



On the path to
success with the
industry experts

BGH-Consulting

Personnel Consulting
Business Consulting and
Interim Management



About us

We have been advising and supporting German and European companies on personnel management and strategic focus since 1999. Our clients trust the experience and industry expertise of our consultants.

Personnel consulting

Choosing the right staff is at the core of every successful organisation!

To create long-term success for companies, we have taken our remit a little further than filling vacant positions with the right specialists or managers. We work out a strategic basis and support you in the development of your workforce and your organisation. This covers all areas of personnel management, precisely tailored to your company, your staff and your objectives.

Corporate consulting

Clearly defined objectives, a sound knowledge of

the market and the industry and efficient processes are an integral part of the growth and success of any company. Our experience and industry expertise have grown with our client base over the decades, allowing us to design sustainable, strategic solutions for you. Our approach incorporates market studies, analyses of the competitors, workshops and a close scrutiny of your location, company and processes.

Interim management

When there are major changes in the company or even a temporary vacancy there is often a lack of personnel capacity, a particular skill or even reliable external support. In association with our affiliated company IES Starnberg, we can put you in touch with a suitable Interim Manager who can provide all the knowledge and skills that you need in your company at this time.



Industries in which we are experts are (in alphabetical order):

- Apparatus engineering and machinery
- Electronics and electrical engineering
- Nonwovens and technical textiles
- Packaging: Folding boxes, corrugated board, displays, labels, flexible packaging, glass, plastic and metal
- Paper and board production
- Paper finishing, processing and trading
- Plastics manufacturing and processing
- Print media and inks
- Process chemistry
- Pulp and Fiber
- Starch

The BGH-Consulting Team



The BGH-Consulting team for talent acquisition and back-office: The foundation for our success!

Viola Weinberg
Tanja Zeuss
Ulrike Pütsch
Katja Kaster

Sebastian Böhme
Beatrix Schubert
Anna-Maria Hübner
Elke Kormann-Tix



“The team at BGH knows my motto and our clients benefit from it: You have to keep digging to find the gold.”
- Harald Heine



“My motto ‚Good teamwork makes dream work‘ has regularly motivated and inspired my teams and me to perform to the highest standards of excellence.”
- Joachim Frantzen

Consulting Principles

■ Our behaviour is always entrepreneurial

Our behaviour is responsible, stamped in every respect by our entrepreneurial attitude and always in the interests of the client, whom we are pleased to support.

■ Our focus is long-term

We identify with the aspirations and challenges of our clients, and our aim is to achieve a collaboration that is long-term, personal and thus efficient.

■ We take responsibility for our work

We know what we're doing – because of our clearly defined processes and the self-assurance of our consultants, we can take the burden off our clients in the projects assigned to us.

■ Our specialist knowledge

We operate in specialist fields in which we are completely at home. We therefore understand our clients' requirements perfectly and our results meet their needs precisely.

■ Written agreements

Everything that we do for our clients is agreed in writing beforehand. We stick to these agreements, so that we can guarantee clarity, transparency and absolute reliability, and are in constant contact with our clients.

■ Our services are measurable

We work on the basis of fixed fees. This means that what we do is results oriented and can be easily measured by our clients.

■ We work in the interests of our clients

Basically, everything that we do for our clients is governed by the principle of responsibility for safeguarding their interests, both internally and externally.

