

Assessment of Your leadership team & its optimal manning is key for success

*Ability / competence
as a team*

Motivation / drive

Skills

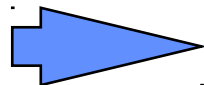
**LEADERSHIP
TEAM**

Results & targets

- *general management*
- *sales & marketing*
- *buz. & product development*
- *operations & logistics*
- *other key areas*

- *achieved results*
- *development of sustainable value-added*

□ **TO SECURE A "WINNING TEAM'S" MANNING**
□ **IMPLEMENTATION OF REQUIRED CHANGES**
□ **DEVELOPMENT PLANS FOR INDIVIDUALS & TEAM**

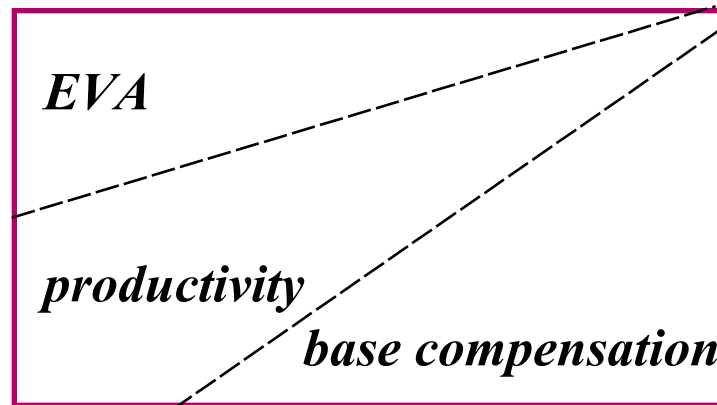


**Strengthening of Leadership team and
developing its tasks & responsibilities**

A dynamic and flexible incentive system is based on value creation

- *primary target to create value-added (relative improvement of EVA)*
- *aligning the owners and management / personnels targets & objectives*
- *improving flexibility and incentives*
- *entrepreneurial, motivating and challenging*

*Board
Managing director
Leadership team
Key personnel
Organization*



Compensation

Totally linked to

*EVA-related, but
productivity based*

Traditional

- **Developed from business and company basis**
- **Challenging target setting and best practices as benchmark**
- **Linked to both short and long term performance**