



# RADTKE & ASSOCIATES

International Management Consultants

”Delivering essential results – day in and day out – is our hallmark.“





RADTKE & ASSOCIATES International Management Consultants

## Your guides with expert local knowledge.

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You make important decisions every day – usually with time constraints and without the personnel support you need. As a spin-off of one of the five major international top management consulting firms, we help national and international organisations grow their success sustainably. We view ourselves as guides with strong specialist local knowledge: We only work in business segments and markets where we have in-depth knowledge.

Welcome to RADTKE & ASSOCIATES

## We are known for what we know.

An in-depth understanding of the industry, a structured approach and a result-oriented implementation makes us the ideal partner to help you grow your lead.





About us

## We measure ourselves by your success.

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If you don't know where you want to go, you can't find the right strategy. You can only make the right decisions if you have defined a goal. Whether you are a medium-sized company owner, successful manager of an international corporation or a committee member – we help you define your goals precisely and make the right management decisions with a focus on the results: short-term decisions with instant impact in dynamic environments, as well as decisions to secure long-term success. What makes us stand out from the crowd: We help you implement the new measures and support you throughout the entire value chain – until you are successful.



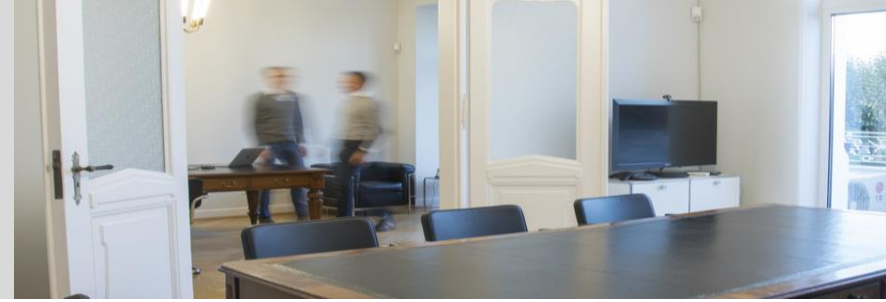
*„Sustainably improving your market position is my personal motivation, and what inspires me.“*

Jens Radtke  
Managing Partner



*„Strengthening your team and actively advancing it as equal partners at all times – that's my motto.“*

Arne Steinhof  
Managing Partner



About us

## Facts & Figures

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### Company Size:

- Medium-sized management consulting firm
- Annual turnover from € 2,5 to 4,0 million

### Year of founding and location:

- 1998
- Düsseldorf, Germany

### Services:

- Strategy
- Finances
- Organisation
- Executive Coaching

### Project structure:

- Analysis: ø 4-6 weeks, € 50k bis € 250k
- Implementation: ø 8 month, € 250k to € 1,5 million

### Clients:

- Medium-sized companies
- International corporations
- Public institutions

### Industries:

- Real Estate
- Financial Services
- Public Sector



Our Expertise

## You have your business goals. We know how to reach them.

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We can describe our service in one simple sentence: We make companies successful. It may sound simple, but that is one of the biggest challenges.

We compare your opinion with our findings in a joint process. What makes R&A stand out: “We support and empower your top management and the entire team. For mutual understanding, your employees are sensitised, motivated and empowered to independently achieve the targeted results for the upcoming changes.”

### What we do and what we achieve:

- Strategy
- Finances
- Organisation
- Executive Coaching

### Where we know what we are doing:

- Real Estate
- Financial Services
- Public Sector



Our Services

## We want to impress you, both professionally and personally.

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Companies are managed by people, not algorithms. As a result, enterprise decisions do not follow a purely objective logic, but also the personal motives of the decision maker. There is a good reason why management – and therefore often entire companies – have a personal signature. As a result, besides in-depth professional understanding of the industry, holistic management consulting also includes a personal understanding of the decision makers. That is why empathy and intuition are two key qualities that have always characterised our work.

### Strategy

- Corporate strategy
- Divisional strategy
- Strategic implementation

### Finances

- EBIT increase
- Processes & Instruments

### Organisation

- Establishing a service organisation
- Active personnel development

### Executive Coaching

- Personal executive coaching
- Management/executive team coaching
- Team building



Our Industries

## We are known for what we know.

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Experience is the roadmap to a successful future. After over 20 years of exciting collaboration with clients from a wide range of industries, we can look back on extensive expertise. It enables us to take on your entrepreneurial challenges resolutely as your sparring partners. As a result, we operate on the principle that trust comes from understanding. We work on your needs and the industry-specific characteristics thoroughly, regardless of the company size and type. And we do so until we have no more questions and instead can give you answers that help you make progress.

