



Who We Are

We have been operating in the service industry since 1973. We have been an autonomous network since 1995, connected internationally with qualified partners in all the major European countries. Today Mega HR Consulting Group is a Limited Company with a social capital of €50.000,00

Where we are in Italy

Our offices are:

- **Rome** - Piazza delle Muse, 8
- **Florence** - Via Pietro Dazzi, 9
- **Milan** - Via Antonio da Recanate, 1
- **Turin** - Corso Galileo Ferraris, 107

Where we are in the World with World Search Alliance

- **Europe:** Denmark, France, Germany, Italy, Norway, Poland, Portugal, Spain, Sweden, Switzerland, UK;
- **America:** Argentina, Brazil, Canada, Chile, Colombia, Mexico, Peru, United States;
- **Asia Pacific:** Australia, China, India, Singapore;
- **Middle East e Africa:** Ghana, Nigeria, South Africa.

Principal operating areas:

- *Executive Search*
- *Search and Selection*
- *HR Development*
- *Management Consulting*



Mega Executive Search

In the search for Top Managers and Executives, once a profile of reference is defined, our approach provides:

- identification of companies belonging to the product field related to, or resembling that of the Client's Company, in order to estimate the recruiting pool where the highest level of potential candidates is concentrated;
- the study and structuring of research strategies;
- identification of Managers that hold positions parallel to the search, telephone contact information for verification of availability and interest in opportunities offered, and résumé adequacy.

Our Methodology

After the identification of potential candidacy, we develop a selective stage that provides:

- personalized contacts and confidential interviews in order to establish the candidates' cohesion to the frame of reference;
- compilation in writing and personalized presentation of candidates for the purpose of facilitating the company's final selection;
- assistance to the company with the final selection, composition of the salary package, and résumé reference check.

Our Guarantees

We take responsibility for the success of each project and therefore, we expect that part of our fee be collected only at the time of hiring.

Furthermore, we guarantee to our clients, at no extra cost, the substitution of the hired candidate if he/she voluntarily resigns, or if the Client feels it is necessary to dismiss him/her for reasons that may have precluded hiring, if previously noted.



Mega Search and Selection

Professional Search

In the search for Staff and Specialists with a defined professional profile, we publish in traditional media and on line an inserted text, whose contents must be previously approved by the Client Company.

File Search

In the search for Staff/Specialists we integrate Professional Search projects or we develop ex novo research projects through the "Mega HR Consulting Group" database, verifying the existence of a congruous number of candidates from within the database, in line with the defined profile, thus guaranteeing a successful search.

Selection Methodology

No matter which methodology is employed, after the identification of potential candidates we develop a selective stage that provides:

- personalized contacts and confidential interviews in order to establish the candidates' cohesion to the frame of reference;
- compilation in writing and personalized presentation of candidates for the purpose of facilitating the company's final selection;
- assistance to the company with the final selection and composition of the salary package.

Our Guarantees for Search and Selection Occupations

We take responsibility for the success of each project and therefore, we expect that part of our fee be collected only at the time of hiring.

Orientation Workshop

This recruiting, orientation and evaluation methodology of recent High School Graduates, College Graduates, Professional Juniors, is intended to point out potential development of candidates with respect to company profiles of reference and specific orientation for the roles that are selected.

Recruiting takes place through contacts at Universities and/or Institutes, press channels, radio channels, and flyers.

Orientation and Evaluation are conducted through pre-selection aptitude tests with the help of diagnostic instruments planned and created for specific populations, while group selection takes place with short term assessment center methodologies and individual orientation interviews.



Competitive examination

Competitive examination is utilized prevalently for processes of selection where it may be necessary to pre-select an elevated number of candidates, in order to identify a tighter shortlist to send to individual and group selection interviews.

We develop employment examinations through:

- study and fine-tuning of the tests, administration and correction of them;
- processing and compilation of the written exam classifications;
- creation of individual and group oral exams;
- processing and compilation of the final classifications.



Mega HR Development

It is the practice that reunites the various consulting activities in the area of management, organization and development of Human Resources and in the exclusive products of MEGA HR.

Internal Customer Satisfaction Appraisal

Internal Customer Satisfaction Appraisal permits internal human resources to express their own opinions and their way of perceiving the diverse aspects of their own "professional life".

In view of the results from Internal Customer Satisfaction Appraisal, the company will be able to:

- define what is important for its internal clients in relation to fundamental items such as sense of recognition, participation, communication, changes, etc;
- identify the areas where support intervention is desired and targeted for desirable improvement;
- identify strategies with which to formulate internal marketing actions;
- Internal Customer Satisfaction Appraisal.

Performance Evaluation and Orientation System

The Performance Evaluation and Orientation System has the objective to:

- favor continuous improvement in individual performance;
- promote professional and personal development;
- improve individual and group performance from the perspective of better integration;
- improve efficiency in process creation;
- "create culture, diffuse values";

and to put people in the conditions to:

- know what they are expected to do and how to insert their contribution into the "big picture";
- actively participate in the determination of the goals they are called to achieve;
- receive adequate and continuous support and assistance;
- comprehend how their performance will be measured and to be able to judge themselves as they are working;
- to be stimulated by demanding, but shared and realistic goals;
- obtain recognition and adequate compensation for achieved results.

People Management Review

MEGA People Management Review is a methodology that consents us to:



- identify the people within the company who have growth potential for more elevated and contained managerial roles;
- display a profile of strengths and weaknesses for these individuals;
- promote a growing sensitivity towards potential managerial abilities not expressed in the company.

