

THE RIGHT
MANAGER
AT THE RIGHT
PLACE
AT THE RIGHT
TIME. ● Interim Management



MISSION STATEMENT

MPI IS A TEMPORARY EXECUTIVES PROVIDER. WE IDENTIFY, SELECT AND INTRODUCE YOU TO A CHOICE OF **INTERIM MANAGERS** WITHIN DAYS FOLLOWING YOUR REQUEST.

THEY ARE **IMMEDIATELY AVAILABLE** AND SUITABLY **OVERQUALIFIED** SO THAT THEY CAN MAKE THE DIFFERENCE FROM DAY 1.

Why work with MPI?

- An experienced team of consultants with both industry and HR backgrounds
- A pool of professional and dedicated interim managers
- An ongoing and intensive pre-selection and face to face vetting of potential interim managers

Our international dimension

Based in Paris in order to cover the Western European zone and in Vienna to cover Central Europe, MPI executive operates on an international level.

We work both in Europe and on the other continents, drawing on our international database.



MPI executive
Western Europe
Jean Meurice
Managing Partner



MPI executive
Central Europe
Stéphane Mellinger
Managing Partner



MPI EXECUTIVE Q&A

INTERVIEW WITH **STÉPHANE MELLINGER**
MANAGING PARTNER
MPI EXECUTIVE CENTRAL EUROPE

Why Central Europe?

Here at MPI executive, we are convinced of the importance and potential of this region, with its specific cultural and economic characteristics. Businesses here are faced with structural change which is made even more complex by the shortage of local management staff.

The appointment of an interim manager allows them to progress more rapidly, without having to handle their long-term integration.

What benefit do companies gain from appointing an interim manager for an important or sensitive temporary assignment?

As little as 5 or 10 years ago, companies on the lookout for skills didn't consider anything other than "traditional" appointments. The world has now become more complex and less predictable. It evolves in a more erratic fashion, influenced by unexpected reactions which generate extremely sudden fluctuations, or even violent crises. In the face of these developments, companies must, both now and in the future, adapt at all times.

In this context, in-house solutions are not necessarily available.

As for strategic consultants, they are only involved beforehand and do not guarantee the operational success of the assignment.

Through the flexibility and responsiveness it provides, interim management has established itself as an appropriate solution to fill "skills gaps", particularly in complex cases.

What assignments are most often entrusted to you?

In most cases, our clients are faced with an emergency and ask us to help implement change. Our managers step in to perform a tailor-made, hands on diagnosis, take effective operational measures, launch a project or develop an organization. They can also be involved in the coordination of restructuring work, the setting up of a takeover or merger, the successful completion of the sale of a business or improving the effectiveness of a division or organization.

What kind of companies do you work for?

Our multi-sector positioning covers the full range of executive positions for companies of all kinds (national/international companies, subsidiaries of large corporations, private equity, the public sector, small and medium sized companies...).





What are your main strengths?

Our presence on the interim management market since 2002 has enabled us to consolidate our expertise and reputation. We are the only firm of this kind, consisting of a young, modern team renowned for its responsiveness. We select our interim managers in an extremely rigorous way. Our database and in-depth interviews enable us, in the vast majority of cases, to find *"the right manager, at the right place, at the right time"*.

What qualities do you look for in an interim manager?

The managers we select all have extensive professional experience. They possess essential qualities:

They provide genuine operational expertise in specific fields.

They are capable of correctly identifying what changes are possible, and those which are not.

The nature of their assignments also requires them to be able to adapt easily, to be capable of swiftly understanding matters and getting to work, have the ability to stand back and, of course, work well under pressure.

They are capable of passing on their experience and expertise to the company.

They are of course multicultural and speak the language of the country in question.

How do you go about selecting interim managers?

For us, each situation is unique and requires a tailor-made solution. The key is to identify precisely the needs of our clients in order to ensure that our managers have the necessary

operational skills and the ability to fit into the relevant environment.

We possess a highly selective database.

The candidates have an in-depth interview with one or more MPI executive consultants.

We then provide our interim manager with both support and coaching. We keep in touch with the client and the interim manager throughout the entire assignment by means of telephone conversations and tripartite meetings, which form the basis for an assignment follow-up report.

Finally, since we consider it to be a key factor in ensuring the best possible completion of the assignments, MPI executive does its utmost to ensure seamless communication between the interim manager and the client.

