

ENGLISH

division one

WE CREATE  
CAREERS  
& DEVELOP  
COMPANIES

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# division one

As a top-level recruitment consultancy for Board Member, Executive Search and Interim Management Staffing as well as HR Consulting, division one accompanies individuals on their way from top candidate to top career. Through continuous, honest communication and tried and tested, customized processes, division one creates confidence and security for ambitious large and medium-sized companies in order to ensure their continued success in the future.

WE CREATE CAREERS  
& DEVELOP COMPANIES

# STR FRA DUS

Headquarter Stuttgart

Office

Office

50

Colleagues

70+

Interim Managers  
in projects

200+

Mandates per year

4

Services

11

Sectors

6

Top Awards

## AWARDS

2023

- Beste Beratung Deutschlands Top Consultant 2023
- Great Place to Work Auszeichnung 2023
- Top Personalberatung Handelsblatt 2023

- Top Consultant 2022
- Handelsblatt TOP Personalberatung 2022
- Great Place to Work Zertifizierung 2022

- Top Consultant 2021
- Bester Personalberater WirtschaftsWoche 2021
- Kununu Top Company 2021

- Top Consultant 2020
- Bester Personalberater WirtschaftsWoche 2020
- Focus TOP Personal-Dienstleister 2020
- Human Resources Excellence Awards 2020

- Top Consultant 2019
- Headhunter of the Year 2019
- Focus TOP Personal-Dienstleister 2019

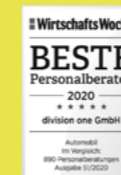
- Top Consultant 2018
- Headhunter of the Year 2018
- Focus TOP Personal-Dienstleister 2018
- Human Resources Excellence Awards 2018

- Top Consultant 2017
- Headhunter of the Year 2017
- Focus TOP Personal-Dienstleister 2017

- Top Consultant 2016
- Focus TOP Personal-Dienstleister 2016

- Focus TOP Personal-Dienstleister 2015

2015



# POSITIONING

As an internationally operating and award-winning executive search firm, division one specializes in filling executive positions. We identify personalities who meet the requirements of modern executives. Our expertise lies in the methodically sound selection of the right candidates to guarantee success in permanent or temporary positions. In addition, we support companies in structural change processes in management and are successful pioneers in individual career consulting for executives.

