

Views from inside and out



**Evaluation
Development**

... trigger thinking processes ...

We supply know-how and tools. After identifying the existing structures at clients' companies, we analyze them critically. Our approach is to involve clients directly in the process, working with our methods, because this helps them to develop and implement solutions.

Although I did have a generally positive feeling as a client, I was not familiar with this modern way of working together. However, the consulting had a positive effect. It triggered a thinking process. I had to admit to myself: 'You are no longer up to date in this or that area.

Does the competition do things this way?' At first I reacted negatively, as one is inclined to react when asked critical questions. For example, our means of communication were not in line with current requirements. We had just not taken it for granted that we needed to work with a modern

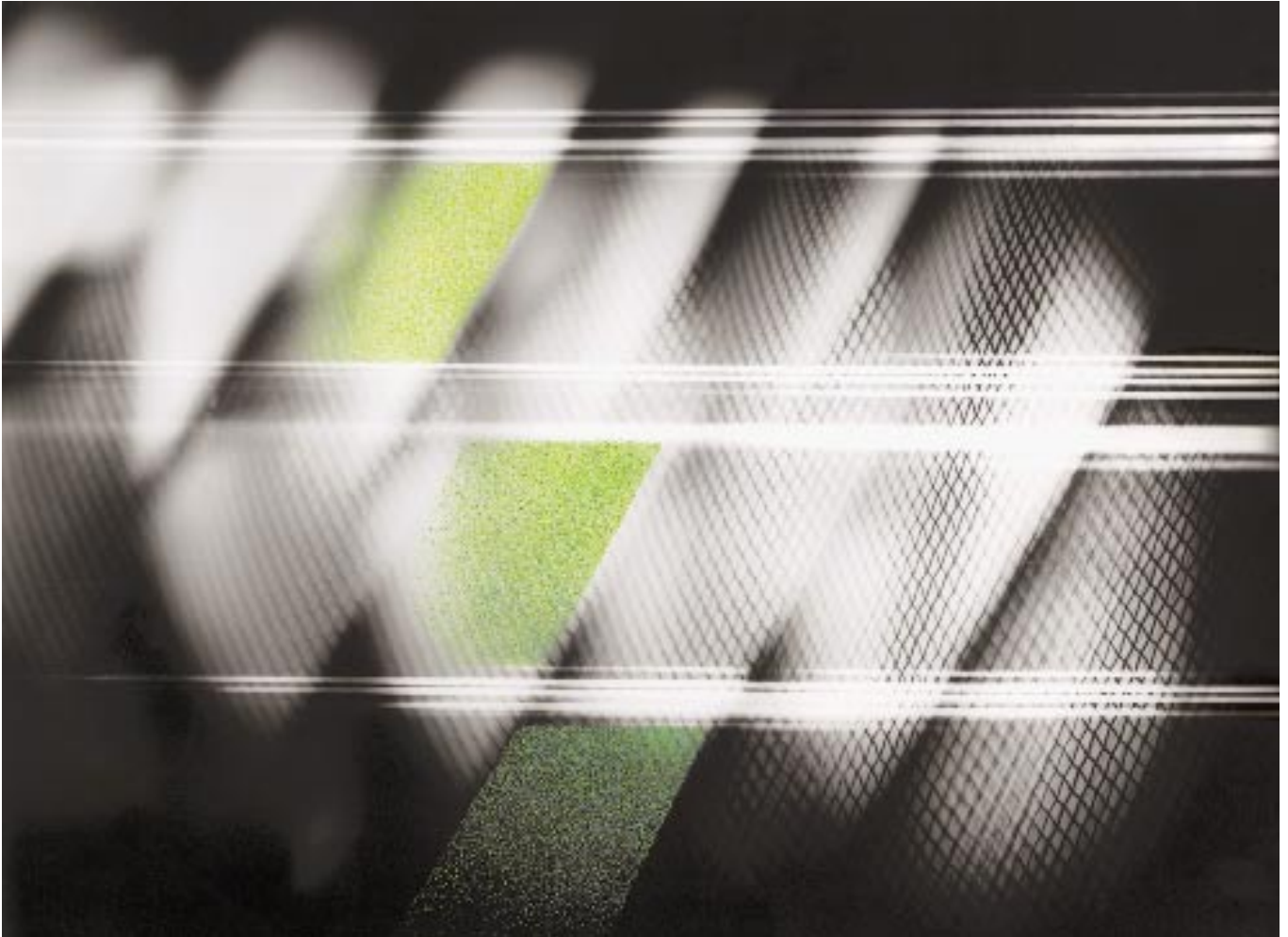
infrastructure. But we soon changed that. In the course of the consulting, I began to think more intensely about the future of our enterprise.

