

HILL
INTERNATIONAL



ALMATY BELGRADE BRATISLAVA BUCHAREST BUDAPEST GRAZ
ISTANBUL KIEV KLAGENFURT LINZ LJUBLJANA MINSK MOSCOW
PARIS PRAGUE RIGA ROTTERDAM SALZBURG SARAJEVO SKOPJE
SOFIA TASHKENT VIENNA WARSAW WIESBADEN ZAGREB
ZURICH



What makes HILL so unique

EXPERIENCE FROM FOUR DECADES

Due to its experience of many years and the development of sound methods such as the HILL Competence Analysis®, both small and medium-sized enterprises as well as major corporations trust HILL to implement complete solutions in the HR field and to support them for years.

EASTERN AND SOUTH EAST EUROPE COMPETENCE

Our vision and strategy clearly differentiate us from our competitors. HILL was the first personnel consultant to venture into the still «virgin» areas of the former Eastern Bloc when the Wall came down. Today, HILL is the only personnel consultant that covers the whole market of CEE and SEE.

SCIENTIFICALLY FOUNDED METHODS

Since 1975, we have operated in scientifically substantiated and, at the same time, person-oriented ways. We prepare the parameters that are often so difficult to comprehend in HR business in such a way that international top management obtains the optimal basis for decision-making.

HUMANISTIC MANAGEMENT

People working in appropriate positions are more satisfied, more motivated and show better performance. An appreciative attitude is mirrored in all HILL processes – from holding an interview over the parameter of the HILL Competence Analysis® to detailed individual feedback for every applicant.

Othmar Hill



Othmar Hill, Founder and President of HILL International, interviewed about more than 35 years of company history and his vision for the future of the enterprise.

WHAT DO ECONOMIC PSYCHOLOGY AND PERSONNEL CONSULTING MEAN FOR YOU?

For me, they mean making enterprises more efficient by correctly positioning human resources. We speed up their growth by developing individual and hence organizational potentials. At the same time, we help individuals to find a suitable professional activity. By employing competence analyses in the context of humanistic psychology we can also manage to combine objectivity with experienced humanity, activating all the energy of persons and organizations.

IS THIS MIRRORED IN CHANGED MARKET DEMANDS, SEE GLOBALIZATION?

At the moment, we live in a rapidly developing, turbulent world with unforeseeable changes. The networking and interdependence of markets due to progressing globalization lead to a completely changed image and concept of work. This process goes hand in hand with the erosion of our traditional structure of values. This «fury» on the part of individuals and organizations, triggered by turbulences on the market, erupts in numerous tensions and upheavals and may even culminate in a lengthy global cultural revolution.

From this point of view, economic psychology is a very major success factor.

HOW DOES HILL STAND OUT IN THIS CHANGED ENVIRONMENT?

It is our aim and task to stabilize organizations and the individuals working for them. Here, there is a strong demand for the humanistic economic psychology our enterprise has displayed and advocated for more than 35 years. In times like these, factors such as «social skills» and intercultural management are gaining more and more in importance. At HILL, as a full service provider, we offer enterprises high-quality and quickly implementable solutions tailor made to their needs.

PERSONNEL VS ENTERPRISE?

Managers and experts poorly selected or incorrectly employed by enterprises are less productive and in the long term jeopardize corporate objectives as well as the viability of companies and jobs. The immense significance of our work lies in guaranteeing this mutual «life insurance». With their utmost efforts, employees ensure the positive development of the enterprise, thus safeguarding the livelihood of the individual in a certain sense. The quality of the decisions made in this context significantly determines the future of the organization and the individual.

WHAT IS YOUR VISION FOR THE FUTURE OF HILL INTERNATIONAL?

Europe is the continent of traditional values and here we will continue to do and expand our business. The continent of Africa is an interesting option. Globalization will continue, which will place new demands on intercultural competence. Leadership and management over long distances by «job nomadization» will gain in importance. This will automatically lead to virtual forms of personnel selection. But there will be no alternative to the humanistic course. Appreciation and respect are the prerequisites over intercultural distances.



HILL History | Expansion

1975
Othmar and Christine Hill found the «Psychological Test Institute» in Vienna with a focus on **personnel recruitment and selection** and the development of a psychological diagnosis method to establish the potential of applicants and employees.