# 4

## SERVICES

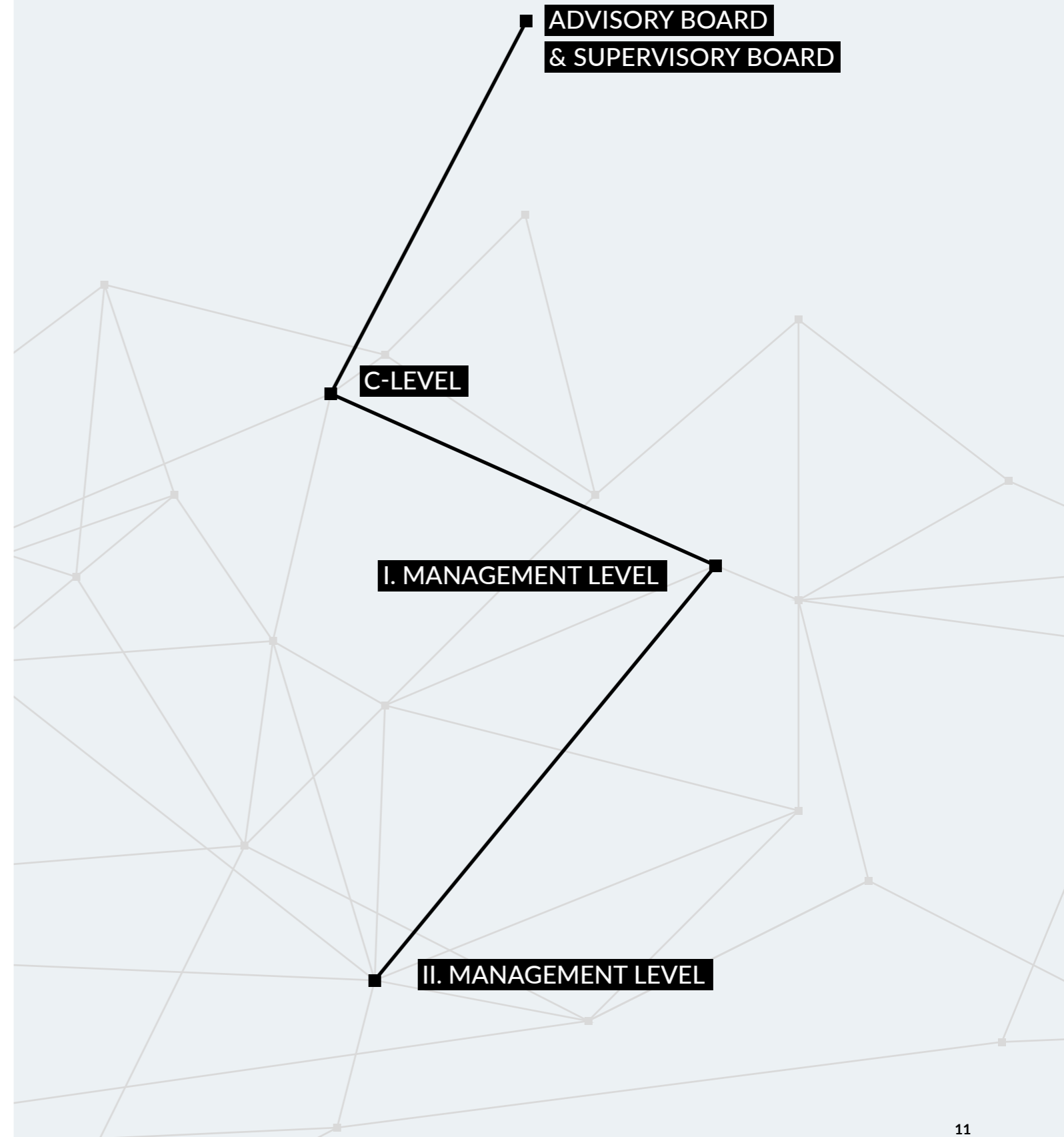
INTERIM MANAGEMENT  
EXECUTIVE SEARCH  
HR CONSULTING  
BOARD MEMBERS

# 11

## SECTORS

AUTOMOTIVE  
CONSUMER MARKETS  
ENERGY  
FINANCIAL SERVICES  
HEALTHCARE  
INDUSTRIAL

PROFESSIONAL SERVICES  
PUBLIC SECTOR  
TECHNOLOGY & DIGITAL  
RESTRUCTURING  
PRIVATE EQUITY



# INTERIM MANAGEMENT

division one Interim Management offers you an international pool of freelance interim managers and specialists who quickly, conclusively and reliably deliver results based on their objectivity, the clear task and their many years of experience.

# 1

## **EXTRAORDINARY COMPANY SITUATION**

- Turnaround management & organizational reorganization
- Restructuring & insolvency
- Due diligence, mergers & acquisitions
- Internationalization

# 2

## **CLASSICAL PERSONNEL REQUIREMENT**

- Bridging of vacancies
- Capacity shortage
- Lack of expertise in the company
- Staff reduction / workforce expansion

