

» Newsletter International

Austria



- » [Greeting](#)
- » [Team, Competencies](#)
- » [Recent Placements](#)
- » [News](#)
- » [Announcements](#)
- » [Kienbaum in the press](#)
- » [Impressum](#)

Greeting



If you want to be incrementally better: Be competitive. If you want to be exponentially better: Be cooperative.

(Unknown)

Dear Readers,

For a small country like Austria, the art of cooperation is essential in every respect. This is what we have learnt and are well prepared for. History, diplomacy, geography, experience etc. – for whatever reasons – it is part of our DNA. We deeply believe in sharing – knowledge, competencies and relations. As a result, we have a win-win-situation for our clients around the globe, our international colleagues and our team in Austria!

Therefore, it's a pleasure to introduce the Austrian team, competencies and spirit for maybe your future support and our cooperation!

With best regards

Cornelia Zinn-Zinnenburg
Managing Director / Partner

Team

Currently there are fourteen colleagues working at the Kienbaum Office in Vienna:

From left to right: Manuela Rab (Business Analyst), Christian Fritzsche (Managing Director), Maria Smid (Project Manager/Senior Consultant), Karin Haselböck (Project Assistant), Karen van de Rijdt (Researcher), Denise Loschek (Team Assistant), Marion Weber (Director/Partner), Philipp Almhofer (Researcher), Christoph Dovits (Consultant), Cornelia Zinn-Zinnenburg (Managing Director/Partner), Kristina Klein (Team Assistant), Lisa Hohberger (Project Assistant)

Not on the photo: Harald Grassler (Consultant), Severin Zugmayer-Preleitner (Research Assistant)



Competencies of the team

Mag. Cornelia, Zinn-Zinnenburg

Managing Director/Partner



- » As a Generalist **Cornelia Zinn-Zinnenburg** has gained experience in various industries (excerpt):
 - Industrial (Chemicals, Pharmaceutical, Metal, Automotive Manufacturer/Suppliers)
 - Life Sciences
 - Real Estate & Financial Services
 - Advanced Technology
 - Consumer Goods (Durables, Automotive Retail)
 - » Recruitment Projects: national and international search and selection mandates for senior management positions and experts, sales & marketing, finance, technical expert & management positions, research & development, human resources; middle management to Board Level in Austria.
 - » Additional: Management Audits & Hearings.
 - » Cornelia is married, has two daughters and loves art, sailing & mountain climbing.
-

Dr. Marion, Weber

Director/Partner



- » **Marion Weber** focuses on Executive Search and Diagnostics in various industries, amongst them (excerpt):
 - Consumer & Retail (Co-Head of Practice Group - FMCG, Durables, Fashion, ...)
 - Industry (Pulp & Paper, Metals, Engineering, Automotive, ...)
 - Services (B2B, Professional and Consumer Services, Telco)
 - Consulting
 - Public Sector
 - PE/VC financed companies
 - » Recruitment Focus: National and international search and selection of senior executives and management positions, Focus on commercial positions, Consultants, across all industries and segments; national and international search mandates in Austria and CEE.
 - » Additional: Management Audits & Assessments, Structured Hearing Processes, Diagnostics.
 - » Marion greatly enjoys horseback riding, travelling, arts and fiction.
-

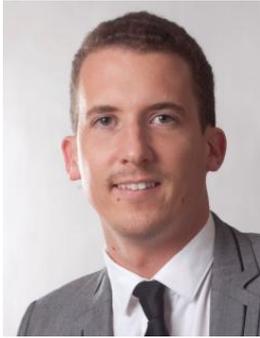
Mag. Christian, Fritzsche

Managing Director



- » **Christian Fritzsche** focus Industries (excerpt) are:
 - Advanced Technology
 - Industrial (Chemicals, Metal, Machine Engineering, Automotive Manufacturer/Suppliers)
 - » Recruitment Projects: search and selection of senior management positions and experts, financial directors, sales & marketing, technical expert & management positions, human resources; middle management to Board Level positions in Austria, Eastern Europe and Western Europe.
 - » Additional: Management Audits & Hearings.
 - » Christian is married and has three sons. He loves country life, sailing & golf.
-

Mag. (FH) Harald, Grassler
Consultant



- » **Harald Grassler** focus Industries (excerpt) are:
 - Industrial (Chemicals, Manufacturing, Utilities, Automotive)
 - Advanced Technology
- » Recruitment Projects: search and selection of senior management positions in sales & marketing, finance, human resources; general management – from middle management to Board Level in Austria and on an international scale.
- » Harald is married and enjoys sports, movies, music, traveling as well as various types of media.

