



Pape

create for recruiting

THE CONTROL CENTER

Whatever we do, wherever we are -
we are constantly flooded by
countless impressions.

Impressions that our sensory organs
take in but cannot classify. This task
is taken over by our brain, which
functions like a control center: It
receives, filters and processes the
received stimuli and links them with
experiences already made.

On this basis, the human being
makes reflected decisions that
include the most diverse aspects of
his previous knowledge and thus
represent the basis for goal-oriented
action.

SEE

HEAR

SMELL

TOUCH

TASTE



Did you ever try to see the air?

1

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"Viewed from the usual angle, air is naturally invisible. But with unconventional perspectives and the right tools, things that remain hidden from others suddenly become visible, and creative solutions to problems take shape. This also applies to personnel consulting as we understand it.

In our network of specialists with different perspectives, we develop individual personnel solutions with unconventional approaches and avoid well-trodden paths."



CHRISTIAN PAPE
Founder, CEO and
Consultant



Can you SEE IT?

THE CONTROL CENTER

PAPE Consulting Group AG Personalberatung was founded in 1992 as an umbrella organization for networked and interdisciplinary recruiting solutions. Together with its consultants, it manages a corporate philosophy that specializes in selected areas of personnel search and selection.

On the following pages we introduce ourselves.

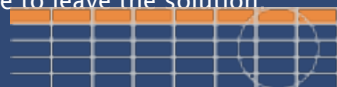
We see ourselves as a solution provider for clients and candidates. This is how we have revolutionized the personnel consulting industry.

Because: According to our philosophy, personnel search today requires above all a pioneering spirit, imagination and solution diversity.

Our clients now include over 1000 well-known companies from selected industries.



1. Air is blown into a surfactant solution.
2. The surfactant molecules accumulate around the air bubble.
3. The buoyancy allows the soap bubble to leave the solution.



Portfolio of the Pape Consulting Group AG



- ✦ Direct Search/ Executive Search
- ✦ Outplacement
- ✦ Media based Recruiting
- ✦ Diagnostic
- ✦ Active Sourcing
- ✦ Outsourcing
- ✦ Process Consulting
- ✦ Audits
- ✦ Headhunting
- ✦ Training & Coaching

We have managed to successfully complete 95% of our searches. The number of warranty cases is close to zero.

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SMELL

TOUCH

TASTE











Did you ever try to hear the sun?

2 | | | |

"Perceiving how the sun sounds? It's actually quite simple: take your time, listen carefully and be in the right place at the right time - where the warming rays of the sun melt the ice.

The consultants at PAPE Personalberatung listen carefully. In doing so, they do not ignore intermediate tones. We take the time to clarify the framework conditions of a project in detail.

Only in this way can we gain a well-founded overall impression for a wide variety of tasks and work successfully for you - as problem solvers for companies looking for personnel and as career consultants for highly qualified candidates."



GÜNTER REINHOLD
Member Of The Board,
Consultant



Can you HEAR IT?

THE DIFFERENCE MAKERS

When Christian Pape founded his HR consultancy in 1992, he wanted to get away from the usual market cliché of the hand-shaking consultant with a concrete grin. He wanted to be a solution provider and industry specialist for his clients, successfully handling every search assignment. More than 30 years later, the PAPE Consulting Group is better off than ever thanks to this attitude.

Proprietary search methods, an extensive network and a competent team have made the "Andersmacher", as the Handelsblatt described them, into multiple award-winning personnel consultants. For example, the company has already received the "Headhunter of The Year Award" and has been named a "Top Executive Search Consultancy" by Focus magazine every year since 2014.

"Near-full employment makes it difficult to convince high-caliber candidates of the value of a change," says CEO Christian Pape. "This is exactly where we are particularly successful, also because we use a special and appreciative form of approach." Added to this is the professional expertise with which the HR consultancy approaches its clients.



Board member Günter Reinhold is one of several digitization experts at PAPE.

He says: "The future is becoming digital. As an expert in automation and electrical engineering, I provide support around the topics of IoT and Industry 4.0."

Managing Partner Andreas Schönemann is at home in the packaging as well as the payment and FinTech industries and advises on filling sales positions across all sectors.

His colleague Michael Kuchenbuch focuses on the TIMES industries and is an expert in personality and potential analyses.

Headhunter Of The Year - FOCUS MAGAZINE: TOP Service Provider - HANDELSBLATT: TOP Personalberatung - WIRTSCHAFTSWOCHE: TOP Executive Search Company - HIPE Award - Christian Pape: Most Influential Headhunting Consultant . The German Economy: Seal of Excellence 2023

Inside the sun there are approx. 15 000 000 °C



In only 20 minutes the sun radiates as much energy to the earth as the entire mankind consumes in one year.

