



LEWAN
ASSOCIATES

YOUR SUCCESS NEEDS CLEVER HEADS

Finding personalities.
Raising performance.

WE CREATE ADDED VALUE!



AWARD-WINNING CONSULTING SERVICES

Established in 1995, we are acknowledged as a highly reputable consultancy with a proven track record of success. Our clients have provided us with glowing testimonials, thus propelling us to the level of TOP CONSULTANT 2018.

As distinguished and experienced consultants, we assist industrial and service companies within the SME segment in identifying and recruiting high-calibre managers and suitably qualified specialist staff.



With the help of executive searches, active sourcing, social media recruiting and/or media-based tracking, underpinned by extensive knowledge of the various markets and well-established networks of cooperation, we will identify suitable candidates for your vacancies – quickly, cost-effectively and with maximum integrity and professionalism.

As facilitators and change coaches, we advise agile companies on organisation and HR development. In our capacity as performance coaches, we also provide support when it comes to tackling the issue of operational or personal change.

TOP CONSULTANT

Since 2010, top consultant has been acknowledging the best consultants for services provided within the SME segment. Among the key prerequisites are customer-focused consultancy work tailored to the requirements of small and medium-sized enterprises. For this purpose, an in-depth survey is conducted among clients of consulting firms. It focuses on two criteria: level of professionalism and client satisfaction with consulting services. The clients listed by LEWAN ASSOCIATES Unternehmensberatung GmbH as references gave our company top marks, as a result of which we are ranked among Germany's premier consulting firms for 2018.



PERSONNEL FINDER

The direct route to skilled, motivated and perfect-fit potentials

Are you looking for employees and managers who are prepared to go the extra mile, who fully embrace their role within your company, who are aware of their potential and who are keen to harness their energy and skills in the best interests of the company?

As a **Certified Executive Recruitment Consultant [CERC/BDU]**, we have established ourselves as trusted personnel finders, sparring partners and solution specialists – driven by the desire to secure the services of suitable managers and professionals for our clients. Applying optimised processes and state-of-the-art search methods as well as generation-specific communication and targeted suitability diagnostics, we will select high-calibre candidates who are the right fit with regard to your company and your corporate culture.

In our capacity as a **Recruiting Efficiency Partner**, we focus primarily on small and medium-sized enterprises in Germany as well as their sites throughout Europe. Spanning all hierarchies.

LEWAN ASSOCIATES have a pedigree of excellence when it comes to identifying, selecting and securing the services of executives and professionals – at a national and international level. Creative solutions blended with a targeted approach translate into rapid results and a high standard of quality in the preselection of candidates. **Our expertise is mainly centred around the automotive supply sector, the metal forming/processing industry, the mechanical and plant engineering market and the automation technology sector.**

As a member of Bundesverband Deutscher Unternehmensberater e.V. [BDU], we manage the entire process chain of HR recruitment in compliance with DIN 33430 and observe the principles of proper and qualified HR recruiting promulgated by the BDU.

Explore the outstanding possibilities associated with a slightly different approach to consulting that includes risk mitigation, **money-back guarantee** and **24-month guarantee of re-appointment** among many other unique features.



PERFORMANCE COACHES

Supporting change processes – improving personal and operational performance

Change and forward momentum often only occur once we have gained some distance, had the chance to reassess ourselves and our surroundings and have received feedback from neutral dialogue partners. As performance coaches, we provide ongoing support for people facing personal or professional challenges.

In our capacity as facilitators, we help organisations, executives and teams to tackle the challenges associated with the process of operational change. Applying our COACH concept, we will assist you in developing and reinforcing skills, behavioural patterns and practices so that you can achieve the performance targets you have set for yourself.

Our record of accomplishment as consultants for leadership and organisational issues spans more than 25 years.

We offer an all-embracing service that is tailored to practical realities and stands on solid scientific and psychological foundations.

As a member of the **International Coach Federation [ICF]**, we – in our capacity as coaches – firmly believe in showing fundamental appreciation, acknowledgement for past accomplishments and respect. At the same time, we are open to and curious about views and approaches that differ from ours.

We are co-pilots committed to assisting our coachees in finding creative solutions. In support of top management, we act as Business Sherpas to ensure effective HR development.

We do not believe in shortcomings but rather in potential to be developed – a genuine opportunity. We accompany people and teams on a journey of personal and professional development, charting new, target-oriented routes.



PERSONAL SHERPAS

Stumbling and falling are part of it, do not want to get up is prohibited

We are your Personnel Sherpas, ready to join you on your trek through the deserts and mountains of personnel recruiting and through the undergrowth of HR and organisation development. As a team, systematically and with strategic intent. And with hands-on pragmatism.

Embracing the spirit of the famous Sherpas, who embark on major expeditions through the Himalayas, LEWAN ASSOCIATES work

in scalable teams that bring together the skills needed to drive your projects forward. We offer executives the professional support they require in their positions of responsibility.

We are thoroughly committed to an agile approach and will help management to tackle any HR-related challenge that arises – drawing on our demonstrable process expertise and finely honed specialist knowledge.

The process of continuous change and development within an organisation is a source of considerable opportunity. At the same time, it exerts tremendous pressure on companies. The state of flux within the business environment – together with growing complexity – makes enormous demands on companies and their employees.

It is imperative that internal resources are managed diligently so that as much energy as possible can be channelled into new processes when such projects take priority. In some cases the route taken in pursuit of newly defined goals is very short, while in other cases it is much longer. Milestones can quickly become stumbling blocks, particularly if specific measures, timelines and communication efforts are out of sync.

You can rely on our far-reaching management and consulting expertise as well as our highly developed analytical methods and a thoroughly professional approach based on competence, integrity and respect. We offer you a broad skillset together with openness, the desire to get things done and a passion for HR solutions tailored precisely to your requirements and expectations.





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