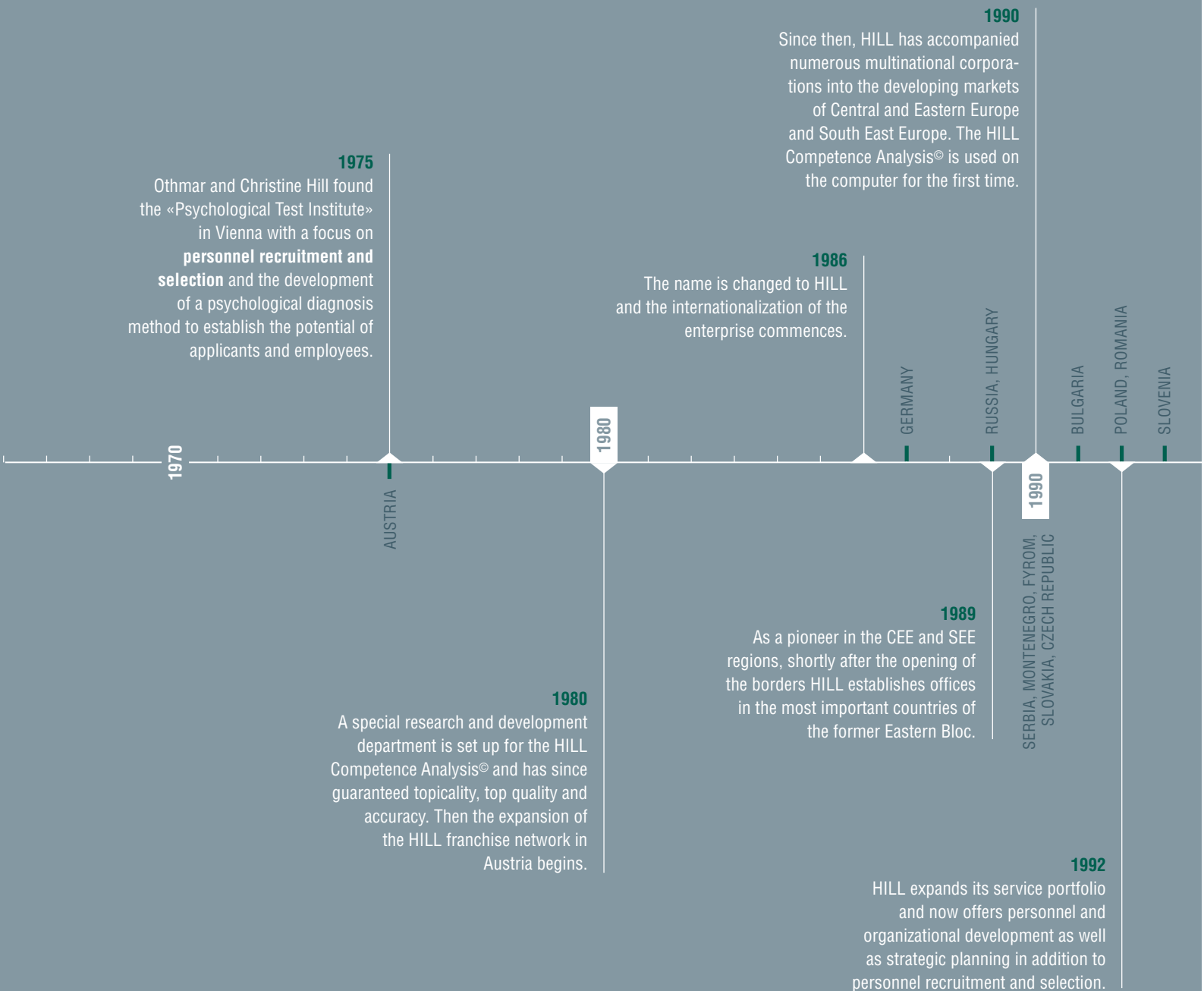
1990
Since then, HILL has accompanied numerous multinational corporations into the developing markets of Central and Eastern Europe and South East Europe. The HILL Competence Analysis® is used on the computer for the first time.

