

Independent Management Consultancies Network IMCN

European

Professional

Personal

IFM

Institut für Managementberatung GmbH

Name of the firm

IFM Institut für Managementberatung GmbH

*Full address
(incl. phone, fax etc.)*

**Gut Vellbrüggen 13
41469 Neuss
Germany
Tel +49 2137 78 70 0
Fax +49 2137 78 70 79
E-mail welcome@IFMonline.de
Internet www.IFMonline.de**

Established

1983

*Other offices/daughter companies
(location)*

**Untere Weidenstrasse 5, D-81543 München
Neuer Wall 41, D-20354 Hamburg**

*Responsible person for the
network*



Rolf Heeb

*Name of managing partner(s),
executive director(s)*

Rolf Heeb

Total number of consultants

10

*Number of associate
management consultants
(at least one entire assignment
together)*

10

October 2009

(The profiles of the members are permanently updated. Please ask for the latest version.)

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*Specialisations
(FEACO classification/
main fields of activity)*

- 1. Management Consulting**
Corporate strategy; marketing and market research; organisation development; management audits; change management, turnarounds / profit improvement programmes; succession planning; interim management; project management
- 2. Human Resource Management**
Search and selection / executive search; HR management systems (MBO/incentives etc.); management training; coaching
- 3. Mergers & Acquisitions**
Mergers; sale of companies / shares; acquisition of companies / shares
- 4. Business process engineering**
IT strategies; business process design; installation of IT systems (project management); finance / controlling; production planning and control; material management systems

We specialise in designing and promoting projects to develop, to improve and to reorganise small, medium-sized and large organisations. We have extensive experience with the processes of change in all phases, analysis/diagnosis, concept/design and implementation.

The IFM organisation is based on project team management involving specialised consultants and client management for each project according to the specific situation and requirements of a client.

*Type of clients/branches
(industry areas)*

From small, medium to very large and international companies. The experience derives from more than 20 years experience in a wide range of different industries allowing a qualified benchmarking practice:

- Consumer good industries
- Investment good industries
- Retail and wholesale
- Service industries such as IT, accounting, insurance, banking, consulting, engineering, transportation

*International practice
(foreign countries where assignments were completed;
in order of priority)*

Switzerland
Austria
The Netherlands
France
Sweden
USA

Language ability in the firm

German
French
English

*Professional membership
and cooperations*

BDU Association of German Management Consultants (Bundesverband Deutscher Unternehmensberater)
AIMS International Management Search
AGN Accounts Global Network

*International certification
and date*

CMC (Certified Management Consultant), 1998

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IFM

Mission statement / consulting philosophy

The IFM provides a comprehensive and professional consulting service to owners / shareholders and the management of companies in the areas of

- Strategic orientation
- Human resources
- Growth and profitability

Our mission is focused on a good and long lasting partnership between our clients and our consultants. This requires ethical and professional standards.

Our scope of services is tailored to the management requirements of executives in organisations and to shareholders.

Credentials (short description of some typical assignments)

- Type of client / branch (industry area)
- Field of activity
- Assignment summary and results

GERMAN MARKET LEADER IN THE AGRICULTURE BUSINESS

More than 3 years support in a very complex change management process after a merger (which we facilitated) including the reorganisation of the company's management structure, all succession plans, solving major shareholder issues, etc.

LEADING EUROPEAN CONSTRUCTION MATERIAL COMPANY

More than 12 years top management advisor and coach for a 2,8 Billion € based manufacturing company. Numerous projects during that time in change management, strategic planning, compensation systems, search and selection, top and middle management training, etc.

In 2000 Rolf Heeb (partner of IFM) has been officially appointed as the chairman of the supervisory board in one of their subsidiaries (79 % shares) which is listed on the German stock exchange.

WORLD MARKET LEADER IN MATERIAL TESTING INSTRUMENTS

More than 5 years support in a complex change management process (including the coaching of 4 managing directors), including numerous search and selection projects, after an acquisition of a major competitor in Germany. Major culture differences had to be solved between a US based mother company, a Dutch based holding and the German based acquisition.

ONE OF THE WORLD LEADING CIGARETTE PAPER CONVERTERS

A family owned and family managed company in a niche market of the cigarette business. Development of a long term strategy how to successfully survive as family owned business in a market of multinational global players. The concept included a management succession plan as well as acquisitions to protect raw material resources and to enter into new markets. About 3 years after the strategy was introduced 3 strategically very important acquisitions took place, the succession plan was finished and the company strengthened its world wide market position and its financial results substantially.

ONE OF THE TOP 3 GERMAN PUBLISHING HOUSES FOR SPECIAL INTEREST AND PROFESSIONAL PUBLICATIONS

Development of a very aggressive growth strategy through the acquisition of publishing houses in known and new market segments.

For more than 10 years the IFM has been "external M+A department" and negotiated more than 15 successful acquisitions for this client.

A lot of change management work was related to these acquisitions as well as recruitment of new managers. The IFM had a major role in these important tasks.

MAJOR IT-SOFTWARE AND IT-SERVICE COMPANY

600 employees IT company. 100% owned by one of the leading German insurance companies.

Development of a business strategy for their software and IT services business based on market evaluations for each one of their business units.

Reorganisation of the management structure and recruitment of several new managers.

As a part of the realisation of the growth strategy acquisition of other IT services companies.

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Selection of important and well known clients (location)

ARAG Versicherungen, Düsseldorf/München
Readymix AG, Ratingen
TÜV Nord, Hamburg/Hannover
Weka Group of Publishing Houses, Augsburg
Bayer AG, Leverkusen
Steag AG, Essen
Körber AG, Hamburg
NBV/UGA GmbH, Straelen
Dugena eG, Darmstadt
ADP GmbH, Frankfurt
Datev eG, Nürnberg

Partners / senior consultants short profile

ROLF HEEB – partner and managing director
Graduate studies in business administration (Dipl.-Betriebswirt).
2 years with a leading German audit and management consulting company (Kontinentale Treuhand-Gesellschaft GmbH, Düsseldorf) as junior management consultant.
6 years with a leading international audit and management consulting company (Arthur Andersen, Düsseldorf and Chicago) as manager.
4 years with a leading German management consulting and head hunting company (Baumgartner + Partner GmbH, Sindelfingen) as managing director.
Since 1983 with IFM as founder, partner and managing director.