Best Performer

MEGA Best Performer - Knowledge Skill & Aptitude is a methodology applied ad persona through professional and personal competence assessment and geared towards the recognition of a wide spectrum of behaviors relative to:

- specialistic expertise;
- fundamental managerial capabilities;
- relational aptitudes;
- capacities for problem analysis;
- motivational orientation.

The variety of the characteristics to note and their complexity demand a remarkable articulation of the evaluation tests and a diversity of observers and diagnostic instruments. Only a convergence of the different indicators of success and the cohesion between the mix of the many evaluators allows us to obtain an adequately centered and trustworthy result.

Education

- Analysis of formative needs.
- Planning and creation of formative, "personalized" interventions at different levels of management through the adaptation and restructuring of a wide range of basic management courses and seminars to cover the formative needs of the various company functions.

Masters Program

As a contribution to the development of a company "managerial culture", a Masters program for young graduates is proposed in part, to cover deficiencies of an exquisitely professional nature and, in part, to offer an outline of the organization from which to operate, in other words, to develop a reflective capacity and a critical comprehension towards the company.

The Masters program exists with a principal aim to facilitate the development of the young graduate to be inserted or who has just been inserted into the company, permitting him/her to acquire a critical, but not aprioristic vision of the organization, based prevalently on the comprehension of its purposes and on the specific processes that carried out in it.



Mega Management Consulting

Mega HR's activities as a network

Mega HR, as "Project Leader and Client Referent", unites the distinct expertise of the participating linked companies and develops:

- Business and modeling strategy;
- Strategic Planning;
- Managerial & Executive Systems;
- Customer Satisfaction & Value Management;
- Temporary Management.

Business and Modeling Strategy

Support for the identification and the definitions of the strategies and of the more opportune organizational configurations, process and structure redesign, company restructuring and downsizing.

Strategic Planning

Support for Upper Management in the structure and management of company process and identification of objectives.

Managerial & Executive Systems

Layout and placement under the direction of the managerial system in three dimensions, which is adopted by companies today:

- Management by policies;
- Management by processes;
- Management of continuous widespread improvement.

Customer Satisfaction & Value Management

Identification and measurement of the major factors of customer satisfaction and its perceived value by the client. Benchmarking on the competition and definition of critical factors. Structuring of the company plan and objectives with priority in improvement.

Temporary Management

Furthermore, we perform consulting for businesses with problems relative to human resource management and to union and industrial relations.



The Staff

Riccardo Belloni – Senior Executive Partner

Has worked in the executive consulting field since 1973.

Has been a partner of prestigious Italian Consulting companies. Has developed executive consulting projects/interventions in organizational development, research, selection and evaluation of managerial staff, for national as well as multinational companies. Was General Director of SE.DA: Editorial Services and Audiovisual Distribution. Founded MEGA HR Consulting Group in 1995 and is the legal representative for the company.

Sergio Di Bari – Senior Executive Partner

Executive consultant of headhunting and evaluation of Human Resources.

Gained experience in Personnel department at Alitalia, holding position of Head of Industrial Relations “Terra del Gruppo”. Subsequently became Vice President HR and Organization for Airports of Rome. Assumed responsibility for Management of Ciampino Airport and Sales Department. Executive Partner at MEGA HR Consulting Group since 2000.

Claudio Carli – Senior Executive Partner

Executive consultant in company management and head hunting.

Was Manager in NY North America of Human Resources for the Alitalia Group, Vice President of Personnel and Organization for ATI SpA, for Airports of Rome, Vice President of Industrial Relations for Alitalia Group and Vice President of Human Resources and of Organization for Highways S.p.A. (Autostrade S.p.A.). He returned to Alitalia in 1996 as Executive Vice President of Human Resources and Information Technology, was a member of the Executive Board, President of Alitalia Team and Alitalia Express, was then nominated in 2001 for President and CEO for Alitalia Airport. During the years 2003/2004, Consigliere of Industrial Relations for Infrastructure and Transport Minister. Executive Partner of MEGA HR Consulting Group since 2002.

Alberto Belloni – Executive Partner

Working in area of managerial training, research and selection of qualified personnel and Human Resources development. Degree in Business Economics, with Masters in Cognitive Behavioral Psychology. After an initial approach to consulting, he gained significant experience in Staff Management, specifically



in development and management of Human Resources, Pharmaceutical Companies and drug distribution for international relief.

Has been a Partner since July 2003, doing promotion and consulting on executive and professional search, managerial training projects and on HR Development.

Luigi Di Bianco - Executive Partner

Graduated in Law at Rome University "La Sapienza", Luigi may boast a brilliant career in the HR Management sector.

He joined Alitalia in 1986 where he had been assigned to positions of growing responsibility within the HR Department up to being in charge of HR Vice President positions into Divisions/Subsidiary Companies within the Alitalia Group. Besides, Luigi had been involved into the KLM-Alitalia Cargo Joint Venture of which he had been HR Vice President in Amsterdam in 1999/2000.

Since September 2004 he took part into Cargoitalia's start up project, a brand new Italian full cargo airline of which he had been one of the most enthusiastic promoter playing the role of General Counsel & HR Vice President. Passionate sailor, instead of plough the skies, he loves to face the challenge of the sea on board his 42 feet sailboat "Mercuzio" as soon as he can.

Executive Partner at MegaHR Consulting Group since September 2009.

Aldo Porry Pastorel - Associate Partner

Company consultant since 1991, development in area of banking and industrial projects, with selection and evaluation of potential, assessment centers, projects in career counseling, managerial orientation and in research and selection of professionals. From 1973 to 1991 he worked for a Primary Services Company (over 20,000 employees) where he did counseling, psycho-diagnoses, taught applied psychology, recruitment and selection of Staff, analysis of development potential of internal resources. Associate Partner of MEGA HR Consulting Group since 1995.

