



Consulting and implementation from a single source

## Connion Company Profile

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Managing Partner

## Connion GmbH Overview

- Connion – Consulting and Implementation from a single source
- Legal Form: GmbH (LLC), Register court Munich, HRB 198 644
- Headquarters: 85659 Forstern (near Munich)
- Core business:  
Management Consulting, Interim Management
- Managing Directors:  
Fritz B. Hoering, Andrew Motz, Dr. Christian Suttner, Juergen Waitek
- More than 30 Partners and Consultants (m/f) and more than 300 quality checked freelancers
- Offices in Munich, Berlin, Stuttgart, Nuremberg, Frankfurt, Kassel, Dusseldorf, Hamburg, Bremen and Berne (CH)
- Cooperation with partner firms
- Partner offices in Zurich, Vienna, New York, Charleston

# The Connion Approach

Client support throughout the entire change cycle



## Consulting

- Company strategy
- Company transformation
- Outsourcing
- Due Diligence and Company valuation
- Quick Checks / Audits
- Cost/benefit calculation
- Chance/risk consideration
- Implementation planning

## Implementation

- Change Management
- Pragmatic solution execution
- Realization of Quick Wins
- Part time and full time
- Budget-protecting
- Teamwork with the client

## Interim Management

- Line assignment
- Part time and full time
- Bridging until filling
- Backing the steady state
- Unstressed phase in for permanent candidates
- Maximized success

## How we differentiate

### Our Strengths

- Concept and execution from a single source
- Advisers with own management background
- Small teams – often only one adviser
- Focused, experienced experts
- Project-Partner concept



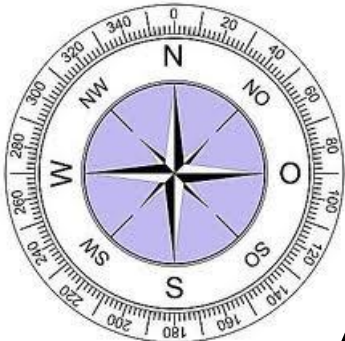
### Your Benefit

- Not only excellent theoretical, but really convertible concepts
- Not only plans, but realized change
- Slimmer (= favorable) projects
- Minor workload for employees
- Higher Buy-In of clients and employees