1986
The name is changed to HILL and the internationalization of the enterprise commences.

1980
A special research and development department is set up for the HILL Competence Analysis® and has since guaranteed topicality, top quality and accuracy. Then the expansion of the HILL franchise network in Austria begins.

1989
As a pioneer in the CEE and SEE regions, shortly after the opening of the borders HILL establishes offices in the most important countries of the former Eastern Bloc.

1992
HILL expands its service portfolio and now offers personnel and organizational development as well as strategic planning in addition to personnel recruitment and selection.





1997

Foundation of HuMan – Institute for Humanistic Management to promote the discourse on values in modern business life.

HILL's first branch office in Asia opens.

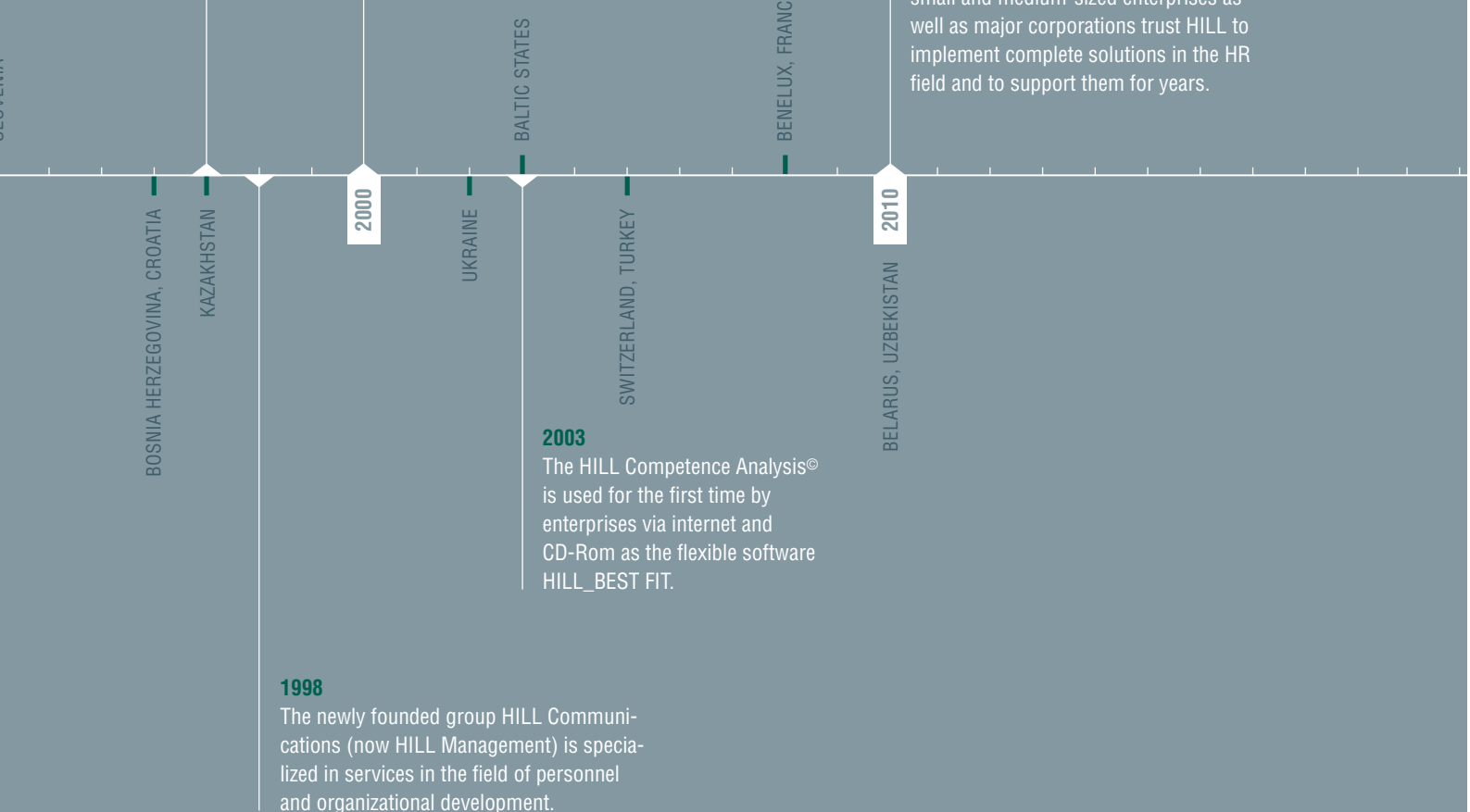
2000

HILL becomes a «full service» consultant in the field of human resources and strategic management consulting.

