



Management

Apart from the traditional tasks of planning, organising, leading, coordinating and controlling, management for us means the operative implementation of entrepreneurial objectives in a responsible role within the company. The increasing global dynamics, complexity and intensity of competition are particularly challenging. To remain flexible in reacting to internal and external changes, the right management is a decisive factor for success. h,c has an established and diversified network of over 50 interim managers / experts at their disposal, who, due to their professional and personal competences, can be selected in a targeted manner for the necessary requirements and the specific technical requirements of a company.

When selecting (interim) managers, special attention is paid to an existing and suitable sense for the specific strategic and corporate policy as well as personnel and communication characteristics of the respective company. The (interim) managers have extensive knowledge of project management, general management knowledge, product and industry-specific knowledge, perseverance and resilience, a comprehensive and sustainable way of thinking as well as proven communication skills. In addition to methodological skills, the social skills of our managers are often crucial.

(Interim) managers are appointed in a variety of situations and task areas. Together, we will assist you on the basis of a clearly defined action plan, which is often the result of a preceding consulting process.

We distinguish between three scenarios of implementation in the tasks we perform in the management of a company:

- the assumption of responsibility of a Chief Restructuring Officer (CRO) in transformational situations
- the temporary assumption of management functions
- the management of a project.



Turnaround Management

Turnaround management: the (interim) manager as Chief Restructuring Officer (CRO)

Corporate crises are part of everyday life. They can occur at any time, can be unpredictable and threaten the continued existence of a company or a significant business unit by impairing its ability to function as well as its stability. However, crises also offer the opportunity for future-oriented change that will make your company competitive in a sustainable manner. The Chief Restructuring Officer is responsible for the entire turnaround management process.

In particular, this means:

- Assumption of operational responsibility in restructuring situations
- Implementation of stability measures
- Reduction of costs
- Operational realignment of the company
- Operational implementation of restructuring measures
- Management of an organisation in transformation during the crisis

We provide you with an (interim) manager who helps you to achieve the set objective by analysing, structuring, planning and integrating appropriate systems and processes. In doing so, you benefit from our network of tried and tested experts with many years of professional experience in relevant industries. The interim managers are specialised in carrying out and successfully completing assignments in their company in a task-specific and results-oriented manner.



Temporary management functions

In case of a temporary assignment in a regular management function, the (interim) manager takes over a management function in our client's company for a clearly defined period of time.

The h,c management understanding is based on the linearly successive and circularly arranged management success factors of planning, organising, leading, coordinating and controlling.

From the h,c network of over 50 interim managers, we select a suitable candidate together with you on the basis of the aforementioned criteria, who meets your specific requirements.

We hand the responsibility for the function back to an employee of the company or, if necessary, an external manager as soon as the objective associated with our interim management has been realised.

In particular, the following management functions are temporarily taken over in interim management:

- Management / Board of Directors (CEO/CFO/COO)
- Head of Controlling
- Head of Sales
- Head of Production



Managing a project

When it comes to project management, it is all about planning, steering, organising and controlling projects.

Our project management at h,c includes interdisciplinary planning and steering, as well as organisational and control instruments that we are continuously developing and adapting to meet our clients' specific requirements. At the same time, our project control aims to achieve a balanced relationship between the closely connected target dimensions of quality, time and costs.

(Interim) project managers within our h,c network are also carefully hand-picked together with the client in view of the unique requirements in terms of their suitability, both professionally and personally, in order to ensure that the project is a success.

An overview of our services:

- Responsible assumption of major projects
- Implementation of project structures
- Taking over project controlling
- Identification and control of disruptive factors and risks
- Implementation of interfaces to the company's operational units and cost centres
- Implementation of a reporting system for the project