# 3

## **MODERN PROJECT MANAGEMENT**

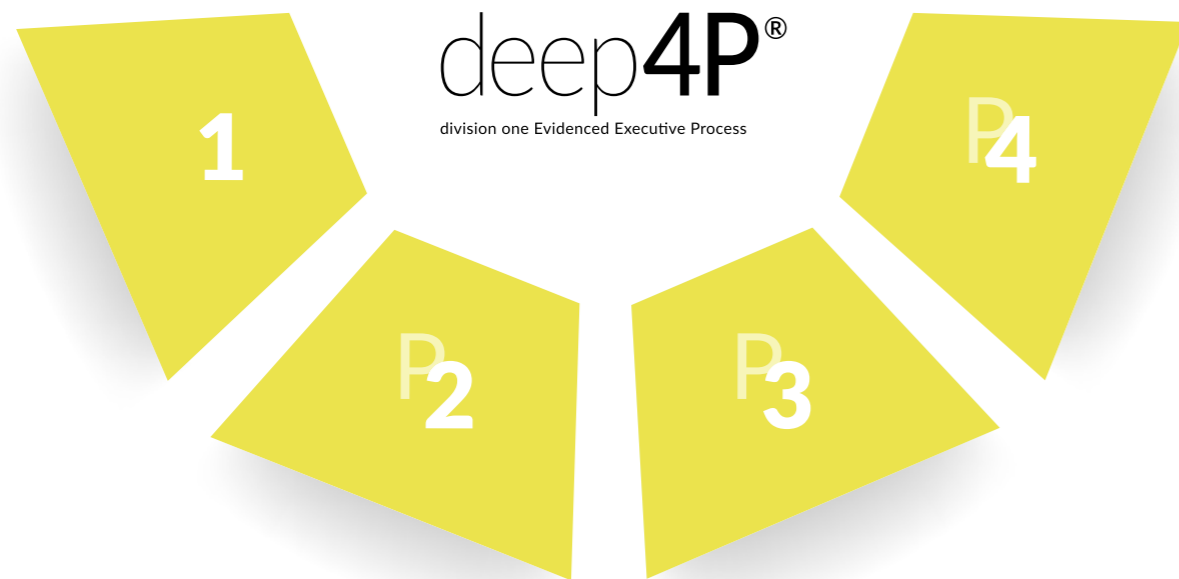
- Optimization of process workflows
- Cost-reduction projects
- Special projects
- Program management

# INTERIM MANAGEMENT

## THE PROCESS

Whether an unexpected loss of personnel at management level, a project-related need for experts or temporary crisis management - if companies are on „fire“, interim managers are reliable, quick, solution-oriented and ready to go. They come to go and leave lasting and successful traces behind. In order to quickly find the right experts in the event of restructuring, merger, process optimisation or increase in earnings, our consultants engage in an intensive dialog with their personal network of „temporary top

managers“ on a daily basis. deep4P stands for ‚division one Evidenced Executive Search Process‘ and bundles our successfully applied interim management know-how in a structured orchestrated 4-step process. This process provides full transparency and security in the effective, quick and tailor-made placement of candidates for your company.



### PROFILING

#### POSITION INTAKE AND CONTEXT CLARIFICATION



- Requirements assessment incl. target definition, based on the interim manager's duration of contract
- Progression and integration of the role in the current company's situation
- Derivation of the search profile under consideration of the professional requirements and the corporate culture
- Determination of core and key competences

### PRESELECTION

#### SELECTION AND QUALIFICATION OF THE IDEAL CANDIDATES



- Commencement of the search phase and consolidation of the candidate pool through a structured search within the division one Excellence Pool
- Specific interviews and reference checks
- Presentation of a selection of suitable interim managers within max. 48 hours
- Personality testing of the final candidates

### PLACEMENT

#### CONTRACT & ASSIGNMENT CLARIFICATION



- Management of the staffing and assignment handover through personal and well-founded guidance of the interviews
- Support and consultation during the final search and selection process
- Assurance of a fast and high-quality contract management including review of all documents
- Consultation on the design the perfect contract constellation

### PERFORMANCE

#### SUPPORT AND QUALITY MANAGEMENT



- Monitoring of the onboarding process to ensure an ideal start
- Periodic dialogue between all participants to ensure a successful project implementation
- Quality assurance through a QM-survey
- Monitoring of all commercial and administrative processes