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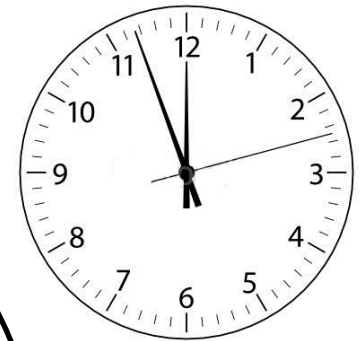
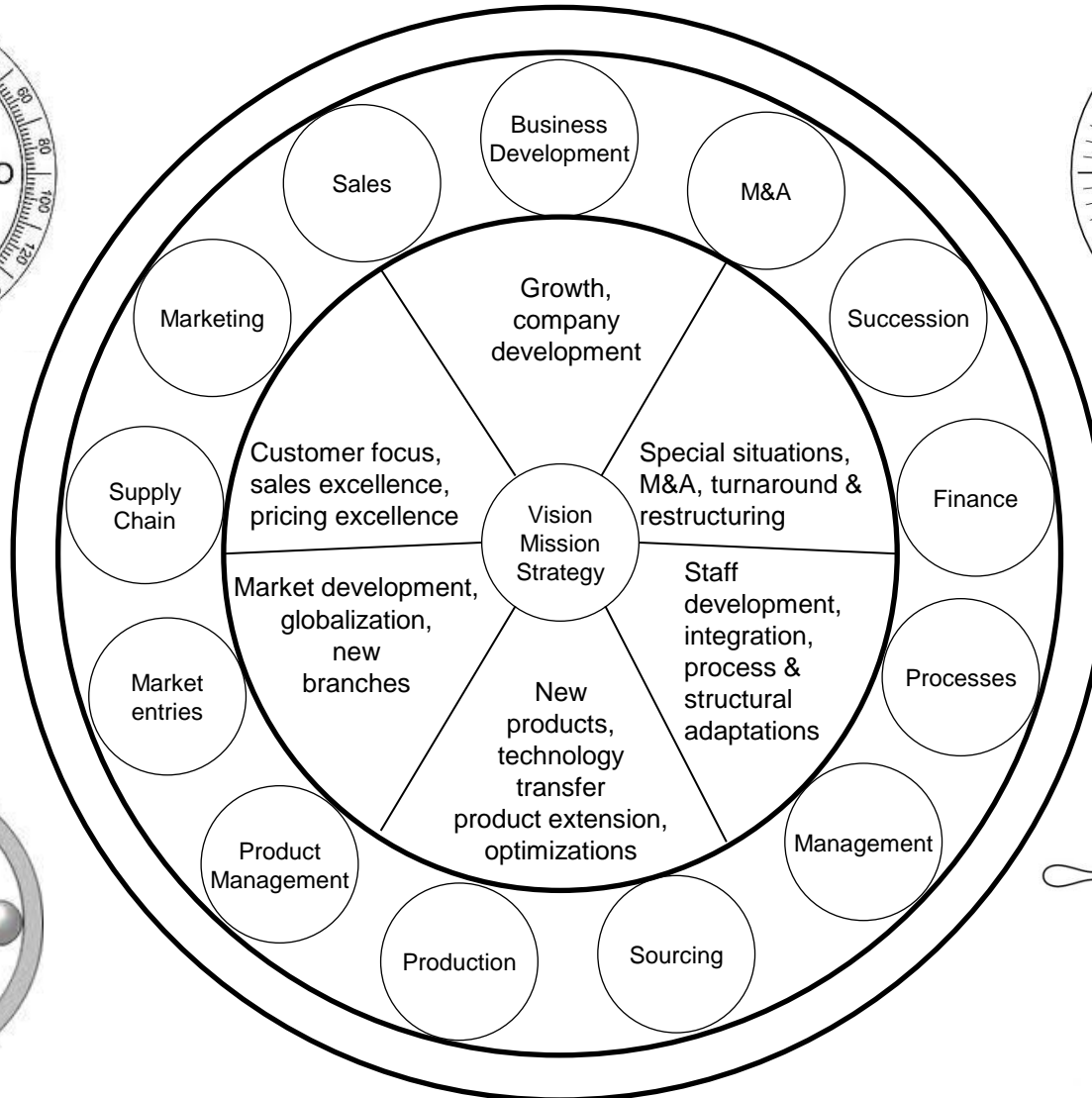
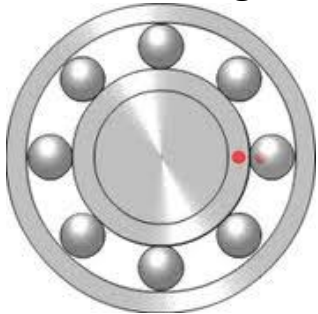
Best possible project return on the investment for our clients

## The Connion Company Compass (our focus)



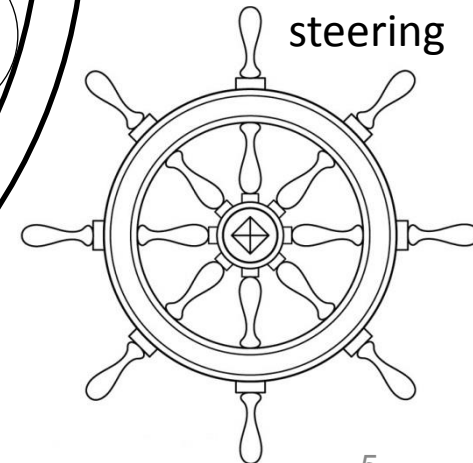
The right course

Assuring the right interlocking



The right timing

Confident steering



# Connion Practice Groups

- **Business Development**  
(market entry, internationalization, business setup and expansion etc.)
- **Sales & Marketing**  
(strategy, structure, management, tools, negotiation, deal making etc.)
- **Innovation & Products**  
(product, program and innovation management etc.)
- **Mergers & Acquisitions**  
(incl. Due Diligence, PMI, MBI, MBO, order of succession etc.)
- **Sourcing**  
(purchasing, procurement, set-up, supplier management, quality control etc.)
- **Finance & Controlling** (liquidity, financing, capital, stocks, reporting etc.)
- **Restructuring & Turnaround**  
(incl. financial reorganization ex economical imbalance etc.)
- **IT**  
(Cloud, Big Data, Security, Governance, Project Management and Rescue etc.)
- **Production & Logistics** (manufacturing, quality, distribution, supply chain etc.)
- **Management and Human Resources**

# Connion industry knowhow

- Life Science
  - Pharmaceutical industry
  - Biotechnology
  - Healthcare
  - Medical technology
  - Food & beverage, cosmetics
  - Agriculture
- Chemistry
- Telecommunications & IT
  - Wired & mobile
  - Value-added services
  - IT, IT Security, Software
  - Media technology, M2M
- Electrical engineering, Electronics, Semiconductors
- Plastics, Mineral oil products
- Transportation
  - Logistics
  - Telematics
- Engineering & manufacturing
  - Plastics technology
  - Automotive, suppliers
  - Automation
- Energy
  - Renewable energies
  - Classic energy industry
  - Building technologies
- Retail, ecommerce
- Consumer products
- Services sector
- Publishing, printing industry
- Textile, clothing & fashion
- Recycling & environment
- Construction, real estate
- Banks & Insurances