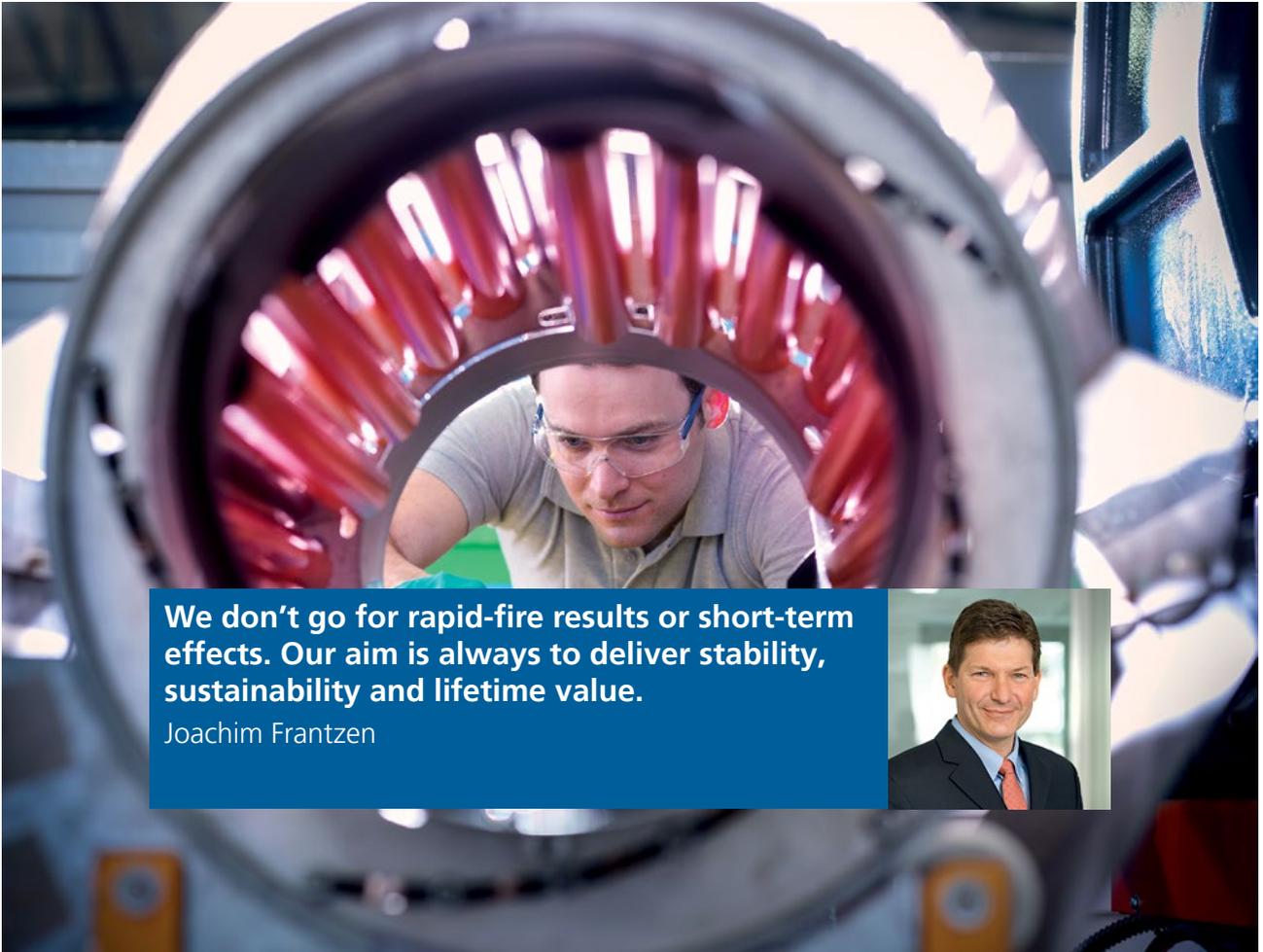
■ Discretion goes without saying

All the information that we obtain within the project work is treated as absolutely confidential, of course. We can guarantee this and are happy to document this undertaking in a written confidentiality agreement if required.





Trust is the basis of everything we do. We work with personal commitment, responsible and competent from experience. We always keep your corporate objectives in sight.
Harald Heine



We don't go for rapid-fire results or short-term effects. Our aim is always to deliver stability, sustainability and lifetime value.
Joachim Frantzen



Personnel Consulting

The success of your company stands and falls by your employees, their personalities, their motivation and their know-how. Technology and equipment, on the other hand, are easily replaced and can rapidly become out of date.

You can tell a good employer by his staff

In times like these, when qualified employees are becoming harder to find, it is important to be well positioned as an employer and to develop a clear market strategy.

We support you in the search for staff by approaching suitable candidates in the market directly.

■ Direct search / executive search

We will make it easier for you to connect with high potential individuals, top management and experts in the relevant industries. With our direct search, we can open up a much larger recruitment market for you to tap into.

■ HR strategy and personnel development

We will help you and your employees manage and fulfil each other's expectations. In addition, we advise you on how to leverage employee skills, likes and competencies in a way that provides the greatest benefit to your business.

■ New placement

Together with our candidates, we work out individual strategies for their transition to new employment.

