



ROBERTSON ASSOCIATES
International Management Consultants

Executive Search,
Interim Management and
Management Consulting

are both

a Science and an Art





About us

ROBERTSON ASSOCIATES is a privately held leading global Executive Search Search, Interim Management and Management Consultancy firm with over 50 years market experience. As one of the pioneers of Executive Search in Switzerland, Robertson Associates currently ranks amongst the most prestigious consultancy in Europe for higher management recruiting and advisory services.

ROBERTSON ASSOCIATES' headquarter is located in Zurich under the brand ROBERTSON ASSOCIATES EURAM AG with offices in Stuttgart, Milan, Brussels and Glasgow. Associated companies are active from Paris, Utrecht and London.

We are the advisor of choice among top companies seeking guidance and advice on senior leadership needs. Our clients touch all industries, from the world's largest companies to medium-sized businesses and entrepreneurial start-ups.

ROBERTSON ASSOCIATES is led by an international team of accomplished professionals, combining expertise and experience in their respective fields with extensive executive search work and in-depth advisory competencies. Together, we foster a common culture focused on cooperation and responsiveness and quality.



Our approach

on executive search

With our clients we engage in constructive examination of each proposed role, clearly define the purpose and articulate the experience and competency essential for success. Understanding the nature of the business, where the role can add value and how to attract and develop high caliber candidates is what we do best.

Each search strategy is customized, addressing the specific needs of the assignment and incorporating the best search practice. We move quickly and maintain momentum. As we conclude, we remain closely involved to ensure the interests of all parties are unified by means of an independent client feedback survey.

We strive to be the best rather than the biggest. Our emphasis is always on outcome: *what impact does our search solution have on client performance?* Our focus is providing unmatched client service and retaining our clients as business partners in the long term.

Industry expertise

ROBERTSON ASSOCIATES belongs to the most trusted European executive search and assessment. Maintaining our status as the trusted advisors to executives in the world's leading companies requires us to be experts in the industries and functional areas we serve. The results produced by our team constitute the final proof

of our delivering what we promise. More than 60 % of our business flows from previous clients, which is the ultimate seal of approval.

We have a strong track record in the following business sectors

- Industry
- Financial Services
- Technology
- Healthcare
- Automotive
- Consumer Goods
- Luxury Goods
- Real Estate

Global network

ROBERTSON ASSOCIATES believes that the quality provided by its network is the key element of its value proposition towards its clients.

While strictly applying all confidentiality rules and keeping its independency, ROBERTSON ASSOCIATES leverages its network to find best-of-breed candidates in the fastest possible way. This network is amongst the most experienced, performing and trusted networks globally.

ROBERTSON ASSOCIATES has corresponding partners in all regions of the world and hence unlimited access to unique profiles.

on Interim Management

Robertson Associates specialises in placing high calibre professionals into contract and temporary positions at all levels of seniority. Interim management can be an excellent solution of businesses dealing with challenges such as strategy change, rapid growth, M&A, process re-engineering or crisis. With experience of working with companies including listed companies, privately owned businesses, private equity firms, SMEs, Robertson Associates is highly respected within the interim management industry.

Our process

As a leading provider of high level interim executives, we have established processes for selecting the right executives and supporting you throughout every assignment.

- Understanding your needs
- Agreeing the assignment brief
- Communicating constantly
- Selecting the right interim executives
- Contracting
- Supporting you throughout the assignment

Our MCC concept

MCC stands for Management Consultancy and Coaching.

We believe that regular feed backs and review meetings with the Interim Managers on his assignment, we can add value to the client in achieving his objectives.

Whilst the benefits to your organisation will be directly measurable through the objectives and metrics set as part of the interim assignment, what are sometimes overlooked and more difficult to quantify when using an interim recruitment solution are the 'soft' benefits that arise from using an interim executive. For example:

- Our interim executives are capable of operating from an independent, objective standpoint without political bias or favour
- Because our interim executives are usually sensibly over qualified for each assignment they can coach and mentor existing permanent staff, perhaps one of the greatest 'soft' benefits from using interim managers
- It is highly likely that our interim executives will be able to offer opinion and wisdom on other non-assignment related topics when required to do so because of their skills, experience and background

Our discipline areas

We have track records in the following areas of expertise:

- MDs, CEOs and General Management
- Operations Management
- Financial Management
- Human Resources Management
- Supply Chain Management and Logistics
- Sales and Business Development

on management consultancy

Robertson Associates helps organizations deliver quality services efficiently, maintaining customer satisfaction within resource constraints and identified risks. We achieve this through the depth of our experience and a tailored, team-based approach to working with our clients:

- Working closely with our clients, we build confidence and achieve buy in
- We share our experience, which comes from working at all levels in both private and public sector
- We provide fresh insights and ideas, challenging accepted ways of doing business through an objective approach and a new perspective
- Our working methods are adjusted every time and depend on the needs and wishes of our clients
- Applying rigorous measurement techniques to business priorities and processes, we pinpoint where unnecessary costs and potential risks lie and suggest action accordingly
- We never lose sight of the central importance of the customer
- On every project, we invest the time to ensure the quality of our work.

We place quality at the center of everything we do and solicit candid feedback at every opportunity in order to continually improve our service to clients.

Our core competencies

Individual experts can be provided for short-term projects and larger teams for planning, implementation and management of larger scale projects.

We provide a wide range of management consultancy services including:

- Venture Capital
- Financial Services
- Mergers&Acquisitions
- Strategy and Planning
- Change Management
- HR strategies
- Real Estate



Global offices

www.robertson-associates.eu

Belgium

Robertson Associates S.p.r.l.
rue Vanderkindere 35
B-1180 Brussels

t. +32 2 344 34 12
f. +41 78 657 4013

France

Creative Search
11, rue Chapon
F-75003 Paris

t. +33 1 42 77 4200
f. +33 1 42 77 2079

Germany

Robertson Associates GmbH
Luise-Bengerstrasse 41
D-70329 Stuttgart

t. +49 711 326 04 71
f. +49 711 32 5121

Italy

Robertson Associates S.r.l.
Piazza S. Ambrogio, 1
I-20123 Milano

t. +39 02 396 63 523
f. +39 02 936 63 193

PIVA 09953690154

AUT. MIN. Prot. 13111/0002084/MA004.
A003 del 22/02/2011
DLGS 276/03

The Netherlands

Robertson Associates Benelux B.V.
Bakkerstraat 33
NL-6671 AA Zetten

t. +31 488 471 471
f. +31 488 471 470

Switzerland

Robertson Associates AG
Trichtenhausenstrasse 45
CH-8053 Zurich

t. +41 44 381 62 77
f. +41 44 381 62 44

United Kingdom

Euram Consultants Group Ltd.
90, St. Vincent Street
GB Glasgow G2 5UB

t. +44 141 226 4924
f. +41 860 78 830 1400

Robertson Associates International Ltd.
Thremhall House/Thremhall Park
Start Hill
Bishop's Stortford
GB-Hertfordshire CM22 7WE

t. +44 1279 874 506
f. +44 1279 874 301