Considering their high level of experience and training, why have the managers you propose gone the interim management route?

They are generally men and women who can no longer see themselves leading a "traditional" career. They have a different approach to their professional lives. They are looking for greater independence, freedom and balance between their professional and personal lives. They enjoy a challenge. They want to broaden their experience by working for different kinds of companies and in different sectors.

Often, in making this choice, they are showing a preference for practical work. They prefer focusing on the issues involved in the assignment entrusted to them, spending less time managing the political aspects which must inevitably be dealt with when building a career in a company.

ROLE OF THE INTERIM EXECUTIVE



WHAT

do interim managers do?
Here are a few examples:

- Holding the fort
- Responding to an emergency
- Turning a business around
- Selling or taking over a business, closure
- Reorganizing
- Speeding up momentum for a particular project
- Strengthening existing teams, mentoring
- Replacing a manager who is temporarily unavailable / sudden departure

WHERE do interim managers fit?

- Industry - manufacturing
- Construction - engineering
- FMCG
- Retail

WHAT

functions do interim managers fill?

- Chief executive, managing director
- Business unit / site manager
- Human resources manager
- Finance director
- Other senior manager (IT, Sales, Marketing...)
- Technical manager (Production, Organization, Purchasing, Logistics, Supply chain, Quality, Safety...)
- Project manager

- Private equity, venture capital
- Health & pharma
- Services

MPI EXECUTIVE'S WORKING PRINCIPLES

CONFIDENTIALITY

From initial contact, when we get to grips with the client's issue, we work in a strictly confidential manner.

INTEGRITY

We guarantee the integrity and professionalism of our candidates.

REACTIVITY

We select, identify and present our candidates within a short deadline (between 3 and 10 days).

ADVICE

When required, we can also take part in defining the assignment together with you.

CHOICE

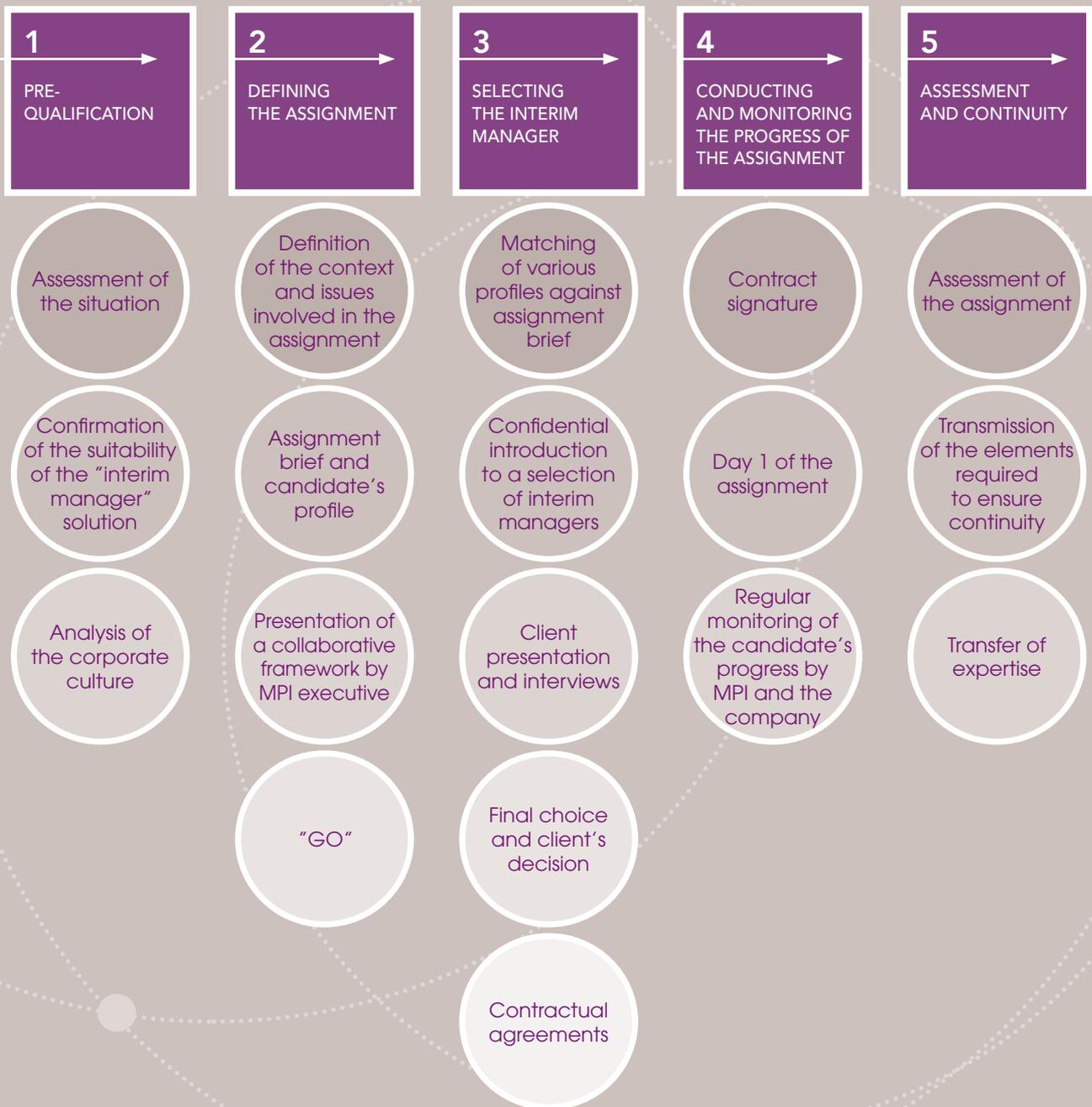
We introduce you generally to a minimum of two interim managers who fit the required profile.