■ Personality test

The personality test helps to ensure applicants' attitudinal and culture fit with your company and the specific department or team they'll be joining.

Targeted, long-term personnel development will help your internal appointments system to take off. Our coach accompanies and supports your staff when they change jobs.

„Performance Management“ and targeted organisational development allow us to improve the performance and efficiency of your workforce.

We also support you when you need to let staff go in special situations to make sure that the process is amicable on both sides.

■ Individual coaching

We support managers to discover their own skills, likes and competencies and to use them to increase their motivation. We also identify potential opportunities for their further development.

■ Performance Management

Our diagnostic tools for the selection and development of staff help identify and develop high-potential staff, enabling your company to realize greater marketplace success.

■ Organizational development

We optimize working time and remuneration systems with a focus on flexibility and success to benefit your company and increase employee engagement and motivation.

■ Work 4.0

The digital changes that are taking place on a global scale bring us not only opportunities, but also risks. For example, disruptive innovations replace continuous improvement. At the same time, societal demands and values are changing. We face the challenges of atypical employment relationships as well as the shortage of skilled workers due to demographic change.

Personnel Consulting - Direct Search / Professional & Executive Search

Because of our many years of industrial experience, we know the high potentials, managers and specialists in our industries. In this way, we can expand the pool of candidates for our clients.

High potentials don't search – they want to be found.

Motivating people to consider a new position when they are actually not actively looking for jobs can only succeed via a well established network or through personal contacts.

Whether it is in general management, sales, technical, production, engineering, general functions, R&D, purchasing, logistics – our specialist expertise allows us to identify the relevant high potentials, managers and specialists quickly and to reach them directly. Our consultants understand your requirements and challenges perfectly and are ideally placed to assess which candidates are most suitable.

We don't work with CVs – we work with personalities.

Our close links with the relevant industries shortens the analysis phase and allows us to identify the most suitable candidates more quickly. Our own search team discreetly approaches the people that we feel would be right for the vacancy in question.

We carry out in-depth interviews and, if you wish, compare the candidates' personalities with the requirements profile using a comprehensive personality test.

Ultimately, we select the best candidates to offer you and support you in your choice.

In this way, we do what you have asked of us, quickly and successfully, from defining the target group to signing the employment contract.



The advantages of our personnel consulting at a glance

■ The result is right –

We don't just fill vacancies, we find the candidate that best suits you and the particular circumstances.

■ You can feel secure –

We are familiar with your industry and we know precisely what staff you need. We thus minimise the risk of taking on the wrong person.

■ You save time –

Our industry knowledge helps us to identify the right candidate for you more quickly and to speed up the appointment process.

■ From A to Z –

We make the whole process easier for you, from defining the target group to signing the employment contract.

■ We add value for you –

We know and understand the processes within your company and therefore find not only the ideal personality, but also the best possible specialist or manager.

■ We offer a guarantee –

If the new employee gives in his or her notice during the trial period, it is up to us to find a replacement at no cost to you.

■ We safeguard your future –

We select candidates for you who have development potential, because we want you to benefit from your decision in the long term.

