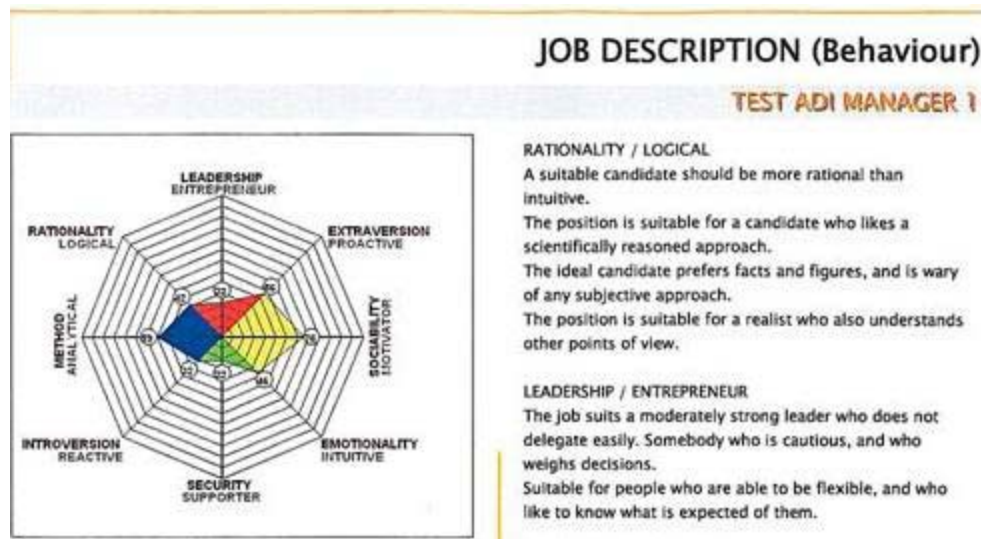
Hardly conservative. Likes novelty and taking risks, active and animated, rises to a challenge, strives to be independent and self-sufficient.



JobProfiler – our online Reference Profile Creating Tool

The purpose of this tool is to specify the ideal behavioral profile of the candidate best suited to the open position you are looking to fill.

Comparing the results from the candidate assessments, will make it most efficient for you to find a candidate whose profile most closely matches your requirements.





Personnel Development

◆ **Coaching**

Methods, strategies, and solutions are main topics during interactive coaching sessions

◆ **Outplacement Consulting**

We offer advise and support to the affected individuals in the assessment of their situation and their search for a new position, location, etc.

◆ **Training**

Our customized sales training seminars will help improve customer relationships

◆ **Assessment**

The assessment tool used by us helps to develop employees at all levels and offers the hiring manager additional insights when choosing new employees



Our Competencies

- **Manageable, well structured, flexible, and powerful global organization**
- **Top notch industry competency with detailed knowledge about the various markets and their specific requirements**
- **Unique personal connections and network throughout the world of logistics**
- **Proven track record in the field of personnel consulting**
- **Personally identifying with our clients' issues and challenges**

“YOUR PROBLEM IS OUR PROBLEM”



Client Benefits

- **Highly efficient and sound business relations**
- **Optimum Cost/ Benefit Ratio**
- **Pragmatic, realistic, and practical solutions**
- **High rate of success with quick result**
- **Implementation support**
- **Flexible and competent expansion of HR capacities at mostly variable cost**
- **More than just personnel placements**



...we care about your success!

Some of our satisfied global Customers

LOGWIN

DB SCHENKER

UTi

swissport cargo services

DACHSER
Intelligente Logistik

CLASQUIN
OVERSEAS FORWARDING AND LOGISTICS

RHENUS LOGISTICS

KLM

GEODIS
wilson

HAMBURG SÜD

ATG
AUTOTRANSPORT
LOGISTIC G.M.B.H.

BBC Chartering

GONDRAND
GLOBAL TRANSPORTS & LOGISTICS

DSV

OOCL Logistics

SENATOR INTERNATIONAL

TRAXON EUROPE
Global Cargo Communication

TNT

ANKER
LESCHACO
GROUP

hellmann
Worldwide Logistics

TOLL
GLOBAL FORWARDING

Lufthansa Cargo
The business to business class.

Agility
A New Logistics Leader

PANALPINA

UPS

KUEHNE+NAGEL

WORLD COURIER
A SERVICE NO ONE ELSE CAN DELIVER

KWE
kintetsu world express

DHL

BEUGA GROUP

HEGO



Principle Partners and Management Team

Helmut Berchtold



**22 Years
Industry Experience**

**Last Position: CIO Schenker
USA**

Klaus D. Geissler



**32 Years
Industry Experience**

**Last Position: EVP Air Freight
Schenker HQ**

Jochen Smoktun



**34 Years
Industry Experience**

















**Last Position: SVP Air Freight
Schenker Germany**

Detlef Kükenshöner




















**20 Years
Industry Experience**

**Last Position: COO
LOGWIN Road+Rail HQ**

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