Owner of a trading company



... unfiltered information ...

Trust is a key element when establishing a relationship with clients. Clients must be convinced that we, the consultants, are really committed to them. This creates the basis for effective collaboration and indicates that one of the first objectives has been achieved.



Management consultants fill a real need. I am able to speak to the consultant about our company's problems and objectives in an unfiltered way. I expect the consultant to be in the position to judge our concerns, problems and opportunities impartially. I am impressed with the competence of the consultants at time and the spectrum that they cover. They work professionally, right down to the details. That suits me.

President of the Executive Board of a wholesaling company

... one thing leads to another ...

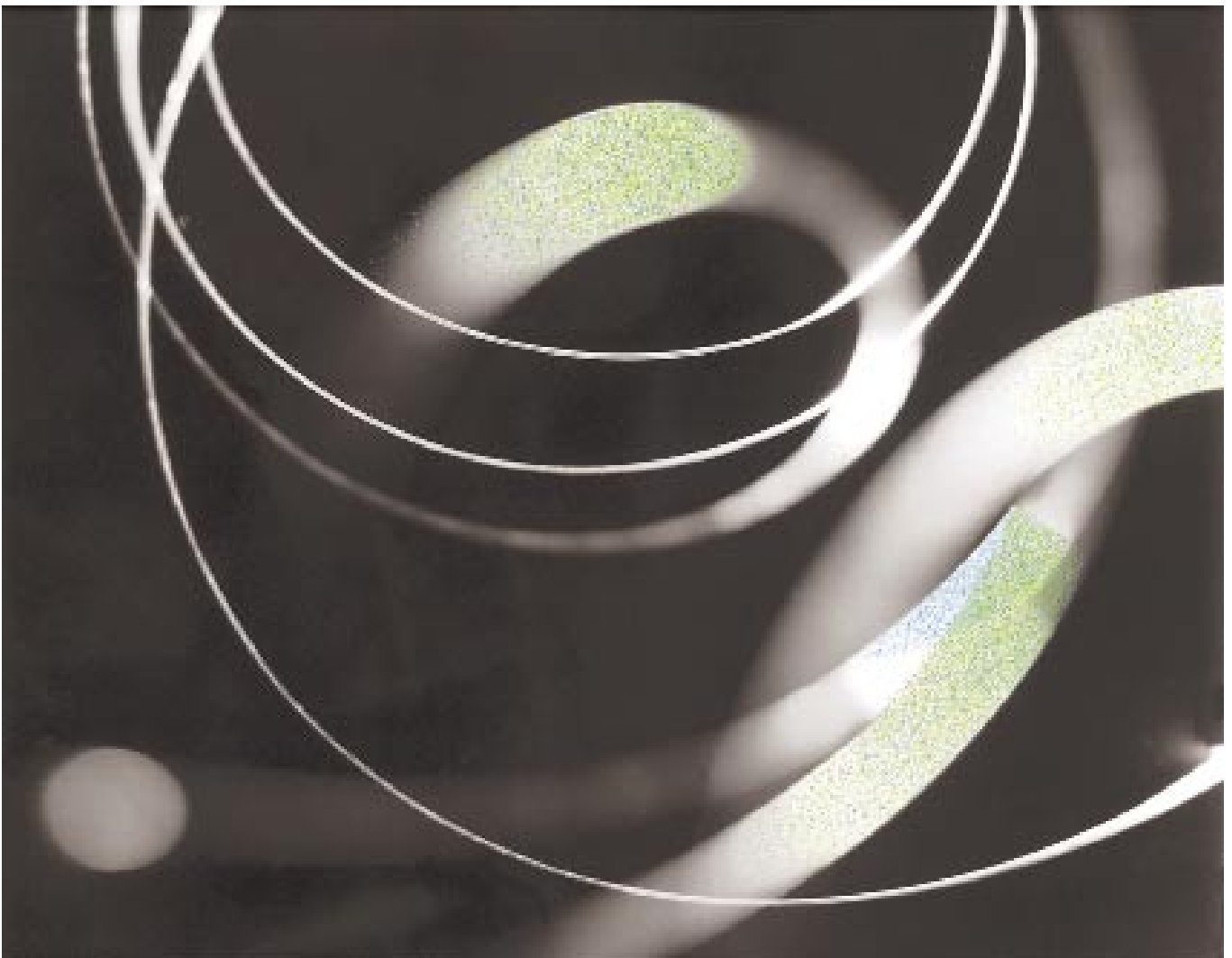
We also always examine the problems of a company from a psychological viewpoint. After all, we are dealing with people, with the strengths and weaknesses of people, and not with cases. This is something that we are fully aware of.