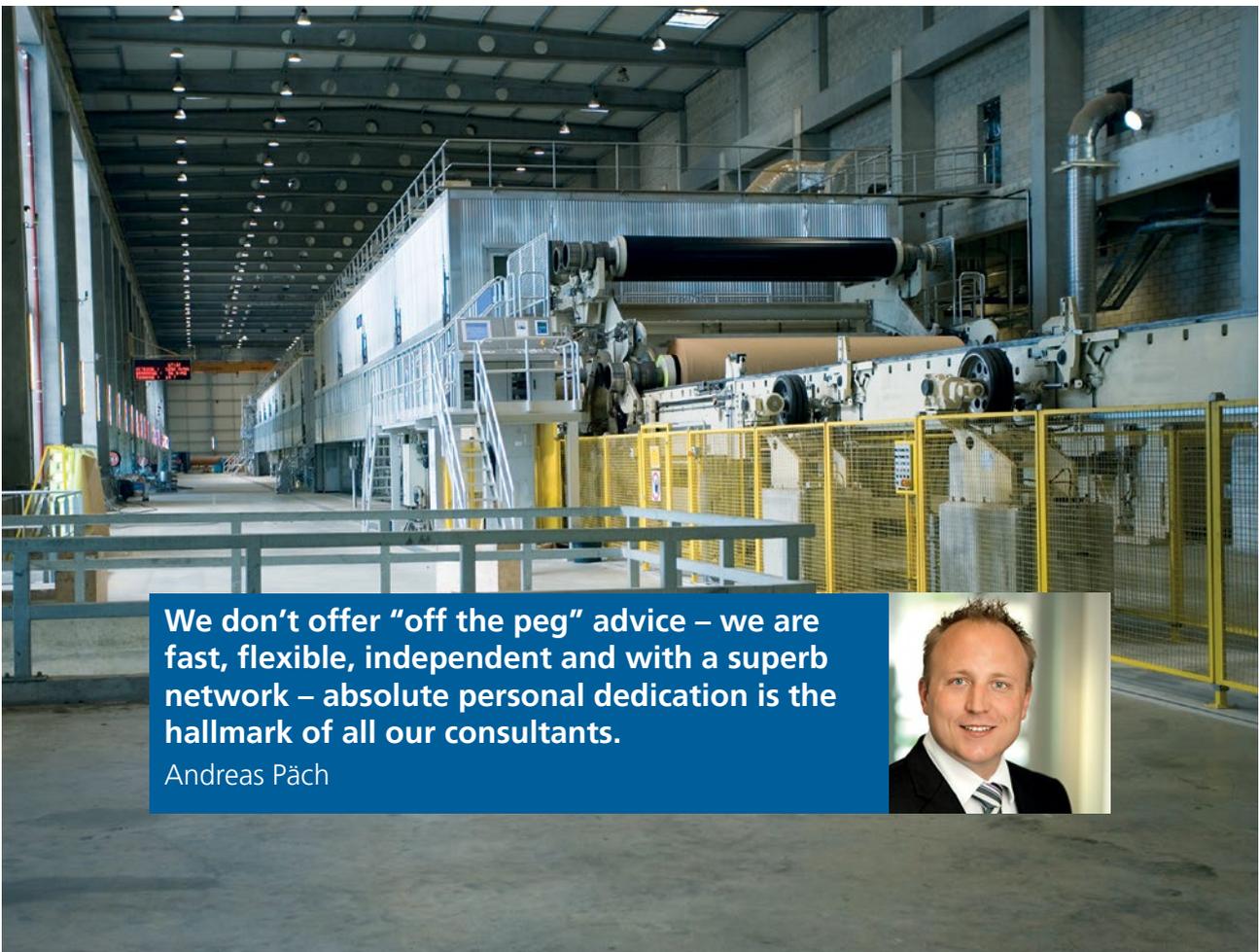
■ Long-term sustainability –

We work towards a long-term cooperation with you as a client, because the trust and familiarity with the company that grows from successfully completed projects is valuable and productive.





Entrepreneurs are not looking for advisors; they are seeking people who have had comparable experiences and who can support them with real business expertise. People like us.
Dr. Hans-Georg Rottenegger



We don't offer "off the peg" advice – we are fast, flexible, independent and with a superb network – absolute personal dedication is the hallmark of all our consultants.
Andreas Päch



Business Consulting

When the structures or overall conditions in a company or individual corporate divisions change or are actively to be changed, it is helpful to bring in neutral, competent support. An outsider's view can often throw new light on a situation.

The view of an experienced external consultant can expand the inner horizon

Companies are not static – they are constantly

■ Corporate strategy

As a partner for entrepreneurs and investors, we develop business plans and accompany their realisation from market analysis to – if necessary – due diligence in M&A processes. With the critical eye of a market expert, we analyse the market environment and work together with you to develop your corporate strategies.

■ Site analysis

Our analysis of business and technical processes creates a solid foundation for defining business ambitions and relevant benchmarks as well as for due diligence processes.

■ Product and portfolio expansion

We can help you identify and analyse the market potential to expand your current portfolio of products or to complement the distribution channels.

developing, and with this process, the employees and their functions change too.

Depending on whether your company is currently expanding, consolidating or preparing to adapt structurally to new situations, new challenges will arise.

With our expertise and industry knowledge, we can examine the general factors impacting your company and walk with you along the development path that you have chosen.

■ Competitive analysis

With our experience and industry knowledge we analyse your key competitors in order to enhance unique selling propositions.