Jacopo Diaco - Associate Partner

Degree in Business Economics and Master in Local Economics Development from the London School of Economy. Worked in marketing area, gaining significant experience in fashion/luxury goods sector. Was also head EU Projects Department of Mem-Ex, economic consultant and Project Manager for EU programs, such as Interreg, eDrul, Merope e Sestante, as well as the Eurcite II program of eCommerce.



Associate Partner of Florence branch, carrying out branch promotion and consulting in HR and on financed training projects.

Plus Our Back Office Staff and a Team of Expert Consultants specialized in each area of Competence, time to time mixed according the committed assignment.



Our Ethic

All of our employees, consultants and collaborators abide by the following a code of professional ethics.

General Rules

- Each consultant works in the exclusive interest of the Client.
- Each consultant maintains, while carrying out the assumed assignments, the requisites of independence and objectivity, which are indispensable for the consulting business, and lends his expertise until such requisites are observed, even by his/her own collaborators.
- Each consultant accepts only the assignments he/she is qualified for and entrusts work only to the person able to carry it out, thus ensuring an elevated, qualitative index.
- Each consultant guarantees respect of privacy.

Professional confidentiality

- All information regarding the activities and interests of the Clients acquired in the course of the interventions/projects are covered by Professional Confidentiality, and will therefore not be divulged without specific written authorization from the customer and will not be utilized for personal advantage or for the advantage of a third party
- Contemporaneous assignments of the same nature at competing companies are not accepted.

Completion of Assignments

- Each Consultant works in a way that assures the Client of the attainment of permanent benefits, as well as the practical introduction of the suggested principles and techniques, in view of an effective spirit of collaboration.

Protection of the Client

- Consultants are prohibited to:
 - Forward direct job offers to Client's Staff;
 - Supply direct elements of evaluation to employee personnel in absence of formal consent by the Client;



- Consultants do not accept nor permit their own collaborators to accept provisions or compensation of any nature from goods suppliers or services that have been recommended by them to the client;
- Consultants do not influence third parties, especially not heads of potential clients, with provisions or compensation of any nature, with intent to obtain an assignment.



Our Clients

Advertising

ADVance, Comunicazione 2000, Etymos Group, J. Walter Thompson, Publitalia 80, Sipra, Ted Bates.

Agriculture

Cap Venezia, Consorzio Agrario Provinciale di VITERBO, Consorzio Agrario Provinciale di VITERBO, Floramiata, ISEA Sementi Elette.

Automotive

Citroen Italia, Fiat, Fiat Iveco - Transolver Service, Ford Italia, General Motor, Honda Auto, Honda Moto, Iveco, Mercedes, Peugeot, Toyota.

Banking / Finance

Affin, Agrileasing, Angelini Finanziaria, Banca Commerciale Italiana, Banca del Cilento, Banca del Fucino, Banca di Roma, Banca Nazionale del Lavoro, Banca Nazionale del Lavoro, Banca Popolare di Lanciano e Sulmona, BNL Holding Italia, BPLS, Cariparma, Cassa di Risparmio di Ascoli Piceno, Cassa Rur. Art. Spello, Chase Mahnattan Bank, Citifinancial, CitiGroup, COMIT, Credem, CREDIFARMA, Daimler Chrysler, Daimler Chrysler Italia – Debis, Dexia Crediop, Diner’s Club Europe, Fercredit, Fideuram, Fininvest, FinRenault, Finsmart, Fintecna, Frama, GE Capital Services, Gepi, Ifim, INA Sim, Istituto San Paolo di Torino, MCC Sofipa, Prime, Programma Italia, R.E.L., Samofin, San Paolo, Sigma Tau Finanziaria, SO.FI.PA.

Chemical / Pharmaceutical / Diagnostic

ACRAF, ACRAF – CSC, AGFA Gevaert, Agip, Ambiente Scarl, Angelini Ricerche, API Raffineria di Ancona, Bayer, Benessere by F.A., Bergamon, Betz Sud, Biomerieux, Bioscan, Boheringer, Bristol-Myers Squibb Company, Cementir, Cizeta Medicali, CSC Russia, Daiichi Sankyo Italia, Eni, Esso Italia, Eurospital, GE OIL & GAS, Glaxo Smith Kline, Grace italia, Gruppo Lepetit, Hexan, Howmedica Div. Pfizer, Inamed, Industria Farmaceutica Sero, Ist. Ric. Biomolec. M.S.D., Istituto di Ricerca Angelici, Istituto di Ricerca C. Sero, Janssen Farmaceutici Executive, Klopman, Luitpold , Manuli, Menarini, Merck Sharp e Dohme, Neopharmed, Pierre Fabre Pharma, Pulitzer Italiana, Raffineria di Roma, Ricordati, Rover Colori e Vernici, Rovercoat, Sankyo Pharma, Schering, Scherwood Medical, Schiapparelli Ismunit, Sebia, Sero Pharma, Sherwood Medical, Sigma Tau, Thomson Technicolor, Tubilux Pharma, Tubilux Pharma, Wyeth Lederle, Zeiss.



Cinema / Television / Pay TV

Centro Palatino/R.T., Cinema 5, Fox Channel, Mediaste, Penta Film, R.T.I., Sky.

Distribution / Retail/GDO

A&C Adivar Comifar, Arca, Auchan, Comifar, Comifar Service, G.S. Supermercati, Galenialita, Gruppo Standa, Laziale Distribuzione, Weitnauer.