Mag. Maria, Smid
MBA, Project Manager/Senior Consultant



- » **Maria Smid** is leading the Compensation Competence Center CEE as Project Manager. Her Competencies are:
 - » Design and implementation of compensation systems and benchmarks
 - » Compensation projects and labor market analyses in Austria and Central and Eastern Europe (CEE)
 - » Coordination of international compensation consulting projects Supervision of HR studies in CEE, such as HR strategy and compliance Compensation management training (e.g. variable compensation, target agreements)
 - » Maria loves facts and figures, international issues and neatness. She eats and travels a lot.

Selected Recent Placements

- » Head of Marketing and Product Management, leading Austrian producer of premium products
- » Country Manager Austria, global provider for steel systems and solutions
- » Chief Operating Officer, Private Equity company
- » Chief Financial Officer Central Europe, worldwide leader in luxury brands
- » General Manager, Austrian cultural institution
- » Managing Director, leading company in the solar industry
- » General Manager Austria, worldwide manufacturer of plumbing and heating systems
- » Production Manager, international pharmaceutical company
- » Chief Operating Officer, leading Web 2.0. player
- » Head of Project Management, top player in the real estate business
- » Area Sales Manager, international player in medical engineering
- » Finance Accounting Manager, Austrian subsidiary of a leading international B2B player
- » Country Group Manager, leading company in the food industry
- » Senior Financial Manager, global key player in the production industry
- » Global IT Manager, leading company in the production industry
- » Cluster Manager Central Europe South, leading manufacturer in electronic devices
- » Head of Division, global player, chemical industry

News



Cooperation Award 2011 – Hard Work Pays Off!

Cooperation is not simply a catchword for us. We love it and we live it!

Over the past years, we have established a great and trusting working relationship with our clients, international Kienbaum colleagues and offices as well as candidates in all regions of the globe:

... be that through a huge volume of leads that we are continuously passing on to international partner offices, not only in Central and Eastern Europe and the German-speaking GSA area, but also in regions as far away as Brazil, China or Thailand.

... be that on joint international tenders we are participating in or coordinating – great recent examples of transnational success stories are the excellent international cooperation on the tenders for frame contracts for OMV, Österreichische Post AG, A1 Telekom Austria, and others, where we were able to showcase our international expertise and managed to be listed as one of their preferred suppliers for Executive Search services.

... or be that on successful joint international search mandates where we share responsibilities, combine our expertise and cooperate actively with colleagues from our Kienbaum offices worldwide and also between Executive Search (KEC) and Management Consulting (KMC), helping our clients fulfill most international Recruiting and HR needs.

And yes, we are happy and proud to report that this ongoing search for excellence in cooperation has been honored with the first Kienbaum Cooperation Award ever. Kienbaum Austria received this award during our 2011 Consultants' Convention in Paris in June 2011, where more than 100 Kienbaum Consultants came together in order to discuss international trends in Executive Search, accelerated growth and Kienbaum's vision and strategy to become the number one Executive Search Company.

A warm and heartfelt "Thank you" goes out to our national and international clients, Kienbaum colleagues and candidates for the terrific 360° cooperation! We are looking forward to many more years of driving future success together with all of you!

Austria – Gateway to the East

For decades, Austria has been the gateway to Central and Eastern Europe. Austria has enthusiastically embraced the opportunities and benefits that EU enlargement offered, and no other market in the world has a higher concentration of CEE experience and expertise.

Austria is host to more than 1.000 multinational corporations, more than 300 of which have chosen Vienna as the obvious choice for regional headquarters for the CEE and EMEA region. Companies like Siemens, Philips, Henkel, McDonalds, Flextronics, REWE or Beiersdorf are using their Vienna hubs for strategic and operational coordination of the region. Austria is one of the major investors in CEE – about half of all Austrian foreign direct investments go to the CEE area. Leading Austrian companies like Erste Bank, Raiffeisen, OMV, Wienerberger, VIG or EVN as well as



numerous medium-sized companies have strong CEE exposure. Central Europe is still a growth market for multinational companies, in all contexts for production as well as for sales and investments, and markets are maturing rapidly. Turkey is becoming the “next big thing”. Further countries are in EU membership negotiations, and with further expansion of the EU eastwards and southwards, Austria will become even more pivotal as a hub towards the east in the future.

Most companies see mostly internal limitations for their successful future growth eastwards – lack of understanding CEE markets, cultural barriers, lack of internal competence and capacities, low employee mobility – and we are here to support you in all your HR activities going east. In close cooperation with our local colleagues on the ground, we support you in recruiting the talent you need in the CEE region, in developing and appraising your teams, in setting the right compensation & benefits structures, and in building up regional HR organizations, policies and structures.