### Real Estate

- Real estate companies (residential and commercial)
- Investment companies
- Facility management service providers
- Project development companies
- Sales companies

### Financial Services

- Business and direct banks
- State and development banks
- Insurance companies
- Financial service providers and fund management companies

### Public Sector

- National, state and municipal governments
- City marketing institutions
- Non-profit organisations

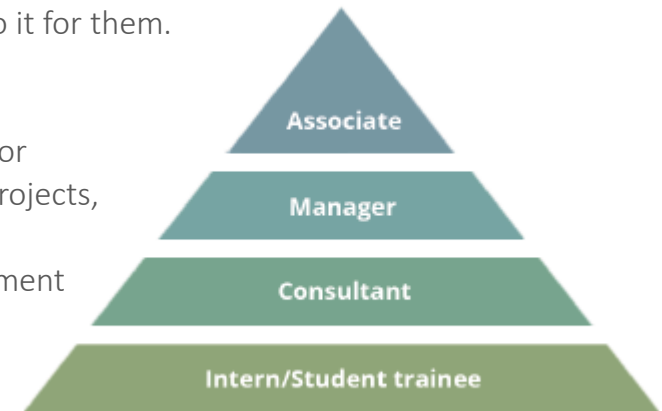


Your career at RADTKE & ASSOCIATES

## Careers start with a first step. For example through our door.

We believe that each individual writes their own success story, no-one else can do it for them. That is why careers are as individual as people themselves.

Whether you start here as an Intern, Junior Consultant after graduation, as a Senior Consultant or Manager – besides rapid development opportunities and exciting projects, we offer you a flexible environment where you can show your strengths and characteristics with a great degree of freedom. We believe that personal development is impossible without freedom, and flexibility and individual responsibility are among the strongest drivers of a successful and balanced working life.



### Exciting projects

A great start – exciting and challenging projects with client contact from the outset.

### Stellar career

Your path to a stellar career progression leads you straight to us. Learn what awaits you at R&A here.

### Flexible work

It takes freedom to develop potential. Learn how you can design your freedom at R&A here.





Contact

## Getting to know you matters to us.

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Close and personal contact is the best guarantee of mutual success. If you would like to get to know us in person, please feel free to visit us in our offices in the heart of Düsseldorf. We would be delighted to make an appointment to meet you and have a chat any time, without any commitment.

## RADTKE & ASSOCIATES

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### Journey

By car: individual

Düsseldorf Airport (taxi): 20 minutes

Düsseldorf Railway Station (taxi): 15 minutes

Our offices are in the Oberkassel district of Düsseldorf, on the River Rhine. Head for the Rheinkniebrücke and Düsseldorf Youth Hostel, both of which are on our doorstep.

Parking facilities:

- Free parking lot (directly opposite the office)
- Car park of Youth Hostel (around the corner at Düsseldorf Straße)



Profile

# Jens Radtke



### Personal information

Born: Lübeck  
Year: 1966  
Marital status: married, 4 children  
Languages: German, English, Spanish

### Consultancy experience

Almost 30 years experience in top management consultancy, thereof 25 years as Managing Partner (RADTKE & ASSOCIATES)  
Functions: Strategy, Marketing & Sales, Organisation, Finance & Accounting, Controlling, Human resources  
Industries: Real estate, Financial services, Public sector, Utilities, Chemical-, Automotive-, Food- and Consumer goods industry  
Clients: International and national top-10 corporations, medium-sized businesses (market leaders)  
Project budget: up to € 2m  
Role: Top management contact, project management, executive coaching, quality control, committee management

**1972 – 1985**

#### Primary and secondary education

Marne (Schleswig-Holstein)  
Qualifications: Abitur

**1985 – 1986**

#### Basic military service

in personnel administration  
in Leck/Northern Friesland

**1986 – 1991**

#### European Business Studies

University of Paderborn  
Trent Polytechnic, Nottingham, UK  
Graduated in Business Studies

Placements: Tonka Toys,  
Maidenhead;  
Klöckner Industrial Plants  
Inc., London  
Major field of study: Marketing