Editorial

A. Giuffrè Editore, Buffetti, De Agostini Diffusione del Libro, Editalia, Editalia, Poligrafico Stato, Egea Bocconi, Franco Maria Ricci, Il Sole 24 Ore, Infogiuridica.

Electronic / IT / ITC / Internet

Argonavis, Cimat, Comnet, Consed, Consorzio Elab. Dati, CSI Piemonte, Datitalia processing, Dixons/Unieuro/PC City, Eds, DTTS (Deloitte)Elettronica, Emmepi Telematica e Sicurezza, Energent, Ericsson, Goadv, Gruppo Comnet, HP-DCS, Hewlett Packard, Infocert, Intesa, IT Con, Kyneste, Lips Vago, Marconi, Mesarteam, Nec Italia, Omnitel, Origini, Pride, Sielte, Sigma, Sintel, Sintel Italia, Sintel Italia, Telecom, Tietoenator, Venere.

Engineering / Metallurgic / Installations / Rail

Allied Signal Turbo, Breda Costruzioni ferroviarie, Cisa-Ingersollrand, Consorzio Etneo, Di Zio, DMG, Fameccanica.Data, Ferrovie dello Stato, Flam, Gildemeister, Honda Logistic Center, Honeywell, Hydrowatt, Ingersoll Rand, Piaggio Adriatica, Schindler, Servizi Segnalazioni Stradali, Siem, Skindler, Tasselli Ind. Frigoriferi, Teknal Systems, Telco Riri, Trenitalia, Tyco Fire & Security, Tyco Wormald, Valeo Div. Italia, Wabco Westinghouse, Wabco Westinghouse.

Fashion / Luxury Goods

Cappucci, Cerreti, Etienne Aigner Italy, Fendi, Gilmar, Gucci, MMMAR, Partecipazioni Bulgari, Prima Classe, Valentino.

Food

Annunziata, B.M.G. Ariola, Birra Peroni Industriale, Cesare Fiorucci, Cirio, Colgate Palmolive, Consorzio CR-Supermercati, De Cecco, Dimon, Exportex, Fater, Generale De Confiteria, Gennaro Auricchio, Industria C.P. Pettinicchio, La Cascina, La Doria, Montana, Pasta Romana, Sitia Yomo, Specialisti Angelici, Tenimenti Angelici, Tupperware.



Insurance

Euler Hermes Siac, Fondiaria Assicurazioni, Gestione Fondi Fininvest, INA Assitalia, Mediolanum Assicurazioni, Poste Vita, RAS, SAI Assicurazioni, Sic, Toro Assicurazioni, Unione Italiana Riassicurazioni.

Public Administration

ASL Roma H, Comune di Monreale, Confagricoltura, Dipartimento Funzione Pubblica, Enpap, Ministero dei Trasporti, Ministero del Tesoro, Ordine Dottori Commercialisti Roma, Regione Veneto. Sogesid.

Real Estate / Construction

Cdb Immobiliare Costruzioni, Cogeam, Cogesy, Condotte d acqua, Crea, Edilnord Servizi Immobiliari, Federici, Fineuropa, Gruppo Leonardo Caltagirone, Impreme Gruppo Caltagirone, Insigna Cagisa, Italinpa, Metropolis, Pavimental, Prim, Saie, Slia.

Services / Transport / Tourism

ABM Network, Accademia, Aerdorica, Aereoporti di Roma, Aereoporto di Firenze, Agape, Air Europe, Alitalia, Alitalia Airport, Andersen Consulting, Assilla, Assoaeroporti, Autorità Portuale, Autorità Portuali Napoli, Avia Partner, Bioparco, British Airways, Cai, Cargo Italia, Cermet, Ciga Hotels, CIT, Cit Viaggi, Conaedi, Coni Servizi, Consorzio Parco Tecnologico, Cotral, CTS Viaggi, Deco, Dimensione, Domenichelli, Edizioni Master, EL4F, Enav, Eurofly, Expotrans, Ferrovie dello Stato, Fini, Freschi e Schiavoni, Galileo Sigma, Gesap, Globe Ground, Grimaldi Navigazione, Gruppo Servizi Hertz, IG Students, Imaie, Inlinea Call Center, Irisbus, ITS, Lattanzio e Associati, Lila, Linkair, Macfin, Metropark, Poliservizi, Poste Italiane, Retail Business Services, Sac, Sac Service, Sac Service, Sacal, Sagat, Sagat Engineering, Sagat Handling, Save, Servizi Tecnici, Sigma, Sinter&Net, Sita, Società Servizi Abruzzo, STA, Teckal, Terravision, Torino Servizi, Trawel, TRC.

Shipping

D'Amico Società di Navigazione, Interagent, Grimaldi.



Some Projects for Executive Search

Agriculture

Business Manager, Sales and Marketing Manager, Executive Manager.

Food/Consumer

Managing Director, Head of Human Resources, Development Manager, Administrative Director, Production Director, Director of Operations, Director of Beverage Sales, Director of Milk Division Sales, Director of GDO Sales, International Marketing Manager, Marketing Manager, Packaging System Manager, Product Development Manager, Sales Division Manager, Executive Manager, Marketing Director, Logistics Director, Central Coordinator of Feed/Fodder, Business Manager: Seeds, Technical Director, Plant Director, Personnel Director, Group Product Manager, Marketing Information Manager, Marketing Research Manager, Senior Product Manager, Trade Marketing Manager, Head of Production, Vice Director of Market Research, Managing Director, National Account Manager.

Insurance

Central Business & Marketing Director, Accounting Manager, General Services Manager, Head of Personnel, Financial Consultants, Controllers, Company, Officer of Outside Merchandise, Company Officer of Finance, Central Director of Risk Management, Temporary Manager.