■ Process analysis

Within our process analysis, we carry out comprehensive value stream mapping in your company and highlight where there is potential for improving your productivity and effectivity by introducing lean manufacturing processes e.g. CIP, 5S, TPM or others.

■ Resource Management

Under consideration of the entire value chain, we support companies in their strategic development and strategic execution of innovative and sustainable provision and recycling concepts.

THE ADVANTAGES WE OFFER YOU:

We have the industry expertise that you can rely on.

With the industry expertise that we have acquired over decades, we provide you with truly sustainable solutions more quickly and efficiently.

With many other management consultancies, the support ends after the analysis and you are given no further advice or assistance during the implementation phase.

We take the next steps together with you!

Our consultants are personally committed to achieving lasting success for you – which is why our clients have been trusting us for so many years.



Moving in specialist fields where we really feel at home means that we understand our clients' processes and solve their problems effectively. This is where our expertise lies.

Christoph Lessig



IES accomplishes solutions in critical situations! Our experienced interim managers create added value for our clients in defined projects: targets, costs, time.

Dr. Lars Peters



Interim Management: Just-in-time professionals

Since 2011 – in cooperation with IES Interim Expert Solutions – we have supported highly qualified and experienced experts, managers and leaders to clients in need of assistance for a limited period of time.

Interim Management: With full force toward new successes!

Our focus here lies in the industries of paper, packaging and plastics. All our interim professionals have many years of experience – from within and outside these industries. This enables us to supply competent interim professionals for companies in many different industries.

Interim Management is the ideal solution for many needs:

- Big changes in a short period of time
- Development of a new business area
- Quick handling of a specific time-based project
- Bridging over staff shortages
- Rationalization
- Crisis management
- Recruiting
- Company sale or purchase

Our experience in serving core industries in small- and medium-sized companies as well as in multi-nationals enables us to provide experienced interim professionals quickly and with the flexibility you need – with low administrative effort and with clear cost structures.

The experience level of our interim professionals reduces the time and effort required to induct them into your organization, and means they'll be productive and adding value faster – for as long as you need them.

And here's another advantage: your company need not worry about their social security, pension or other costs of permanent employment.

We provide Interim Manager for the division:

- Production
- SCM
- Logistics
- Purchasing
- Controlling and finance
- ...

If you have further demands, please just talk to us.

We have the suitable interim manager for you.

Find out more at:

www.ies-starnberg.de/en



Our Consultants



Harald Heine

Degrees in business administration (studies in Germany and USA)

20 years of management experience in sales and marketing in the plastics and coating industries as well as in the paper and film processing industries

Former board member sales and marketing at ZANDERS Feinpapiere AG

Former board member (h.c.) of the German Paper Industry Association (vdp) (1997 – 2001)

Founder and managing partner of BGH-Consulting

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Joachim Frantzen

Degree in precision engineering

26 years of management experience in plastics processing and injection moulding, printing technology, process engineering (LEAN), electrical engineering, mechanical and plant engineering, and automotive industries

Former technical managing director, SVP industrial engineering, vice president of operations, plant manager and director project and supply chain management in international companies

Managing partner at BGH-Consulting

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Dr. Hans-Georg Rottenegger

Degree and PhD in economic and social sciences

Experience in paper manufacturing and automotive supply industries, non-profit organizations, sanitation, heating and air conditioning

Former unit manager, vice president, European management team member, and managing director of an international research foundation

Senior consultant and partner at BGH-Consulting

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Andreas Päch

Papermaker and degree in paper technology

More than 20 years of experience in a wide range of functions in the paper industry

R&D engineer, department and production manager in the production of printing, writing and specialty paper industries

European-wide responsibility in the area of applications, sales and marketing for paper machine clothing and functional roll covers

Senior consultant and partner at BGH-Consulting

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Christoph Lessig

Degree in process engineering, paper and plastics processing, and printing technology

Over 30 years experience in the printing technology, electrical engineering, chemical industry, paper and pulp industry as well as bio and environment technology

Sales and marketing manager, including technical and technological customer service for international chemical companies with the headquarter in Europe

Senior consultant and partner at BGH-Consulting

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Karin Münzenmaier

Qualified as Business coach (IHK), non-medical practitioner psychology, Master Insights MDI® and as an accredited ASSES® consultant