People with a high level of initiative, go-getters, very professional. They stay on the ball. I don't know if I should judge this as positive or negative but you ask for information and, suddenly, one thing leads to another. Originally we were not really looking to work with them, but collaboration did then ensue.

In terms of technical knowledge they are certainly very strong. And nevertheless you do not have the feeling that they are inundating you with too much theory. No one comes and says, 'What you are doing is no good! You must do everything differently!'

They do not have this sort of arrogance. I experienced this with another company in the same field. Their staff was full of their own importance and always telling you, 'We're the best'. That rather turns me off. I knew immediately that we would not do business with them.

Member of the Board of Directors of an international trading and manufacturing company



... in a new light?

The consultant's position is impartial. It is often easier for us to keep an overview. That is why we can see things in a different light, in a way that goes beyond the management team's subjective range of vision.



The time staff members immediately grasped what we were looking for and needed, what was right for us. They had informed themselves about our company beforehand and prepared themselves for their task. That was already an advantage. And then they could tie it all together and say,

'We must go in this or that direction.' Their conceptual work is spot-on. It was clear that everything was on the right track: the project, the tasks and the people.

CEO of a large industrial enterprise

see the details and the whole

Our consulting approach is to attempt to grasp the company as a whole, while still paying close attention to the relevant details. Nowadays, it has become unfashionable to ask why, but we continue to raise this troublesome question because we are interested in the background to problems.

Our experience was very positive. The ime crew worked very efficiently. The people who worked with us were very well qualified, the documentation was succinct and highly informative. They achieved a lot of quality within a short period of time, and that was the decisive factor. They know their business. And, by the way, this was also the feedback I received from my colleagues.

Banker in Risk Management

There was no sense of distance between us and the ime consultants because they integrated themselves into our company very quickly and understood our problems. Other consultants do not work in such a detailed way or with such precision. I believe there are two types of management consultants, do you know what I mean? To me, the ime people clearly belong to the type that gets things moving and shows complete commitment to your business and your objectives.