Automotive

Parts Procurement Manager, Head of Service Management, Controller, Business Director, Marketing Director, Power Product Director, Information, Systems and Organization Director, General Manager Industrial Vehicles, Head of Selection and Development, Human Resources Director, Plant Personnel Director, Financial Controller, Industrial Relations Expert, Manager of Plant Personnel.

Banking/Finance

Central Finance Director, Company Officer Head of Organization, Company Officer Head of General Accounting, Marketing Manager PF, Head of Titles Services (Italy and External), Head of Staff, Project Manager CIG, Head of Management Services, Business Manager, Head Sales & Distribution, Acceptance Italy, Vice Manager Banks, Overdrafts Manager, Manager for Area of Hazards and Accidents, Fund Manager, Head of Administration, Head of General Accounting, Staff Manager, Head of Internal Revision, Head of Hiring and Training, Head of New Product Development, Head of Hiring and Development, General Manager Leasing, Head of Management and Industrial



Relations, General Manager, Marketing Director, Corporate I.T.C. Director, Information Systems Director, Business & Marketing Director.

Chemistry/Pharmaceutical/Diagnostics

Accounting Manager , Analytical Development Manager Area , Near & Far East and Japan Business Manager, Staff Manager, Controller , Business Manager , Plant Manager, Logistics Manager, OTC Manager, EDP Manager, Group Product Manager, Fiscal Expert, Group Reporting Manager. Industrial Engineering and Maintenance Manager, Management Reporting Manager, Manager Veterinary Division, Marketing Manager , Strategic Marketing Manager OTC, OTC Business Unit Director, Finance & Administration Manager.

Cinema/TV/Pay TV

Editorial Manager , Legal Expert, General Manager's Assistant, Marketing Director, Head of Sales.

Distribution

Business Manager, General Manager, Sales Manager, Head of Logistic Development, Head of Shipping , Marketing Manager, Controller, Administrative Director, Merchandising Manager, Sales Manager, Head of Area Personnel.

Editorial

Head of Reporting Plan and Controlling, Head of Acquisitions, Head of Area Personnel, Head of Contracts and Copyright/Royalties, Business Manager, Editing Director, General Manager, Marketing Manager.

Electronics/Computers/IT

Director of Involvement , Software Development Manager, Director Health Division, Technical Director , Business Manager, Production Manager, Director of Administrative Services / Italy, Director of Distribution S/C and Process, Director of Sales Office, Sales Marketing Director, Head of Image and External Relations, Head of Production, Financial Controller, Marketing Manager, Head of Personnel, Administrative Director, Technical TLC Director, Area Manager, Branch Director of Rome, Administrative and Financial Director, General Manager, Head of Quality Management, Project Development Manager, Sales Manager.

Real Estate Construction

Administrative and Financial Director, IT Director, Head of Legal Office



Managing Consultant, Administrative Director, Administration and Control Director, General Manager, Financial Director, Technical Director, Operative Manager, Director of Technical Area, Financial Controller, Marketing Information System Manager.



Mechanic/Factory/Plant/Railroad

Administrative and Financial Director: Railroad, Business Manager, Factory Boss, Head of Management Control , Head of Purchasing, General Manager Containers, Head of Contracts, Events, and Affiliates, General Manager of, Technical Production, General Manager Greece, Operative Manager, Sales Manager, Manufacturing Manager, Project Manager, Head of Staff and Security , Head of Sales, General Manager, Head of Personnel, Maintenance Manager, Head of Manufacturing.

Fashion/Luxury Goods

International Licenses Manager, Administrative Director, Business Manager Head of Personnel, Development Manager, Sales Manager, Head of External Relations, Head of IT, Merchandising Manager, Media Planner Manager, Coordinative Head of Style/Creative License /Man, Coordinative Head of House Agency, Product Manager, Head of Market Development , Women's, Collection Designer , Accessories Designer , Head of Leather Production, Head of Modeling .

Public Sector

General Manager, Technical Director, Head of Legal Office, Business Manager, Production Manager, Logistics Manager.

Service/Transportation/Tourism

Senior Organization Analyst, Head of Personnel, Manager of Disputed Work Office, Controller, Managing Store Director , Head of Training Center, Staff Director, Head of Management and Industrial Relations, Junior and Senior Head of Wages and Contributions , Sales Manager, Chief Commercial Office, Business Manager, HR Vice President.

Other

Logistics Manager, Head of Rome/Central South Affiliate, Head of Puglia Affiliate, General Manager of Company Environment.



Some Projects for Search and Selection

Food/Consumer

Controller, Senior Product Manager OIL, Product Manager CATERING, Engineers, Process engineer, Assistant brand manager, Head of Sales, Sales engineer, Product manager, General Agents, Product Development Technologist, Head of Market Research, Research & development specialist, Head of IT, Neo MKTG, Process Engineer, Brand Manager, New Graduates.

Insurance

Sales Professionals, Risk Management, Project manager, New High School and College Graduates, Market Analysts, Head of Analysis and risk evaluation, Head of Front Office, Facilities & services manager, Key account North Italy, Group Coordinator Portfolio, Business Organization Coordinator, Head of Product Development, Junior Inspector (Tuscany, Lazio, Umbria, Campania), Call center supervisor, General services manager, Economics Graduates, New Graduates in Economics, Tax Collectors, Head of ICT Project, Head of Risk Evaluation, Head of Infocenter, Head of COGE, Head of Personnel Administration, Head of Delegation (Naples), Head of Customer Assistance, Senior Project Manager, Senior Accountant, New Graduates, Overdrafts Examiner.

