

TARGET

Executive Search

DO WE HAVE THE RIGHT FINANCE STAFF?

**DO WE HAVE THE RIGHT
PEOPLE?**



WE FIND YOUR MISSING PIECE!

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DO WE HAVE THE RIGHT FINANCE STAFF?

**FIRST STEP:
ASSESSMENT**



WE FIND YOUR MISSING PIECE!

DO WE HAVE THE RIGHT FINANCE STAFF?

**1. TECHNICAL SKILLS
FOR EXAMPLE: SAP, ERP
SYSTEM, IFRS, US GAAP
ETC.**



**REPORTING AND
BUDGETING ROUTINES
AND SCHEDULES**



LANGUAGE SKILLS



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**SECOND STEP:
EXPECTATIONS**



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EXPECTATIONS

1. JOB PROFILES



2. CHECK LIST



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**THIRD STEP:
EVALUATION**



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EVALUATION

1. COMPARE: HAVE AND WANT



**2. CAN WE CHANGE THE DIFFERENCE?
- TRAININGS**



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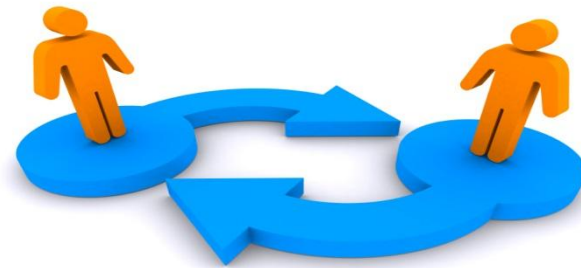
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EVALUATION

3. CAN WE ROTATE PEOPLE?



4. DO WE HAVE TO EXCHANGE SOME PEOPLE?



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FOURTH STEP: COMPANY CULTURE



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COMPANY CULTURE

1. TEAM BUILDING EVENTS



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**FIFTH STEP:
LEADERSHIP**



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LEADERSHIP

1. DECIDE ABOUT THE LEADER!

Difference between a **BOSS** and a **LEADER** :



BOSS says :

Go

LEADER says :

Let's go



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Thank you for your attention!

Dr. Klemens Wersonig

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