Member of the Board of Directors of a large group

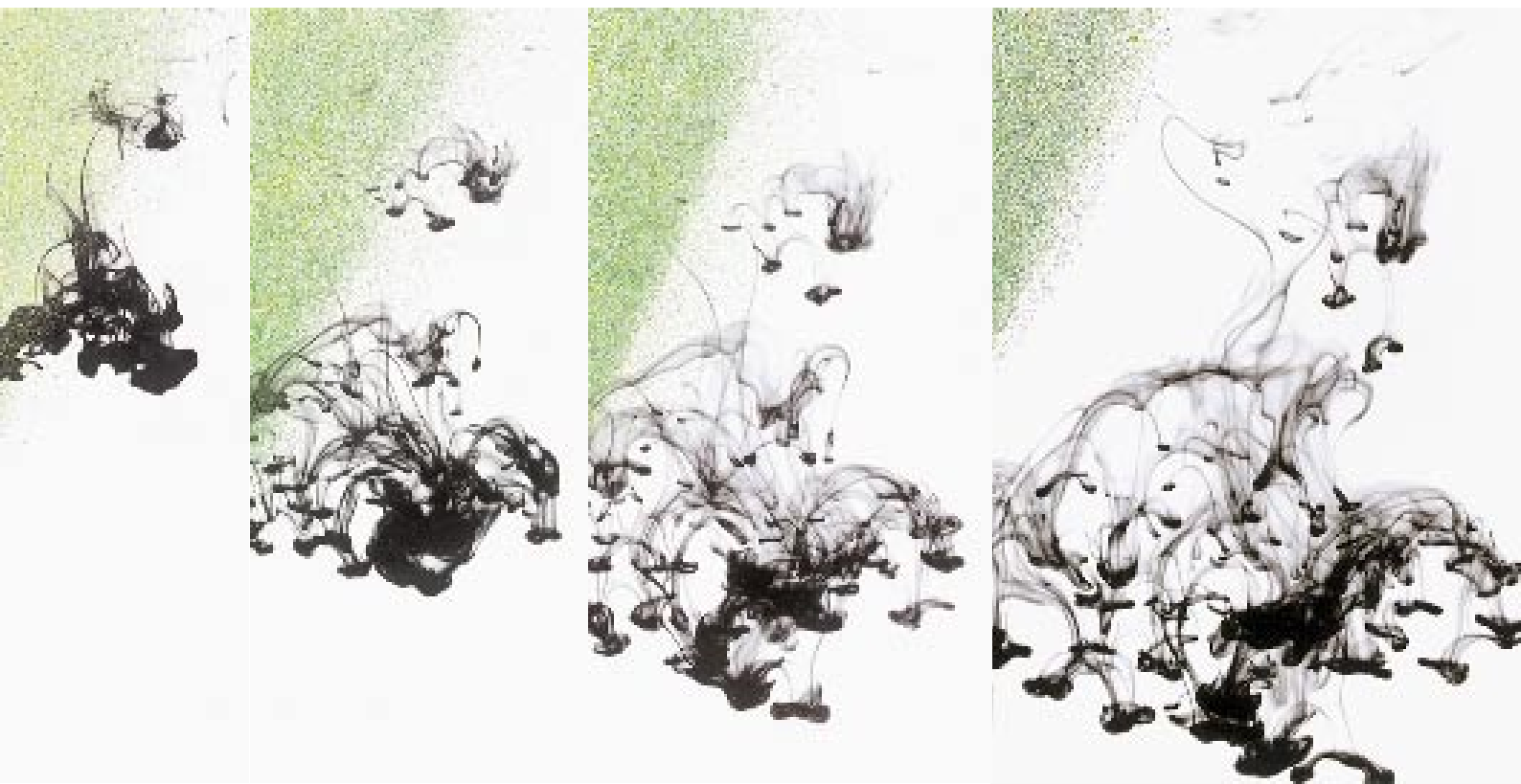


having time ...

We do not work according to the “We supply the concept, you implement it yourself” method. After all, implementing a concept is one of the most difficult things to do. And what’s more, it takes time and careful supervision. We take the time.