Automotive

Head of Promotion & advertising, Marketing Assistant, Head of Human Resources, Maintenance Engineer, Logistic manager, Buyer, Treasurer, Head of Management Control, Process Supervisors, Quality Engineer, Industrial Vehicles Technician, Marketing data administration, Head Inspector 4x4 Sales, Medtronic Salesman, Head of bodywork Planning and Vehicle Systems Analyst, Sales district Manager, Zone Manager, IT specialist, Technical Instructor, Quality Engineer, Industrial Vehicles Technician, General Manager's Secretary, Business management specialist, Dealer Relation Manager, Field representative North Italy, Business Manager, Financial Analysts, JR Controllers, Head of Hiring, Process Supervisors, Parts Procurement Center, Head of Personnel Administration, Head of Purchasing and Logistics, Merchandiser, Area Manager, Mechanical and Medtronic Vehicles Salesman, New Engineering/ Milan.

Banking/Finance

Operative Manager Junior Investment Manager, Head of Marketing Holding, Head Clerk, Engineer: MBA, Marketing Board, Secretary, Sales Network Development & Assistance Expert, Programmer Analysts, Senior product manager, CE.DI Director's Assistant, Head of Planning and Control, Internal



Auditing Manager, Financial Analyst, Internal Auditor, Head of Management Control, Sales Executive, Head of Information Systems, NEO Sciences of Information, NEO Electronic Engineering, LAN WAN Systems Analyst, Head of Operative Marketing, Assistant Director IT CORPORATE, Assistant to Head of Staff, Head of Agencies, Fiscal Expert, Executive Secretary, Accounting, Head of Front Office, Computer Scientists, Programmer Analyst, Applications Analyst, Junior Systems Analysts, Consolidated Financial Statement Specialist, Purchasing Manager, Portal Manager, Sales Manager.

Chemistry/Pharmaceutical/Diagnostics

Expert Chemical Development Procedures: Raw Materials Synthesis, Senior clinical researcher, Clinical researcher, Medicine and Surgery Graduate, Trade marketing manager, Product manager, Head of Production Duty, Production manager, Accounting manager, Area manager, Regulatory affairs manager, Senior Product Manager, Brand Manager, Neo Lawyers, Production Supervisor, Validation Supervisor, QC Supervisor, Head of Project SAP, Freelance Agents, Head of Solids Sector, Agents Dental Division, Maintenance Manager, Buyer , Packaging Specialist, District Manager Central North, District Manager Central South, Licensing Manager USA, District Manager, Senior Product Manager Ethics, Senior Product Manager OTC, Junior Product Manager OTC, Regulatory affairs specialist, National Key Account, Head of propaganda service, Organizational Analysis Consultants, Head of Drug Delivery laboratory, Head of Production Sector, GMP Specialist, Assistant to Regulatory Affairs Specialist, Packaging Engineer, QA Specialist, QC Specialist, Head of LIMS.

Distribution

Agents, Credit Manager.

Editorial

Temporary Manager, Head of Library, Senior Editor, Head Writer (Rome Affiliate).

Electronics/Computers/IT

Project Leader, Surveyor, New High School and College Graduates, Field support specialist, Senior e-mail architect, Proposal & marketing manager, Internet service manager, Is/it Engineer, Account manager mobile phone service, Head of Unity Project Management, Business Manager for Call Center, Head of Staff (Rome), Systems Analysts, Product manager, Project Manager /Junior and Senior Programmer Analyst, Buyer, Specialized Technician, Project Manager, Process Supervisors, Key Account Manager, Customer Service



Assistant, Supply Chain Manager, Senior Account Executive, Application Engineer.

Mechanic: factory/plant/railroad

Sales Manager, Service supervisor, Production Processes Analyst, Marketing/Sales Assistant, Engineering Manager/DG, Head of Puglia Affiliate, Sales Engineer.

Fashion/Luxury Goods

Designers, Head of Management Control.

Public Sector

Product specialist, Agency Manager, Promoters, Engineers, Head of Business Area, Head of Training and Quality Sector.

Service/Transportation/Tourism

Supervisor, Phone Operators Company Sales Officer, Systems Analysts, Operative Management Assistant, Head of Hiring, Economics Graduates, Operators, Secretaries, Call Center Supervisor, Sales Manager Central South, E-Business Channel Specialist, Data Decision Support DDS Specialist, Head of Operational Activities Support, Senior Data Processing Specialist, Junior Data Processing Specialist, Senior Accountant, Junior Accountant, RPG ILE - RPG IV Programmer.

Other

Consultants, New Economics Graduates, Factory Manager, Industrial Vehicles Technician, Secretary, Agents, Colorist/Lab Technician, Area manager, Project heads and SAP R/3 Consultants, Sales Lazio, Telephone Operators, Head of Administration, Operators, Account executive, Operators, Sales Manager, Area Manager, Business Promoter, Assistant Accidents, Operative Manager, Accounting, Law Graduates Hiring, Senior Asset Manager, Asset Manager, Analyst, Head of Management Control, New Engineering Graduate, Credit Manager.



Some Projects for HR Development

Food/Consumer

Evaluation of Managerial Potential.

Insurance

Managerial Development on thematic principles: Business policy, Organization, Marketing, Controlling, Human Resources, Negotiation, Project Management.

Automotive

Problem Solving, Decision Making, Team Building.

Banking/Finance

Company Politics, Leadership, Managerial Development (on thematic principles: Business policy, Organization, Marketing, Controlling, Human Resources, Negotiation, Project Management, Organization Development, Assertiveness, Client Orientation, Role Analysis, Sales Techniques, Company Politics and relationships with operative sectors, Negotiation, Meeting Management, Public Speaking, Organizational Development of Duties, Operative Management of Affiliate).