## Client segments

- Typical Connion clients are companies
  - with strong growth
  - which like to utilize their potentials better
  - in turnaround or in front of an integration
  - that need structural or process adaptations
  - in special situations, such as e. g. M&A, restructuring etc.
- Our focus is more to support our clients with our competences as to focus on certain company sizes or industries
- We deliver fitting competences to (almost) all company situations



# Company situations and solution offering

<b>Situation</b>	<ul style="list-style-type: none"> <li>• Strong growth</li> <li>• Fast growth</li> </ul>	<ul style="list-style-type: none"> <li>• Check &amp; review</li> <li>• Realignment</li> </ul>	<ul style="list-style-type: none"> <li>• Integration</li> <li>• Optimization</li> </ul>	<ul style="list-style-type: none"> <li>• Special situations</li> <li>• M&amp;A, turnaround</li> </ul>
<b>Client</b>	<ul style="list-style-type: none"> <li>• Portfolio firms, Start-ups</li> <li>• Investors</li> </ul>	<ul style="list-style-type: none"> <li>• Investors</li> <li>• All company sizes</li> </ul>	<ul style="list-style-type: none"> <li>• Medium sized firms</li> <li>• Corporate divisions</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate divisions</li> <li>• Subsidiaries</li> </ul>
<b>Offering</b>	<ul style="list-style-type: none"> <li>• Revenue enforcement</li> <li>• Growth management</li> <li>• Hit-rate improvements</li> <li>• Shorten lead to deal time</li> <li>• More customer focus</li> <li>• Marketing and messaging</li> <li>• Product consolidations</li> <li>• Time to market</li> <li>• Preparation and execution of exits</li> <li>• Merger with other firm</li> <li>• Completion of skills</li> <li>• Resources (also part-time)</li> </ul>	<ul style="list-style-type: none"> <li>• Investition and acquisition success analysis</li> <li>• Due Diligence</li> <li>• SWOT analysis</li> <li>• Catalogue of measures</li> <li>• Internationalization</li> <li>• Strategy review</li> <li>• Search and selection of acquisition targets</li> <li>• Sales optimization</li> <li>• Process optimization</li> <li>• Cost optimization</li> <li>• Resources equalization</li> <li>• Increase profitability</li> <li>• Maximize growth</li> </ul>	<ul style="list-style-type: none"> <li>• Process integration</li> <li>• Group compatibility</li> <li>• Profit improvements</li> <li>• Liquidity improvements</li> <li>• Retention/expansion of competing power</li> <li>• Process optimization</li> <li>• Reduction of complexity</li> <li>• Operation analysis</li> <li>• Preparation of succession</li> <li>• Subsequent regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Objective enforcement</li> <li>• Preparation of corporate sales</li> <li>• Consolidations</li> <li>• Spin-off preparation and execution</li> <li>• Strategic fit</li> <li>• cultural fit</li> <li>• Intercultural adaption</li> <li>• Post Merger Integration</li> </ul>

## Our solution offering (examples)

### **Starting situation (before)**

Need of new branches for internationalization

Profitability and efficiency have room for improvement

Succession is due

Company grows, but growth speed is behind expectations

### **Solution (after)**

We build the necessary legal and operational conditions, provide the management for the start and build the necessary structures

We restructure your company and switch it to the growth route

We find the right successor and accompany the transition. We keep the firm fit in the process to retain the value

We develop the right measures with you, adapt the sales strategy and make the team buy-in to it – incl. training

# Connion Management

- **Fritz B. Hoering**
  - Consulting experience at Accenture and CEO advise
  - CEO et al. At Deutsche Post Signtrust, Ascom IT Security AG
- **Andrew Motz**
  - For many years CFO at Siemens and Nokia-Siemens in the US and Europe
  - Experienced specialist in M&A, Integration and Finance Change Management
- **Dr. Christian Suttner**
  - Consulting experience at Booz Allen Hamilton
  - Vice President at Infineon
- **Jürgen Waitek**
  - Long-term commercial Managing Director in medium-sized businesses
  - Controller in the engineering, semiconductor and retail industry



Thank you for listing and your interest!  
What can we do for you?

Fritz B. Hoering  
Managing Partner

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