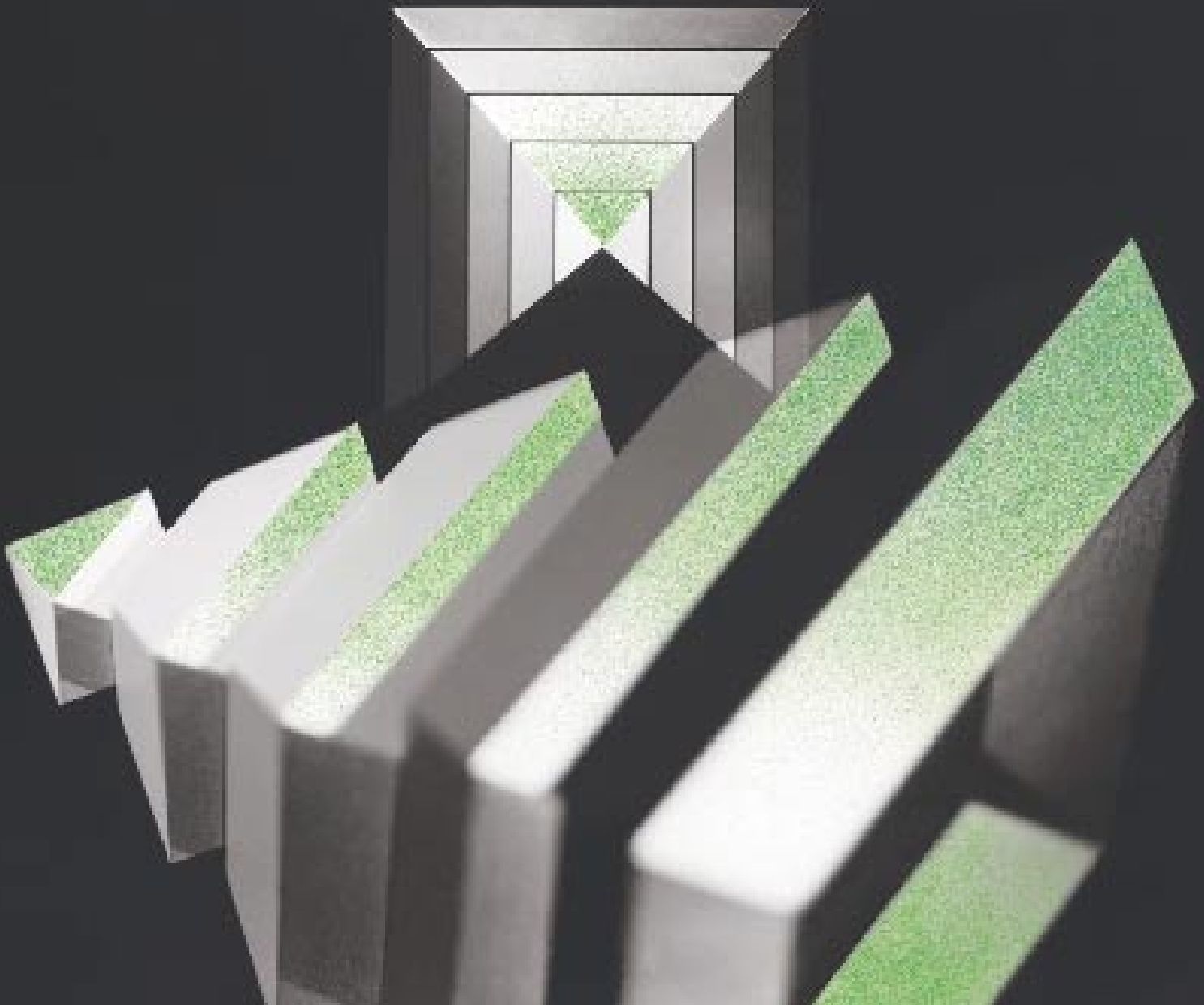
In terms of hard work alone, you can see that the ime staff is personally committed to the task. They are determined to provide the best possible service. You are not just customer X who has to be fitted into their schedule. That is how I experienced them.

Finance specialist at a major bank



customized solutions ...

No consulting situation is quite like another. Our customers expect us to take a fresh look at their situation, to choose a suitable course of action. What they do not want is a 'magic formula'.



The time team knows how to think their way into structures which have developed over a couple of years. They find the staff to fit into such structures. It's a well-known fact that if the chemistry isn't right, it won't work. They understand this. And they take the individuality

of my company into account. This is the main thing that sets them apart from the rest. After an initial feeling of reserve, in the course of our collaboration I came to understand that their ideas for our company could bring us success. It was not easy for them to come on