HR consultant since 2000

Co-operation partner at BGH-Consulting for the areas of potential analysis, personality development, coaching, training, newplacement

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Dr. Lars Peters

Degree in material sciences, PhD in plastics engineering

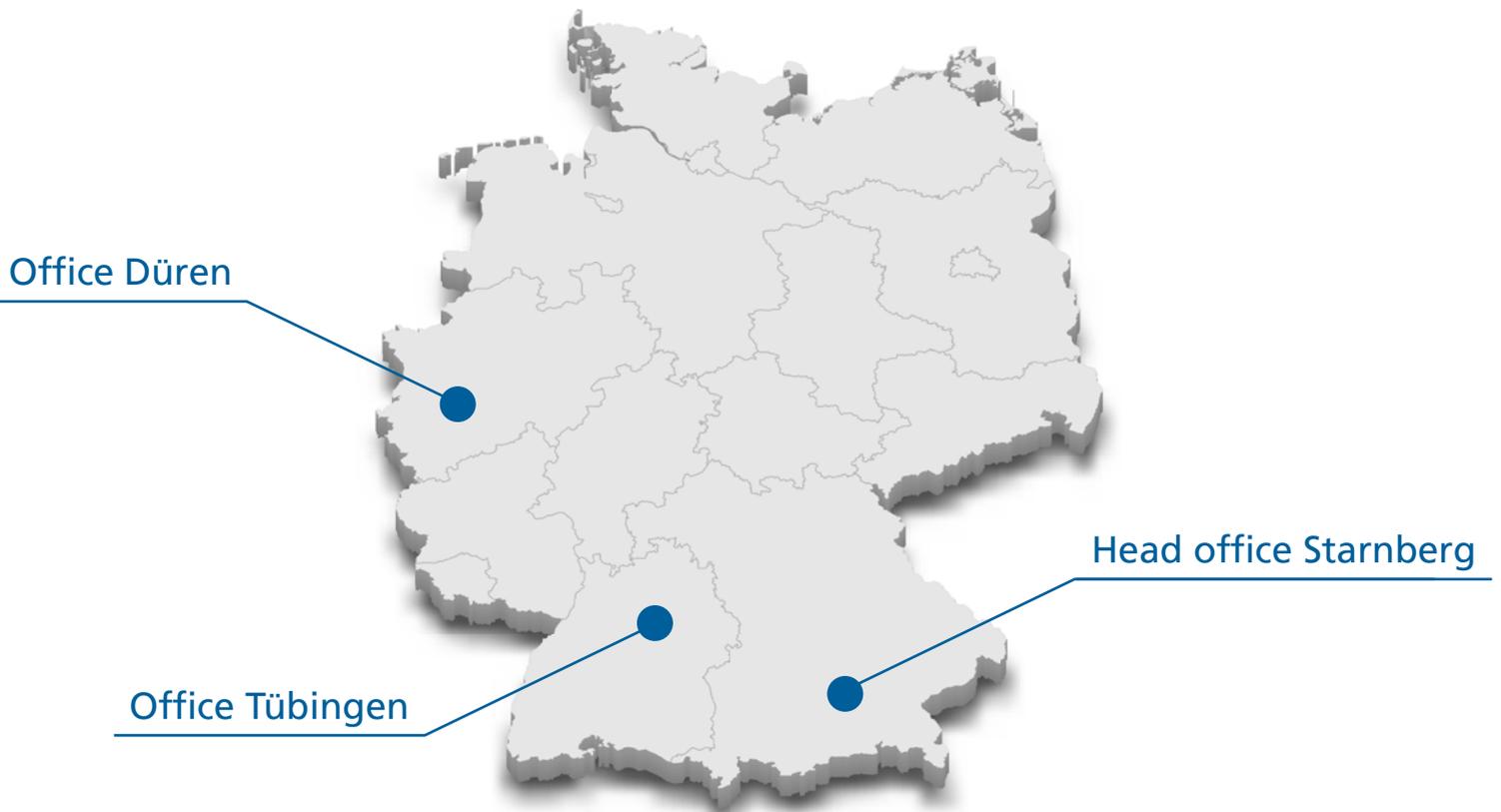
Interim manager in the fields of R&D Management, project management, plant management and troubleshooting since 2007

Managing director of IES Interim Expert Solutions GmbH & Co. KG

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