2010

The HILL Network is represented in 23 countries with more than 40 offices and employs about 200 experts. Meanwhile, the HILL Competence Analysis® is available in 19 languages in country-specific standards.

Due to its many years of experience and the development of sound methods such as the HILL Competence Analysis®, both small and medium-sized enterprises as well as major corporations trust HILL to implement complete solutions in the HR field and to support them for years.



HILL International Austria

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In 1980, HILL began to build up its network in Austria

HILL Headquarters | 1975 |

Management Othmar Hill, Elisabeth Leyser



The team in Vienna places a focus on comprehensively supporting processes of internationalization with personnel recruitment and selection as well as personnel and organizational development, such as management audits. Since 2009, HILL-AMC Management has reinforced headquarters and handles its own projects.

> hill@hill.co.at

HILL WOLTRON Management Partner Vienna | 1975 |

Management Kurt Grill, Franz Hill



HILL WOLTRON Vienna assists national and international enterprises with personnel recruitment and selection in Austria and CEE.

> office@hill-woltron.com

HILL Management Upper Austria | 2010 |

Management Constanze Hill

HILL Management Upper Austria is specialized in personnel and organizational development in the framework of coaching.

> constanze.hill@hill.co.at

HILL International Linz | 1983 |

Management Günter Frühmann

The team in Linz mainly assists internationally operating industrial customers from Upper Austria in questions concerning personnel recruitment and selection, individual aptitude diagnosis, competence and management audits as well as coaching and training.

> office@linz.hill.co.at

HILL Management Carinthia | 2010 |

Management Monika Kanatschnig



HILL Management Carinthia places its emphasis on personnel development, potential analyses, career advice, executive coaching as well as organizational development and strategy.

> office@hill-management-kaernten.at

HILL WOLTRON Management Partner Graz & Innsbruck | 1981 |

Management Cornelia Steiner

HILL WOLTRON Graz advises enterprises in Styria, Tyrol and Vorarlberg, putting a stress on scientifically based aptitude diagnosis, hearings, assessment centre, personnel and organizational development, coaching, training and individual career counselling.

> office@hill-graz.at | > hill@tirol.com

HILL International Carinthia | 1987 |

Management Siegrun Lechner



The focus of the Carinthian team is placed on personnel recruitment and selection and on intercultural training courses.

> office@hill-kaernten.at

HILL & Partner | 1994 |

Management Gerhard Wittmann

As a «mobile» recruiting team, HILL & Partner gives support with international assignments and in regions not covered by local HILL offices.

> office@hillinternational.at

HILL International Salzburg | 1981 |

Management Franz Wührer



HILL International Salzburg offers all sectors of the economy, the public sector, social profit organizations and individuals a broad range of personnel services.

> office@hill-salzburg.at

HILL International Western-/Northern Europe and Asia

Building up the HILL network in Western and Northern Europe is an ongoing process

BENELUX | 2008 |

Management Jasper Ligtenberg

The office in Rotterdam is specialized in international personnel recruitment and selection as well as in the personnel development of highly qualified experts up to the level of line functions and deals with the markets in Belgium, Luxembourg and the Netherlands.

> info@hill-international.info

FRANCE | 2008 |

Management Borzou Rafie-Elizei

The French office offers a variety of different personnel services, placing a focus on cross-border counselling activities for local and international enterprises.

> office@hill-international.fr

BALTIC STATES | 2003 |

Management Gonda Didrihsone

HILL International Latvia offers a broad range of personnel services for local and international enterprises in the Baltic States.

> info@hill-international.lv

GERMANY | 2002 |

Management Elisabeth Leyser, Carola Scheffel



HILL International Germany supports national and international enterprises in their personnel recruitment and selection and offers comprehensive personnel services such as management audits.