**1991 – 1992**

#### Assistant Managing Director

Richard Borek GmbH & Co. KG,  
International trading house  
Functions: Marketing & Sales

Industries: Collectors Market  
(stamps, coins)

**1992 – 1995**

#### Management Consultant

Gemini Consulting, Management  
consultancy

Functions: Strategy, Marketing &  
Sales, Organisation, Controlling

Industries: Chemical-,  
Automotive-, Food industry

**1995 – 1998**

#### Partner

Walther, Radtke & Partner,  
Management consultancy

Functions: Strategy,  
Marketing & Sales,  
Organisation, Controlling

Industries: Real estate, Public  
sector, Consumer goods  
industry, Trade

**1998 – dato**

#### Managing Partner

RADTKE & ASSOCIATES,  
Management consultancy

Functions: Strategy, Marketing  
& Sales, Organisation, Finance &  
Accounting, Controlling, Human  
Resources

Industries: Real estate, Financial  
services, Public sector, Utilities,  
Chemical-, Automotive-, Food- and  
Consumer goods industry



## Profile

# Arne Steinhof



### Personal information

Born: Bremen

Year: 1974

Marital status: living separated, 2 children

Languages: German, English

### Consultancy experience

20 years at RADTKE & ASSOCIATES, since 2004 as Manager, since 2006 as Managing Partner

Industries: Real estate, Financial services, Public sector, IT-Services

Functions: Strategy, Organisation, Finance & Accounting, Controlling, Human resources, Procurement

Clients: National top-10 groups and medium-sized businesses (market leaders)

Project budget: up to € 1m

Role: Project/client management, profit delivery, management coaching, quality assurance, committee management

**1980 – 1993**

#### Primary & secondary education

Schwanewede (Lower Saxony)  
Qualifications: Abitur

**1993 – 1994**

#### Basic military service

as an officers' and staff driver in Delmenhorst and Neuenkirchen (Lower Saxony)

**1994 – 2001**

#### Business Administration and Geography Studies

Free University of Berlin, University of Cologne, graduated in Business Studies and Geography  
Main areas of study: Personnel and organisational management, foundation research  
Placements: Prognos AG, Cologne

**2001 – 2004**

#### Consultant

RADTKE & ASSOCIATES,  
Management consultancy

Functions: Strategy, Organisation, Finance & Accounting, Controlling

Industries: Real Estate, Financial Services, Public Sector

**2004 – 2006**

#### Manager

RADTKE & ASSOCIATES,  
Management consultancy

Functions: Strategy, Organisation, Finance & Accounting, Controlling

Industries: Real estate, Financial services, Public sector

**2006 – dato**

#### Managing Partner

RADTKE & ASSOCIATES,  
Management consultancy

Functions: Strategy, Organisation, Finance & Accounting, Controlling, Human resources, Procurement

Industries: Real estate, Financial services, Public sector, IT-Services



Our services in detail

## Strategy

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### Corporate strategy

- Market analyses
- Company and divisional goals
- Corporate strategy

### Divisional strategy

- Business USP
- Marketing mix
- Functional strategies (marketing, sales, procurement, IT, digitisation, HR, finances)

### Strategic implementation

- Communication roll-out
- Operative strategic implementation
- On-the-job qualification
- Strategy controlling

## Finances

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### EBIT increase

- Short-term revenue and cost potential
- Strategic revenue and cost structures
- Asset/liability management
- Rating improvement

### Processes & Instruments

- Corporate and company management concepts
- Long-term corporate and company planning
- Strategic and operative reporting
- Investment profitability
- Liquidity management
- Controlling tool efficiency

## Organisation

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### Establishing a service organisation

- Workflow organisation (process analysis and modelling)
- Organisational structure (models and organisational charts)
- Efficiency analysis (management efficiency level)
- Management structures and Instruments

### Active personnel development

- Headcount analyses and personnel requirements analyses (target/actual comparison)
- Management and employee qualification (seminars, coaching)
- Personnel development instruments (selection processes, performance reviews)
- Head-hunting and outplacement
- Incentive systems (target agreement, remuneration systems, incentives)

## Executive Coaching

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### Personal executive coaching

- Individual one-on-one coaching
- Strength/weakness and self/external image analysis
- Career development

### Management/executive team coaching

- Individual coaching
- Overall coaching
- Management performance workshops

### Team-Building

- Team profile analysis
- Team building workshops
- Event management