Distance earth - sun: 150 000 000 km

Every decision for a specific mix of measures is preceded by an intensive study of the company, market and target group, which provides us with the basis for determining which activities are most suitable for the specific client.



Did you ever try to smell glass?

3 | | | |

"Smell glass? Behind the supposed paradox, the decoding of which requires imagination and analytical thinking, lies a physical phenomenon that arises on bitterly cold winter nights: the ice flower.

Thinking around corners, not insisting on fixed points of view, combining imagination with analytical thinking? This combination opens up new avenues for us in personnel consulting."



EVA HEPPEL
Senior Partner, Consultant



Can you SMELL IT?

Wo andere noch suchen ...

Attracting the right employees and retaining them in the long term - this has become a fierce competition in the labor market. Today, the workplace is a "product" that must meet the needs of the target group. A unique positioning of the company and its professional representation on the applicant market is therefore crucial.

Our concepts are solution-oriented here as well. We advise and accompany you throughout the entire process: from target group analysis and the development of creative search concepts to the realization and implementation of the corresponding measures.

Personnel search is and remains "people business" and requires trust and credibility. And it is precisely here that we are different and particularly successful with our approach.

Our view applies to both sides: Candidate and company. The Perfect Fit. That is our highest goal!

Six water molecules form a hexagon. The crystal grows starting from the hexagonal basic shape. Ice flowers are molecular crystals made of thin layers of ice crystals. They first precipitate as water and then crystallize.

Crystal skeletons are formed at high humidity. The variety of shapes depends on the air temperature and the growth rate.

haben wir schon gefunden!



- ❖ On the market for 40 years: documents reliability, quality, maturity and experience.
- ❖ Executive Search with almost 100% staffing rate and guarantee.
- ❖ Industry specialization: "The consultant is a specialist instead of a generalist" is our secret of success.
- ❖ "Excellent" work of external jurors: FOCUS with XING Top Consultancy 2014-2018 - Headhunter of the Year, award by DIE WELT.
- ❖ Most careful candidate approach: we gain trust, through a particularly personal approach. Career talks instead of "calling off" creates trust and access.
- ❖ 100% PAPE: Every consultant is always also a project implementer.
- ❖ Solution provider: In addition to the classic "Direct Search", we offer holistic solutions around the topic of personnel - with this self-image we have revolutionized the industry.
- ❖ Google also recommends PAPE: Out of 2.5 million search results in personnel consulting, we are always among the TOP5.

As an employer, a company has become more than ever a product in need of explanation. Classic recruitment advertisements cannot credibly convey this image.



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Did you ever try to touch light?

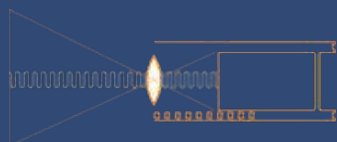
4 | | | |

"Light is not actually visible: it acts as a kind of medium that 'communicates' colors to our sense organs. Can something invisible be touched? Yes! If it is transformed into visible and tangible matter through a creative transformation process.

"Transforming challenging recruiting tasks into solutions is our goal," we say. The fact that we don't let ourselves be "blinded" by conventional thought patterns is the basis of our success."



MICHAEL KUCHENBUCH
Member Of The Board,
Consultant



Film: transparent carrier material and light-sensitive layer made of nitro and acetyl cellulose. During exposure, an object is imaged laterally reversed on the film by means of a lens.



Can you TOUCH IT?

DIE KÖPFE ○ UNSERE BERATER



CHRISTIAN PAPE
Chairman, CEO and Consultant



GÜNTER REINHOLD
Management Board member and
Consultant



MICHAEL KUCHENBUCH
Management Board member and
Consultant



DR. JÜRGEN ROHRMEIER
Chairman of the Supervisory
Board and Consultant



ULRIKE ZIMMERMANN
Member of the Supervisory Board and
Coach



DANIEL SCHRÖDER
Managing Partner
Chemistry & Pharma



ANDREAS SCHÖNEMANN
Managing Partner, Consultant



EVA HEPPEL
Senior Partner, Consultant

DIE KÖPFE ○ UNSERE BERATER



REINHARD POTZNER
Senior Partner, Consultant



SARAH BEUMER
Senior Partner, Consultant



BRIGITTE LANG
Managing Partner, Consultant



MICHAEL WEYER
Senior Partner, Consultant



CHRISTOPH LEHMKÜHLER
Senior Partner, Consultant



DIMITRI VAN DEN OEVER
Senior Partner, Consultant

DIE KÖPFE ○ UNSERE BERATER



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Senior Partner, Consultant



MONIKA HUBER
Assistant to the Management



THOMAS PRASCHAK
Senior Project Consultant



MELISSA SCHRÖDER
Senior Recruiter
Chemistry & Pharma



FLORIAN ALTMAYER
Senior Project Consultant



DOMINIK FEICHTINGER
Senior Project Consultant



MARIE KEES
Project Consultant



ADRIAN GANDER
Project Consultant

SEE

HEAR

SMELL

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TASTE



Did you ever try to taste a beginning?

