



# C-SUITE

Kienbaum





KIENBAUM C-SUITE

# THE FUTURE IS NOW

Your repositioning as a top executive –  
with effective, purpose-filled support.







# STAY AHEAD



## READY FOR THE NEXT LEVEL

Remaining successful requires flexibility. A dynamic change of requirements means ongoing adaptation. Together we analyze and optimize your portfolio and bring you up to speed on current leadership topics. With inner clarity and a sharper focus, you are ready for new, suitable career options.

## WINNING LINKS

Strengthen your personal brand as you work at eye level with top networked consultants. Spread your reputation throughout the business world via value-add contacts and open new doors in the process. Benefit from our events and the Kienbaum network – building upon tradition and connectedness for over 75 years.

## ACCEPT THE CHALLENGE

Demand vs. performance – Are you ready for the challenge? Thanks to our long-time consulting experience, we are very familiar with current and future demands of top management. In line with this, we assess what you can offer the market – and link the result with your motivations. Gaps are identified and closed by means of appropriate qualification measures – so you remain in the top league of top management.

## YOU DON'T TALK ABOUT MONEY? WE DO!

Score points with your future compensation, keeping in mind that appreciation is also expressed in monetary terms. With precise compensation analyses, our experts will put you on the right level. In order to achieve the best possible package, you will receive professional support for negotiations and during contract reviews.

## BECOME YOUR BEST VISION FOR THE FUTURE

You have grown as a person – and so have your ideas. Will yesterday's vision still be yours for tomorrow, or will other values and goals come into focus? Sustainable career development means finding the right framework for your vision – not deforming yourself. That is our target horizon!

# THE WAY

to your professional future

**Diagnostics**



**Networking**



**Placement  
Activities**



**Personal  
Branding**



**New  
Leadership**



**Sustainable  
Success**



Six interconnected consulting modules mark your path to success. This path has already led a large number of top executives efficiently and sustainably to their desired next role.

Together we achieve more. You will be supported by two senior career coaches – your coach tandem – throughout the entire consulting period. In addition, you will have access to a selection of Kienbaum experts who complement the consulting services at key points throughout the process.



Our team of experts makes your **leadership skills** visible with the help of selected diagnostic tools. Those who know their **personal strengths** precisely can invest them best – with clear intent and power. We support you in honing and deploying your leadership skills. Should this process reveal any area of development critical to your future success, we offer you specialized consulting and appropriate qualifications.

## Diagnostics



Career development is **network development**. Work with us to broaden and deepen your own network systematically. As a C-Suite candidate, you will connect with decision-makers via Kienbaum's international contacts. These include subject matter experts, current and former C-Suite candidates and internal and external executive search professionals. In addition, you will benefit from **participation in our exclusive events**.

## Networking



Develop realistic and motivating objectives with our support. Well-suited self-marketing along with an analysis of your relevant markets and individual **market access strategy** will lead to the right doors opening for you. So take your chance and create attractive, future-oriented scenarios. Together we review **career options** and concrete offers that arise, focusing on an optimal fit of industry, company, remuneration and contractual arrangements.

## Placement Activities



Clearly presentable strengths and success patterns form the cornerstone for developing your **personal brand**. Build personal equity through a clear understanding of your role in the changing economy – and your sustainable work-life cycle both as an executive and as an individual. Focus on your professional USP and position yourself on suitable business platforms and in social media.

## Personal Branding

Our Personal Development Center gives you the opportunity to get to know and reflect on cutting edge **leadership competencies**. We provide positive impetus to foster your own **development and growth**. Specific topics include digital readiness, change agility, new work and virtual leadership.

## New Leadership

Take advantage of up to **three years of additional support** – after your onboarding phase – in the form of **business coaching** relevant to the issues you face in the work environment. Should the general conditions change after you start your job, you have the option to restart your C-Suite consulting. As part of our **alumni network**, you receive invitations to attend special Kienbaum events such as the Kienbaum Annual Conference.

## Sustainable Success





Your future starts now –  
with a clear and balanced  
repositioning as a top executive.