> scheffel@hill.co.at

SWITZERLAND | 2005 |

Management Gerhard Wittmann



The HILL office in Zurich assists mainly national and international customers in Switzerland in all personnel matters.

> office@hillinternational.com

ASIA | The expansion to Asia represents a major development of the HILL network

KAZAKHSTAN | 1997 |

Management Kristina Kravtsova

The focus of HILL International Kazakhstan is placed on personnel recruitment and selection, analyses, organizational development and assessment centre. HILL International Kazakhstan largely helps international enterprises to enter the Kazakh market.

> office@hill.kz

UZBEKISTAN | 2010 |

Management Radovan Kovacki

HILL International Uzbekistan mainly assists international customers with their personnel recruitment and selection.

> uzbekistan@hill.co.at

HILL International Central and Eastern Europe

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As a pioneer in CEE, over 20 years ago HILL already began building up an area-wide network and has been the market leader since

POLAND | 1992 |

Country Manager Elżbieta Tomczuk



The HILL team in Poland is specialized in the personnel recruitment and selection of executives for national and international enterprises.

> hill@hill.com.pl

BELARUS | 2010 |

Management Radovan Kovacki

HILL International Belarus helps local and internationally operating enterprises on the Belarusian market.

> belarus@hill.co.at

SLOVAKIA | 1990 |

Management Alena Dušatková



The Slovakian HILL International team offers increased personnel recruitment and selection and a broad range of counselling services in Slovakia.

> hill@hill.sk

UKRAINE | 2002 |

Management Marina Nagaychuk



HILL International Ukraine concentrates on the personnel recruitment and selection of specialists in different sectors. Mainly local customers are supported in international projects.

> office@hill.com.ua

HUNGARY | 1989 |

Management Judit Enczi, Zsolt Fazekas



The offices of HILL International and HILL Management in Budapest, Pécs, Debrecen and Szombathely offer national and international enterprises both personnel recruitment and selection and personnel and organizational development.

> hill@hill.hu

CZECHIA | 1990 |

Country Manager David Petrů



The team of HILL International in the Czech Republic offers high-quality executive recruitment, psychodiagnosis, competence analyses, assessment & development centre, satisfaction surveys, 360° feedback and outplacement for national and international enterprises.

> administration@hill-praha.cz

RUSSIA | 1989 |

Management Natalia Kulikova



HILL International Russia supports local and international enterprises by discovering and full realization of their HR-capital through Personnel Search & Selection, HR Evaluation & Development, Organizational Development.

> hill@hill-moscow.ru

HILL International South East Europe

HILL was one of the first in SEE, too, and today has a comprehensive network in nine countries

SLOVENIA | 1993 |

Management Mojca Križnar



HILL International Slovenia chiefly looks after local and also internationally operating enterprises and institutions of the industrial and service sectors. The team in Slovenia helps with personnel recruitment and selection, management audits, outplacement as well as individual and team coaching.

> hill.international@siol.net

SERBIA | 1990 |

Management Nataša Savić

The Serbian HILL International team assists countless international and local enterprises in Serbia and Montenegro with personnel recruitment and selection. HILL Management Serbia with its managing director Mina Čandrić is expanding the portfolio by organizational and personnel development.

> hill@hill.rs

CROATIA | 1996 |

Management Željka Pavić

The Croatian office deals with national and international enterprises and, in addition to classic personnel recruitment and selection, is increasingly offering services such as management audits, assessment centres and outplacement.

> hill.international@hill-croatia.hr

BULGARIA | 1991 |

Management Irena Joteva



HILL International Bulgaria concentrates on recruitment, personnel consulting and evaluation, identification and development of potential. HILL Management Bulgaria, managed by Nina Gartcheva and Vesselin Kantchev, additionally offers personnel and organizational development.

> hill@hill.bg | > hill@hill-management.bg

KOSOVO | 2008 |

Management Bedri Dragusha

HILL International Kosovo chiefly supports personnel recruitment and selection for international projects.

> bedri.dragusha@hill-kosova.com

ROMANIA | 1992 |

Management Monica Vrabiescu



HILL International Romania is specialized in executive search, recruitment and consulting services, large HR audit projects and assessment centres.

> office@hill.ro

BOSNIA-HERZEGOVINA | 1996 |

Management Emina Uzicanin

The office in Sarajevo largely has international, but also local, customers and supports them in their personnel recruitment and selection.