# EXECUTIVE SEARCH

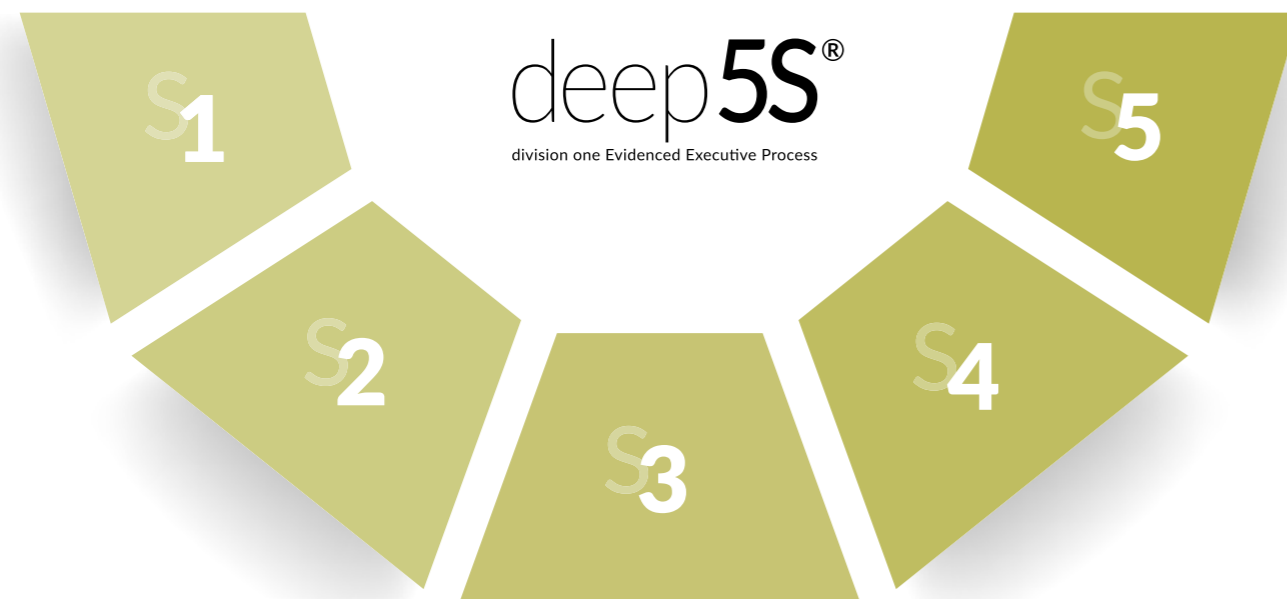
division one Executive Search gains access to exceptional candidates for top positions on management level through direct approach and thus with the highest possible market penetration. We connect the best companies and key players – locally and worldwide!

- 1** **SHORT STAFFING TIMES**
- 2** **PROJECT AND TIME PLAN**
- 3** **INTERNAL RESEARCH TEAM**
- 4** **PROFESSIONAL, INNOVATIVE  
DIRECT APPROACH**
- 5** **CONSTANT AND  
TRANSPARENT REPORTING**
- 6** **PERSONAL INTERVIEW  
SUPPORT**
- 7** **APPLICATION OF STATE OF THE ART  
SELECTION TOOLS / METHODS**

# EXECUTIVE SEARCH THE PROCESS

Outstanding executives in middle and higher management level are a decisive success factor in a highly competitive, internationally operating market environment. In order to captivate these personalities for your company and thus inspire them to make a change, a professional, structured and holistic

approach to identification, approach and selection is crucial, among other things. We have aligned this process to the future realities of a highly competitive and demanding executive market with our proven deep5S method.



## SPECIFY

### METHODICAL 360° POSITION INTAKE

- Requirement analysis including a customer-specific market report
- Development and integration of the role in the corporate strategy
- Derivation of the search profile in consideration of your corporate culture



## STRATEGISE

### STRATEGY DEVELOPMENT AT THE START OF THE PROJECT

- Development of the search, approach and staffing strategy including the creation of target company lists
- Agreement on a project and time schedule
- Creation of target group-oriented and first-class approach formats



## SEARCH

### SEARCH, ACTIVATION AND ASSESSMENT OF THE IDEAL CANDIDATES

- Start of the search phase and consolidation of the candidate pool through structured interviews
- Weekly executive reports and updates
- Direct approach of national and international candidates



## SELECT

### PRESENTATION OF THE FINAL SELECTION UP TO THE PLACEMENT

- Management of the application process through personal and in-depth support during all interviews
- Ensuring an outstanding experience process through tried-and-tested division one candidate journey elements
- Advice on the final selection, contract preparation and placement
- Personality test, optionally a customer-specific assessment of the final candidates



## SECURE

### ASSURANCE OF A SUSTAINABLE AND RAPID EFFECTIVENESS OF YOUR APPOINTMENT

- Support during the onboarding process
- Regular dialog with client and candidate
- Optional onboarding coaching
- Quality assurance/QM survey

# HR CONSULTING

division one HR Consulting provides comprehensive support during change settings and equips you up for the new work transformation! We are the experts for preserving your sustainability in times of of reorganization.