COMMITMENT

The MPI executive team monitors the progress of the assignment on a regular basis. We coach the interim manager throughout the entire assignment.



A PROVEN METHODOLOGY



MORE THAN 200 ASSIGNMENTS COMPLETED SUCCESSFULLY

RESTRUCTURING THE SUBSIDIARY OF AN INTERNATIONAL LOGISTICS GROUP - RUSSIA

Position: Chief Executive Officer.

Duration: 12-months assignment.

RESHAPING THE HUMAN RESOURCES STRUCTURE PRIOR TO A PERMANENT APPOINTMENT - POLAND

Position: Human Resources Manager.

Duration: 6-months assignment.

INDUSTRIAL UPGRADING OF A SET OF FOOD PROCESSING FACTORIES - BALKANS

Position: Industrial Manager.

Duration: 9-months assignment.

RESTRUCTURING AND IMPROVED PROFITABILITY OF A "JAT" PLANT - ROMANIA

Position: Plant Manager.

Duration: 10-months assignment.

MANAGING AN INDUSTRIAL COMPANY DURING BUILD-UP PHASE PRIVATE EQUITY - POLAND

Position: Managing Director

Duration: 4-months assignment

SOME MORE EXAMPLES

STANDARDIZATION & STREAMLINING THE SUPPLY CHAIN - POLAND

Position: Supply Chain Manager.
Duration: 9-months assignment.

LAST-MINUTE REPLACEMENT OF AN IT MANAGER FOR AN INTERNATIONAL GROUP - AUSTRIA

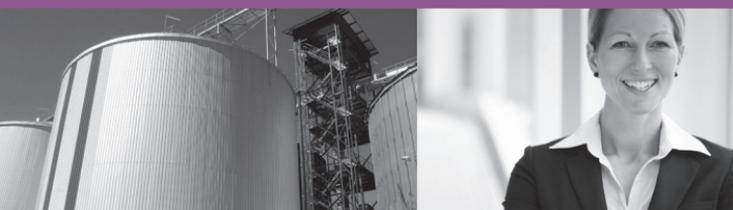
Position: Chief Technology Officer
Duration: 6-months assignment.

PLANT TRANSFER AND CLOSURE - SLOVAKIA

Position: Plant Director + HR Manager
(for part of the assignment)
Duration: 8-months assignment

INTEGRATION OF A GERMAN COMPANY TAKEN OVER BY A RUSSIAN INVESTOR

Position: Chief Executive Officer.
Duration: 12-months assignment.



MPI EXECUTIVE WORKS WITH ALL KINDS OF BUSINESSES,
INTERNATIONAL GROUPS, SMALL AND MEDIUM SIZED COMPANIES
& PRIVATE EQUITY.

OUR BEST REFERENCE IS THE LOYALTY OF OUR CLIENTS.



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