One-Stop-Shopping – Our Expertise in Compensation and Benefits



We support international corporations and medium-sized companies from a diverse range of industries in all matters related to compensation & benefits and conduct numerous national and international compensation surveys and analyses per year. Our regularly published compensation reports for the majority of Central and Eastern European countries in cooperation with local Kienbaum offices as well as local Chambers of Commerce, is based on over 50,000 data records of more than 700 companies. This places us among the market leaders in compensation consulting in the CEE region. The entire Kienbaum compensation database currently encompasses a total of over 750,000 data records.

Also, we support our clients in the design and implementation of remuneration systems, job grading and performance management as well as in the analysis and (re-)design of remuneration packages for members of the board, which has become increasingly significant due to recent and growing demands for sustainability, adequacy, visibility and accountability.

Study: The Costs of Employment in CEE



Local working conditions are of major importance for international investors. They are an integral part of market analyses for green-field operations versus mergers, of production site versus sales office, of expat assignment versus recruitment of locals, of Hungary versus Poland or Ukraine versus Romania etc. To provide companies with a consolidated report of these issues, Kienbaum in cooperation with ESCP Europe, Wirtschaftshochschule Berlin, analyzed factors such as social security contributions, regulatory frameworks and taxes in 10 Middle- and Eastern European countries. In addition we compare labor costs of all countries surveyed for two different income levels to provide a horizontal as well as a vertical view. The study will be available in October.

Labor market and compensation in 2012 in CEE



The ups and downs of the global economy require enormous flexibility of decision makers in planning as well as the ability to act quickly without losing sight of long-term investment projects. Human capital is one of the most important and expensive resources. The availability of labor, the amount and composition of remuneration and the expected changes have to be evaluated consistently.

HQ-Austria and Kienbaum are organizing a lecture on this topic in October 2011. Maria Smid will talk about trends and developments in compensation in several CEE-countries for 2012. For more information please contact our office.

Announcements

Two new Colleagues



Vienna will be strengthened by Christian Fritsche (52) as additional Managing Director, and Harald Grassler (28) as additional consultant. Both of them will start in October.

Christian has tremendous experience in the field of top executives search with a strong expertise in technology and telecommunications. Before he joined Kienbaum, Christian worked for one of the leading Executive Search firms, where he focused on senior leadership roles. Prior to his career as consultant, he was pursuing a career in Technology. Amongst others, he was leading the Austrian subsidiary of an international telco and a networking equipment provider. He also gained substantial experience in Eastern Europe during the time he was leading the sales organization for a large IT company in the CEE region.

Christian holds a degree in Mechanical Engineering and a Master's Degree in Commerce from the University of Economics, Austria. He is fluent in German and English, and conversant both in French and Spanish.

Harald has five years of experience in executive search. Before he joined Kienbaum, he worked for one of the leading US-Executive Search firms, where he gained broad experience in a variety of different industries and sectors.

Harald graduated from the University of Applied Sciences in Wiener Neustadt in Business Consultancy and has a degree in International Management from the Barcelona Business School.

Kienbaum in the press

Study: Economy and ethics are compatible

(Der Standard 02/07/2011)

“Apparently, companies have realized that the anchoring of compliance and ethics policies is not just a chore, but can contribute to profit and efficiency in the long term“, says Cornelia Zinn-Zinnenburg, Managing Director of Kienbaum Consultants in Vienna, on the occasion of the recently published study "Ethics and Compliance 2011".



Die Zeitung für Leser

The survey of 100 Austrian companies showed, that their activities and budgets in Ethics and Compliance increased by almost 40.000 euros to an average of 73.000 euros in comparison to 2008.

Details will be presented by Cornelia Zinn-Zinnenburg at the **1. Austrian Annual Forum for Compliance in December**. For more information please contact our Office.

What board members earn



“What Board Members get paid”, published by “ChefinFO - Die Zeitung für Führungskräfte” in April, 2011.



The article talks about the differences in the compensation of board members. With an average annual salary of about 8.400 euros, the compensation of board members in Austria is quite low compared to other countries. In Germany, for example, the average is 23.400 euros. As a study conducted by Kienbaum showed, some DAX companies even pay up to 500.000 euros per year.

Impressum



Kienbaum Beratungen Ges.m.b.H. Wien

Tuchlauben 8
 A 1010 Wien
 Fon: +43 1 533 51 88-0
 Fax: +43 1 533 32 65
vienna@kienbaum.com

www.kienbaum.at

Contact person:
 Mag. Cornelia Zinn-Zinnenburg
cornelia.zinnzinnenburg@kienbaum.com