# 1

## **EFFICIENT WORKFORCE EXPANSION**

- Support to your selection procedure for new managers
- assessment center, management audits
- Onboarding coaching
- Innovative concept for supporting your top executives during the first weeks

# 2

## **SUSTAINABLE PERSONNEL DEVELOPMENT**

- Development center
- Skill assessment within the scope of high potential programs for TOP talents (individual and group procedures)
- Traditional coaching
- Academies and development programs for executives

# 3

## **ONE.EXCELLENCE.LEADER**

- Individual approach
- Structured Advisory Model
- Personal consulting at eye level
- Holistic perspective





# ONE.EXCELLENCE.LEADER

Outstanding performance in companies is the result of outstanding leadership. In addition, the increasing speed of change in corporate contexts makes it more and more necessary to develop an appreciative to develop an appreciative separation culture, in order to provide appreciative perspectives in the event of a necessary separation as well as safeguard the reputation of your company both internally and externally. division one's one.excellence.leader program accomplishes both in a very effective manner.

- 1** **INDIVIDUAL APPROACH**

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- 2** **STRUCTURED ADVISORY MODEL**

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- 3** **HOLISTIC PERSPECTIVE**

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- 4** **COMPETENT MENTORING**

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- 5** **EXCLUSIVE CLIENT NETWORK**

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# BOARD MEMBERS

division one Board Member supports you with filling your advisory or supervisory board positions. For this purpose, we recruit from the most successful executive circles and identify the ideal candidate for your committee.

- 1** **IN-DEPTH ANALYSIS & REQUIREMENTS INTAKE**
- 2** **PROFESSIONAL SUITABILITY AHEAD OF PERSONAL NETWORKING**
- 3** **PROFESSIONAL STAFFING OF THE CONTROL COMMITTEE**
- 4** **GREATEST POSSIBLE SECTOR-SPECIFIC EXPERIENCE**
- 5** **INDEPENDENCE & INTEGRITY**

## BOARD MEMBERS

## ONE.VISIONARY.BOARD

For our monthly online discussion format, we regularly invite high-profile leaders from the area of „Advisory Board and Supervisory Board“. You can participate live and actively ask your questions. The format offers a new platform for exclusive insights into the minds, opinions and expertise of successful leaders with sustainable references and experiences. Günther H. Oettinger, Dr. Walter Döring and Christine Wolff were among our guests in the last episodes.

1

**OUTSTANDING  
LEADERS**

2

**EXCELLENT  
MODERATORS**

3

**EXCLUSIVE INSIGHTS ON THE TOPIC  
ADVISORY BOARD/SUPERVISORY BOARD**

4

**FULL PARTICIPATION**

5

**WEBINAR ON DEMAND**



**REGISTER NOW**  
TO STAY UP TO DATE >>  
[www.division-one.com/member.html](http://www.division-one.com/member.html)



# ENEX ORGANIZATION

As part of the ENEX organization, division one has a first-class global network at its disposal.



ARGENTINA | AUSTRIA | BELGIUM | BOSNIA-HERZEGOVINA | BRAZIL | BULGARIA | CZECH REPUBLIC | CROATIA | CANADA | CHINA | DENMARK | DUBAI | FINLAND | FRANCE | GERMANY | GREAT BRITAIN | HUNGARY | HONG KONG | INDIA | ITALY | JAPAN | KAZAKHSTAN | LITHUANIA |

MACEDONIA | MEXICO | NETHERLANDS | PERU | POLAND | ROMANIA | PORTUGAL | RUSSIA | SWITZERLAND | SERBIA | SINGAPORE | SLOVENIA | SPAIN | SOUTH AFRICA | SOUTH KOREA | USA

[www.enexsearch.group](http://www.enexsearch.group)

# TEAM







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& DEVELOP COMPANIES**

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