Benefiting from the input of your senior coach tandem, you gain access to Kienbaum expertise that will advance your career. The support team at your side – interdisciplinary and international – is well-positioned to provide the right impetus.



#### YOUR COACH TANDEM

You will be assisted by two top coaches who will personally accompany you through the entire process



#### MARKET INTELLIGENCE

A consultant specialized in market intelligence delivers first-class market research and targeted support to leverage your market activities.



#### MANAGEMENT DIAGNOSTICS

Management Diagnostics: Our experts engage with you in identifying success-critical requirements unique to your career objective – and in anchoring these in your own competency and potential model.



#### EXECUTIVE SEARCH

Our colleagues fill top-level positions in all major regions. As a C-Suite candidate, you have access to Kienbaum experts from your industry.



#### KIENBAUM-EXPERTISE

Should you have any questions about compensation, HR transformation and more, you will receive beneficial insights from relevant in-house experts.



#### LEADERSHIP

Speak at eye level with fellow top executives. Our Kienbaum decision-makers look forward to interacting with you personally.

# EXPERTISE



"The interlude as interim manager you proposed made my resume more flexible – and was also financially lucrative. An enriching experience for which I want to say thank you."

*CFO, 54, Chemical*

"I was not aware of all the facets of my success spectrum and the range of results I had achieved before starting my Kienbaum program. Through your support I became clear about my objective – both the content and the way forward."

*Commercial Manager, 53, Pharmaceuticals*

"Kienbaum, you succeeded in transforming separation frustration into confidence. I hadn't expected so many options on the market."

*CQO, 50, Automotive*

"Thanks to C-Suite expertise, I succeeded in building my digitalization and modern leadership competencies – two topics that were decisive for good opportunities."

*CEO, 52, Energy Sector*

# REFERENCES





Kienbaum has

22



locations

on four continents and is present in all important economic centers throughout Germany.

With

560



employees

worldwide

and more than

1,000



successful placements at C-Level,  
we set standards.

## 75 YEARS OF KIENBAUM

Germany's first consultancy and the only personnel & management consultancy of European origin

- More than **70,000** successfully executed consulting projects.
- **Close to science:** Kienbaum Institute@ISM, cooperation with the University of St. Gallen, Kienbaum Institute for Management Diagnostics.
- **Leadership Expertise:** Ongoing analysis of HR trends and innovations in studies and publications, Kienbaum annual conference as an information hub fostering exchange among decision-makers.

## HIGH CLIENT SATISFACTION

- Kienbaum is one of the best consulting firms in Germany in 2021 (brand eins Branchencheck 2021).
- In the ranking „Organization" and „Human Resources", Kienbaum outperforms competitors such as McKinsey, Roland Berger, and Bain & Company.
- This appreciation drives us to further top-level performance in organizational consulting.





# CONTACT

Your C-Suite Expert Team



**Roland Braun**

Head of C-Suite

[roland.braun@kienbaum.de](mailto:roland.braun@kienbaum.de)

+49 211 30 08 94 80



**Frank Ziemer**

Head of C-Suite

[frank.ziemer@kienbaum.de](mailto:frank.ziemer@kienbaum.de)

+49 40 32 57 79 40



**Sorniza Costoff**

Senior Consultant

[sorniza.costoff@kienbaum.de](mailto:sorniza.costoff@kienbaum.de)

+49 30 88 01 99-45



**Elisabeth Berghammer**

Senior Consultant

[elisabeth.berghammer@kienbaum.de](mailto:elisabeth.berghammer@kienbaum.de)

+49 89 45 87 78-48







"Digital skills, cutting edge leadership know-how and the ability to innovate are required to remain at the top or move up to the next level. Add to this the right connections, a positive mindset and the courage to be yourself. This is the expertise we offer you."



**Andreas Knodel,**  
Executive Director/Partner – Career Consulting



# Kienbaum



**Kienbaum Consultants International GmbH**

Edmund-Rumpler-Straße 5 | 51149 Köln  
Telefon +49 221 801 72-0  
[contact@kienbaum.com](mailto:contact@kienbaum.com)  
[www.kienbaum.com](http://www.kienbaum.com)