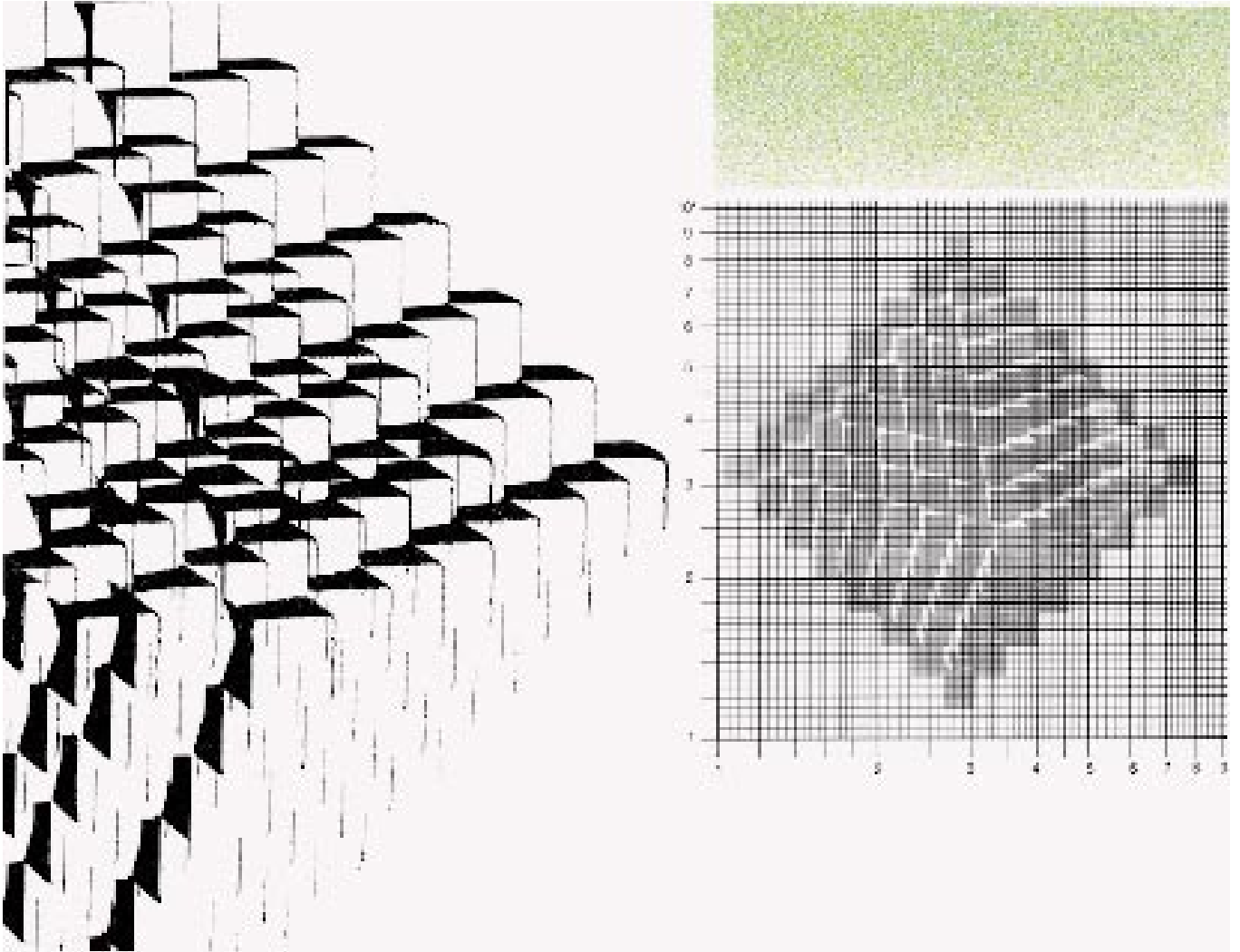
board with us; they had to work very hard. But I think that is the best way to come on board."

Owner of a group of companies

from the concept to success

Success can be measured. This is why our clients measure our performance both on the development of solutions and on the implementation of these concepts. We consider implementation to be key because we see our role as sharing the responsibility of

initiating and maintaining new impulses on a long-term basis. We check that the agreed activities and deadlines are adhered to throughout all phases of the project. Our experience has shown, time and time again, that this is crucial to success.



In our workshops we always worked together in large groups. This was because we realized that both top management and mid-level management had to be involved, actively participating in the process. And the time consultants were very good. They did not just turn up and present a 'finished product',

rather they asked, 'How would you do it, how do you see it?'. I think that this was very important. Now my people, the ones who took part in the project, are committed to the decision because it was not imposed on them from above. I believe that this is the key point.

Manager of a high-tech company

ime services

Evaluation

Management Audit
Management Assessment
Analyses of Management Potential

Development

Development Pool
Executive Team Building
Executive Team Development
Management Team Development

Target Groups

Supervisory Boards and Boards of Directors
Members of Executive Teams
Division Heads
Department Heads

We are looking forward to presenting our services to you in a meeting involving no obligation on your part.

References will be provided upon request.



Management Consulting

ime – St. Gallen

Kirchlistrasse 29
CH-9010 St.Gallen
Telephone +41 71 242 62 62
Telefax +41 71 242 62 82

ime – Zurich

Schaffhauserstrasse 331
CH-8050 Zurich
Telephone +41 44 206 60 60
Telefax +41 44 206 60 66

<http://www.ime-consulting.com>