5 | | |




PaPe
create for recruiting

Can you TASTE IT?

THE FIRST STEP

The first step is done. Will you take the next one?

Thank you for your interest in PAPE Consulting Group AG! On the previous pages we have presented our philosophy to you.

If we have now whetted your appetite, we invite you to experience with us how many opportunities change can bring.

We are looking forward to meeting you!



The „PAPE Way:

- ✦ Intensive discussion with company/candidate
- ✦ Joint decision on a specific mix of measures > Implementation of the individual measures
- ✦ Intensive exchange of information and personal support, including regular status reports during the project
- ✦ Detailed candidate presentation with comprehensive assessment, as well as personal support of candidates (career talks, preparation for interviews)
- ✦ Advising the client on the final selection and hiring process
- ✦ Candidate support and coaching in the onboarding process



The usual completion rate for executive search mandates is between 40% and 50%. Our result is 95%!

The following case study will illustrate how PAPE Consulting Group AG typically acts and delivers on its promise.

A guarantee of 6 months for a free replacement gives our customers confidence that the "Perfect Fit" is our ultimate goal.

DEVELOPMENT MANAGER FOR A WELL-KNOWN SOFTWARE HOUSE

As this is a management function, we decided together with the company to approach suitable candidates directly. It is important for us to discuss not only the professional requirements but also the culture of the company in order to also internalize the "soft factors" of the ideal candidate.

TEAM | In order to ensure efficient and professional handling, we put together a project team consisting of consultants, project consultants, research and assistance, which bundles the individual competencies. A target company list with about 40-50 companies is created as well as a briefing protocol and a job description which is coordinated and approved with our client.

IDENT | Our research department creates the right target group after a detailed briefing. Parallel to the structured search, research is conducted within the database (more than 15,000 interviewed candidates). The USPs of job and company are worked out.

FIRST CONTACT | Our consultants themselves contact the persons found discreetly and carefully. The initial focus is on career advice for the candidates. Only if their career goals and ideas match those of our clients, if the candidates have the qualifications we are looking for and if they fit into the corporate culture, do we introduce them - typically three to five - to the searching company.

PRESENTATION | Our consultants prepare a short profile of each candidate for the client, including all relevant data and background information.

CUSTOMER INTERVIEW | During the final selection process, the consultant is present and supports the decision-making process up to the signing of an employment contract and beyond.

Throughout the process, the consultant has complete process control and is always the central point of contact for all parties involved. He prepares status reports and informs about the project status and the competitive situation.

SOME OF OUR CLIENTS

STRONG CONNECTIONS

Our valued customers include large international corporations as well as start ups and successful medium-sized companies.

INDUSTRIES WITH OUR EXPERTISE

Automotive - Chemicals - Consulting & Management Consulting - Consumer Goods - Electronics - Energy & Utilities - Fashion & Lifestyle - Semiconductors/Microelectronics - IT & Technology - Life Science & Healthcare - Engineering - Media & Entertainment - Retail & E-Commerce - Supply Chain & Purchasing - Telecommunications & Networks - Internet and Applications - Packaging Industry - Quality Management



Who knows only the hammer as a tool, for him every problem is a nail!

As long as you talk yourself, you learn nothing!

"You don't make a career on the job, you make it in the right company!"

A good salesperson is first and foremost a good listener

If you really want to invent something new, you can't be crazy enough.

WEGBESCHREIBUNG ○ AUTO

On "Mittlerer Ring West" = B2R exit
Landsberger Strasse/Laim Zentrum
Turn left onto Landsberger Str. 1.2 km

Use the middle lane to turn half right onto
Martin-Greif-Straße 120 m

Continue on Bavariaring 160 m

Use one of the 2 left lanes to turn half left and
stay on Bavariaring 450 m

Continue on Rückertstraße 220 m

Turn right onto Kaiser-Ludwig-Platz 22 m

Continue straight on Kaiser-Ludwig-Platz 120 m

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