> hill.sa@bih.net.ba

TURKEY | 2005 |

Country Manager Hazar Wilson



HILL International Turkey accompanies projects such as assessment centres, outplacement and management audits and supports personnel recruitment and selection.

> office@hill-turkiye.com

FYROM | 1990 |

Management Nataša Savić

HILL International FYROM takes care of local and international enterprises on the Macedonian market.

> hill.hill@t-home.mk



HILL Case Studies

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More than a promise

MORE EFFICIENT HR WORK WITH HILL_BEST FIT

STARTING POINT

A global technology and infrastructure concern possessed an internal youth development programme with the aim of identifying internal potential bearers from the most varied areas of the company. The concern wanted to introduce an additional, objective method within the existing assessment centre, and HILL_BEST FIT was chosen.

ACTION

After comparing the internal company specifications with HILL_BEST FIT, the relevant modules were chosen and installed in the company via CD-Rom. Detailed training, taking the very different levels of experience within the HR team into account, guaranteed the smooth introduction of the system and its integration into existing processes.

RESULT

The challenge of integrating HILL_BEST FIT in the existing assessment centre and its evaluations schemes succeeded to the complete satisfaction of the enterprise. The consequence is uncomplicated use, more efficient work and time reduction as well as greater accuracy in the selection of high potential.

SETTING THE COURSE FOR THE FUTURE

STARTING POINT

Due to a variety of market and system-immanent factors, the Eastern European branch of an international engineering concern was faced with inefficiencies, leading to dropping sales figures.

ACTION

On carrying out structured employee interviews including management audits in co-operation with the local HILL office on the spot, indications of existing potentials could be obtained, the strengths and weaknesses of the employees, and the resulting problems within the structure and operations of the enterprise could be derived and displayed.

RESULT

The findings of the management audit resulted in a personnel change in the management, leading to new personnel recruitment and selection by HILL. With the aid of the recommendations shown by the management audit and the further measures supported by HILL, the enterprise could ensure the basis for a successful future.

HILL

References

3M | ABB | Air Liquide | Anadolu Holding | Arab Bank | Arbeitsmarktservice Österreich | AstraZeneca | Austria Tabak/Gallaher Europe | BASF | bauMax | Becker Acroma | BMW | Bosch | BP | Brenntag | Burgmann Industries | Castrol | Caterpillar | Cisco Systems | Coca-Cola | Columbus Polska | Daikin | Danfoss | Danone | D.A.S. | DHL | E.ON | Ehrmann | Elan | Eli Lilly | Emerson Process Management | EnBW Trading | Ericsson | Europapier | F. Hoffman-La Roche | Freudenberg | Geberit | GfK | Grohe | Haus der Barmherzigkeit | Henkel | Hipp | Honda | Hypo Alpe-Adria | ITOCHU | Johnson & Johnson | Konica Minolta |

Land Salzburg | Lindström | MAN | Media-Saturn | Medservice-Richter | Mercedes-Benz | Michelin | Nationalpark Hohe Tauern | New Yorker | OBI | OMV | Orange Business Services | Osram | PepsiCo | Pfizer | Philip Morris | ratiopharm | Sandoz | SAP | Sauter | SCA | Scania | Schiedel | Schindler | Sharp | Siemens | Sika | Swarovski | Tesco | Thule Sweden | TOTAL | Toyota | Treibacher Industrie | TYROLIT | VA Tech ELIN EBG | WABCO | Whirlpool | Wienerberger | Wild Austria | Wirtschaftskammer Österreich | Xerox | etc.

«With HILL I have found my partner in the field of personnel management, and in recent years I have very successfully been able to fill many key positions in Eastern and South East Europe and Austria. Our co-operation has always been professional as well as individual and personal.»

Ernst Eisner

Country Manager Austrian Office,
Symantec (Austria) GmbH

«From my own experience, I know that HILL will always identify the right employees among all the applicants. I began my international career via HILL and thus obtained my position as the general manager of IBM in Bulgaria. Many of my staff who have meanwhile made international careers at IBM were also identified by HILL.»

Penko Dinev

Country General Manager, IBM Ukraine



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