



## We Are Your Partner in Executive Search

In our global business world getting top talent is more crucial than ever. Everyday we see the impact that real excellent leaders have on the life of their companies and we know what that means for the future of your enterprise.



It is more important that we know how to find these most talented people. What makes it possible for us: our experience of three decades in executive search, [our global network](#) and our speed.

### Let's talk about how **our values can serve you the best!**

#### WHY CHOOSE US?

...because we are passionate about finding the most talented leaders for you.

They will change the future of your company.

...because we are committed to your success.

"Success seems to be largely to matter of hanging on after others have let go." *(William Feather)*

...because we understand your business challenges and human capital needs.

We have a unique approach concerning culture, performance, organizational "fit" and leadership.

...because with the power of our worldwide network we can support you the most effective way.

InterSearch – 90 offices in over 50 countries in the world  
P&P Group – 18 offices in 11 countries in the CEE region

...because we built up long-term partnership.

We focus on your sustained business success.  
This is the basis of our long-term relationship.

**Experience and Knowledge // Global Network // Speed //**



### SERVICES

#### EXECUTIVE SEARCH

Search, selection and integration of top and middle managers or specialists of key importance

- Identification of candidates with targeted and efficient tools
- Structured interviews to map abilities, aptitudes, professional background and achievements, leadership skills, command of languages, ambitions
- Personality profiling and tests
- In-depth consultant's reports
- Interim management on demand
- Consulting related to job profiles, competitive compensation packages, employment contracts

#### MANAGEMENT AUDIT

Detailed and comprehensive competence and leadership mapping

- Identification of change and crisis management skills
- Executive team analysis
- Measurement of performance potentials and reserves
- Enhancing management efficiency through internal cooperation

#### CULTURE SHAPING

Organization culture as motivating tool

- Mapping of organization structures, values and culture
- Development of change plans and actions
- COI and Cultural Navigator®
- Increasing corporate efficiency through the optimization of existing human resources

#### HR CONSULTING, DEVELOPING OF ORGANIZATION STRUCTURE

Development of organizational capabilities

- Process analysis / optimization
- Staff analysis and surveys
- Senior leadership development
- Executive Coaching
- Team dynamics enhancement
- Intercultural staff development
- Cultural change for the organization
- Change management
- Talent assessment
- Performance management

### CONTACT



**Andras Lipcsei**

Managing Director

andras.lipcsei@pendlpiswanger.hu



**Tamas Borai**

Director

tamas.borai@pendlpiswanger.hu



**Judit Hegedus**

Director

judit.hegedus@pendlpiswanger.hu



**Edina Toth**

Senior Research Consultant

edina.toth@pendlpiswanger.hu



**Eva Szili**

Senior Research Consultant

eva.szili@pendlpiswanger.hu



**Eniko Lengyel**

Office Manager

eniko.lengyel@pendlpiswanger.hu

**DR. PENDL & DR. PISWANGER CO.**

10. Corvin tér, Budapest 1011 Hungary • [www.intersearch.hu](http://www.intersearch.hu) • [www.pendl.hu](http://www.pendl.hu) • Phone: +36 1 487 0241