Chemistry/Pharmaceutical/Diagnostics

Team building, Planning Techniques, Organizational Development and attributes, responsibility of process, Leadership and Motivation of work groups, Negotiation, Problem Solving – Decision Making, Team work versus Team building, Managerial Development (on thematic principles: Business policy, Organization, Marketing, Controlling, Human Resources, Negotiation, Project Management, Assertiveness, Network Problems Management, Relationship with Doctor, People Management Review, Master, Best Performer).

Distribution

Buying Techniques, Purchasing-Sales Reports, Training in use of Assessment Center for Hiring and Human Resources Development.

Editorial

Efficiency and Effectiveness, Informant Training.

Electronics/Computers/IT

Assertive Communication, Trouble Shooting, Leadership.



Mechanic: factory/plant/railroad

Landscape Analysis, Organizational Criteria Analysis, Decision Making and Risk Taking.

Fashion/Luxury Goods

International Management, Development of Entrepreneurial Initiative.

Public Sector

Leading in a Service Company, Negotiation, Roles Analysis.

Service/Transportation/Tourism

Human Resources Management, Emergencies Management, People Management Review.

Other

Client Orientation, Rationalization Methodology, Emergency Management, Efficiency and Effectiveness, Managerial Development (on thematic principles: Business policy, Organization, Marketing, Controlling, Human Resources, Negotiation, Project Management, Change Management, Network Problems Management, Human Resources Management, Assertive Communication.



Some Projects for Management Consulting

Insurance

Business Process Reengineering.

Banking/Finance

Audit of Administrative Services, Outsourcing of Administrative Services.

Public Sector

Organizational restructuring, Participation in Nucleus of Internal Evaluation, Temporary Management–Union Relations Management.

Service/Transportation/Tourism

Industrial Program, Breaking-off of Company Branch, Temporary Management – Industrial Relations Management, Organizational Models, Temporary Management – Union Relations Management, Temporary Management Human Resources Development.



MEGA HR Consulting Group
&
AGILIUM WORLDWIDE
EXECUTIVE SEARCH GROUP



Profile

AGILIUM WORLDWIDE is an integrated Alliance of independent, owner-managed Retained Executive Search Firms meeting the talent requirements for key executives of local and global organizations in all major geographical areas. The Firms have a strong record of high quality work and proven success. It ranks among the world's top 20 Executive Search Alliances:

- 2007 top 20 – Search-Consult Magazine
- 2006 top 25 – Hunt-Scanlon's Executive Search Review.

Mission

Together, AGILIUM WORLDWIDE members provide Executive Search services in virtually every major international market, finding the right person, for the right position, at the right time. We work fast, efficiently and discreetly providing skilled, personalized service that continues long after the search closes. We are in the business of introducing winners to winners.

Differentiators

- **Focus** We focus on top performers and only accept assignments we can resolve.
- **Personalized Service** The WSA consultant you hire is the one who conducts the search.
- **Approach** We consult strategically to our clients. And we stay with our candidates long after the search.
- **Speed** We're low on bureaucracy, high on productivity. And we close the search in a cost effective manner.
- **Delivery** Our short list presentations are thorough, on the mark and clearly educate the client as to what it is going to take to attract the right candidate.
- **Standards** We are discreet and exceed industry ethical standards.
- **Flexibility** As owner-managers, all members offer a potent combination of client-oriented and skilled service coupled with the international perspective critical in today's market.



Industry Specializations

Consumer Products - Manufacturing/Distribution;

Recently completed searches:

- General Manager, largest Canadian national sporting goods retailer, Montreal
- National Director HR, local privately held women's retail group, Montreal
- Managing Director, trading group in textile trading sector, Hamburg
- Plant Manager, worldwide leader in food industry, Europe
- Sales & Marketing Director, worldwide leader in food industry, Europe
- National Sales Manager, large firm in food category, Iberia
- General Manager, international health care firm, Mexico
- CEO Wine & Spirits, international Agri – Food industry, Italy

Energy & Natural Resources;

Recently completed searches:

- SNR Reservoir Engineer , European independent E&P Company, Libya
- Senior Geologists, medium-sized European E&P Company, Scotland
- Middle East Regional Manager, UK independent E&P Company, Dubai
- Senior Petroleum Engineers, Medium Sized E&P Company, Libya/Germany
- Director of Projects, Major International Contractor, Caspian
- Head of Drilling, Medium Sized E&P Company, Brazil
- Country Manager, Subsidiary of Major Utility, Algeria
- Exploration Manager, Integrated Energy Company, Egypt
- International Marketing Manager, Oil & Gas Engineering Company, France
- Senior Project Manager, Utilities/Energy Management Company, France
- Chairman, Developing and listed energy company, Melbourne, Australia (Head office)
- Marketing Manager LNG, Qatar
- Managing Director, UK Top 250 PLC Independent E&P Co, Global
- Managing Director, Facilities Management Company, Int'l
- Financial Director Global, UK Top 250 PLC Independent E&P Co
- Legal Counsel, North American E&P Co, Int'l

Financial Services;

Recently completed searches:

- Chief Financial Officer, listed financial products firm, Melbourne
- Financial Manager, multinational USA firm, Mexico City
- Controller & Credit Managers, leading global credit insurance firm, Brazil
- Product Managers, international bank, Munich
- Head of Risk, leading global financial services firm, South Africa



- Senior Relationship Managers, private banking, Singapore
- Country HR Director, private banking, China
- Divisional HR Head, private banking, Singapore
- Country HR Director, international credit insurance, Italy

Industry - Manufacturing/Distribution

Recently completed searches:

- European Director Product Marketing, producer in the communication and industrial electronic sector, Munich
- Marketing Director, major national petrochemical company, Brazil
- CEO/Managing Director, multi-national agricultural firm with extensive global operations, Australia/New Zealand
- Controller, major US-based private equity cotton mill & crop production firm, Brazil
- General Manager - automotive industry, publicly listed multinational conglomerate, Singapore
- CEO, Australian heavy vehicle automotive manufacturer/supplier, Melbourne
- Finance Manager and Country Representative, international company in construction/mining equipment and industrial machinery/vehicles, Poland
- Industrial Director, sugar mill operation, Brazil
- Human Resources Director, international processing/packaging firm, Mexico

Life Sciences/Health Care

Recently completed searches:

- Materials Director, Quebec-based biopharmaceutical firm, Montreal
- Head of Corporate Auditing, leading group in the medical engineering sector, Frankfurt
- Marketing Manager, national pharmaceutical firm, Mexico City
- Vice President Finance, international eco-friendly plastics manufacturer, Toronto
- National Sales Manager, European leader in generics products, Lisbon and Portugal
- Vice President Communications, national pharmaceutical firm, Toronto
- Regional Marketing Director, multinational manufacturer of pharmaceutical, diagnostic, therapeutic, surgical, and biotechnology products, Brazil
- Hospital Business Unit Manager, multinational pharmaceutical company, Lisbon and Portugal
- Vice President Regulatory Affairs, national pharmaceutical firm, Toronto
- Senior Medical Director, national pharmaceutical firm, Toronto
- HR Development Manager, international pharmaceutical firm, Rome



Not For Profit

Recent Completed Searches:

- Head of Information Technology, transportation organization, Hamburg
- Head of Information Technology, transportation organization, Hamburg
- Chief Financial Officer, national not-for-profit health organization, Toronto
- Chief Executive Officer, local chamber of commerce, Toronto
- Executive Director, registered charity for seriously ill and disabled children and families, Hamilton, Canada
- Chief Financial Officer & VP Human Resources, local nursing homes for aging multicultural adults, Toronto
- General Manager, Aged Care, significant provider of community services, Melbourne
- Marketing & Communication Manager, research foundation, Italy

Professional Services

Recently completed searches:

- Account Manager, international consulting firm, Mexico City
- Chief Executive Officer, listed professional services company, Melbourne
- Corporate Partner, Sydney
- Taxation Partner, Melbourne
- Partner Banking & Finance, Perth
- Practice Group Head Construction Litigation, Melbourne
- Practice Group Head Employment & Industrial Relations Law, Sydney
- Chief Administrative Officer, Consulting Engineering Firm, Toronto
- Vice President Finance, Private Canadian Property Management Services Firm, Toronto
- Banking & Finance Partner, large full-service Asia Pacific law firm, Melbourne
- State Heads, Corporate Financial Services and Support Managers, large global professional services firm, Australia
- Head Audit Practice Group, Accounting Firm, Sydney
- Construction Partner, UK National Law Firm, London
- Energy/Projects Team, US Law Firm, London Office
- Head of Banking, UK National Firm, London

Technology

Recently completed searches:

- Process Solutions HSE Leader Eastern Europe, international automation systems technology firm, Eastern Europe Managing Director, European environmental technology firm, Poland
- Sales/Logistics/IT Managers, large worldwide electronic products



- manufacturer, Germany
- Technical Project Manager/Channel Manager, global computer networking firm, South Africa & Dubai
- Director Human Resources, international technology firm, Germany
- HR Director, on line media company, Italy



Presence in number....

- 32 Member Firms in 25 Countries and 36 Cities;
- 120 Consultants;
- 82 Researchers.

Records:

- 1,300 assignments worldwide (2008)
- Annual Group Billings (2008): \$38,3 million USD.



Where we are:

MEMBER FIRMS

Austin Kellas International
 Brazil Executive Search
 CPC Executive Search
 Cripps Sears & Partners Limited
 Crowe-Innes & Associates
 Cycan (Pty) Ltd.
 Dennis & Gemmill International & Partners
 DeZaSearch
 Douglas Walker International
 Ekkehard Wille Management Consultants
 Futurebridge Consulting
 Handler & Associates
 Kensington International
 LePage International
 MC Consulting International
 MC Consulting International
Mega HR Consulting Group
 Michael Stevens Consulting
 Prime Search
 Prospect
 Stanbridge International
 Stratos Executive Search
 Tasa Worldwide
 Tasa Worldwide
 The Onstott Group
 The Walford Partnership
 Valuar
 Western Management Consultants

 World Search Group
 World Search Group
 World Search Group
 Ellis & Partner
 World Search Group Touveron et Associés
 Zobel & Partner International

LOCATION

France
Brazil
Poland
Uk
Usa
South Africa
France
Mexico
Australia
Germany
Switzerland
United States
United States
Canada
France
United Kingdom
Italy
Ghana
Portugal
India
Singapore
Chile
Colombia
Peru
United States
Australia
Argentina
Canada

Denmark
Norway
Sweden
Spain
France
Germany

OFFICES

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 Warsaw
 London
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 Johannesburg
 Paris, Ste Foy de Longas
 Mexico City
 Melbourne
 Wuppertal
 Zurich
 Atlanta
 Chicago
 Montreal
 Paris
 London
Rome
 Lagos, Accra
 Lisbon
 New Delhi
 Singapore
 Santiago
 Bogota
 Lima
 Boston
 Sydney
 Buenos Aires
 Toronto, Calgary,
 Edmonton, Vancouver
 Copenhagen
 Oslo
 Stockholm
 Madrid
 Paris
 Hamburg