



# HUMAN RESOURCE CAPITAL MANAGEMENT SERVICES

*We Deliver the  
India Advantage*



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# Table of Contents

1

**Tecnova Overview**

2

**Executive Search Capabilities**

3

**Verticals Served**

4

**Executive Search Methodology**

5

**HR Capability & Advisory Services**

6

**Clients & Positions**

# Organizational Overview

A consulting firm specializing in providing strategic & operational support to international and Indian companies for cross border collaborations and expanding business

- In over 34 years we have **helped over 1400 companies across industry** verticals and geographies to expand into newer markets .
- Experience of fulfilling over **850 + top leadership positions** across industries.
- Till early year 2000 we were the **franchise partner for Boyden**
- Recruited ( Start up ) teams **for 40% of the companies** that we have helped establish in India
- Tecnova has the experience of finding right leaders and managers who have the experience, network, business acumen and ambition to drive new products and brands.

Executive Search

Incubation Support

Research and Analysis

Industry Knowledge

Relationships & Network

Cross border expertise

# Executive Search Capability



- A strong HR recruitment process fulfilling top leadership positions across industries
  - Have handled more than 600 HR recruitment engagements with over 850 personnel hired .
  - Comprehensive, timely and cost effective approach involving quantitative and qualitative factors
  - Strong emphasis on candidate suitability and FIT assessment – to represent the client’s brand
  - Time-bound guarantee of replacement
- Edge in hiring the right professionals- Strong network with
  - 2,000+ CXOs in India and US
  - Indian multinationals willing to expand abroad
  - Senior policy planners and central and state government bodies and Ministries in India -FIPB, DGFT, Ministry of Commerce, Ministry of Finance, Department of Economic Affairs, RBI etc.

# Verticals Serviced

- Research and strategy formulation exercise enables identification of performers in the industry
- Sector wise expertise, network and understanding of nuances provides edge in tapping the best talent
- Inclusion of industry experts in the selection process
- Verticals Serviced include:-
  - ✓ Manufacturing & process industries - Industrial B2B
  - ✓ Automotive
  - ✓ Consumer goods and services
  - ✓ Pharmaceuticals & bio-technology
  - ✓ Infrastructures & Construction
  - ✓ Retail and wholesale trade
  - ✓ Financial and professional services

# Executive Search Process



**Research on the industry, profile and company**



**Listing the target organizations**



**Head hunting and contacting the target candidates**



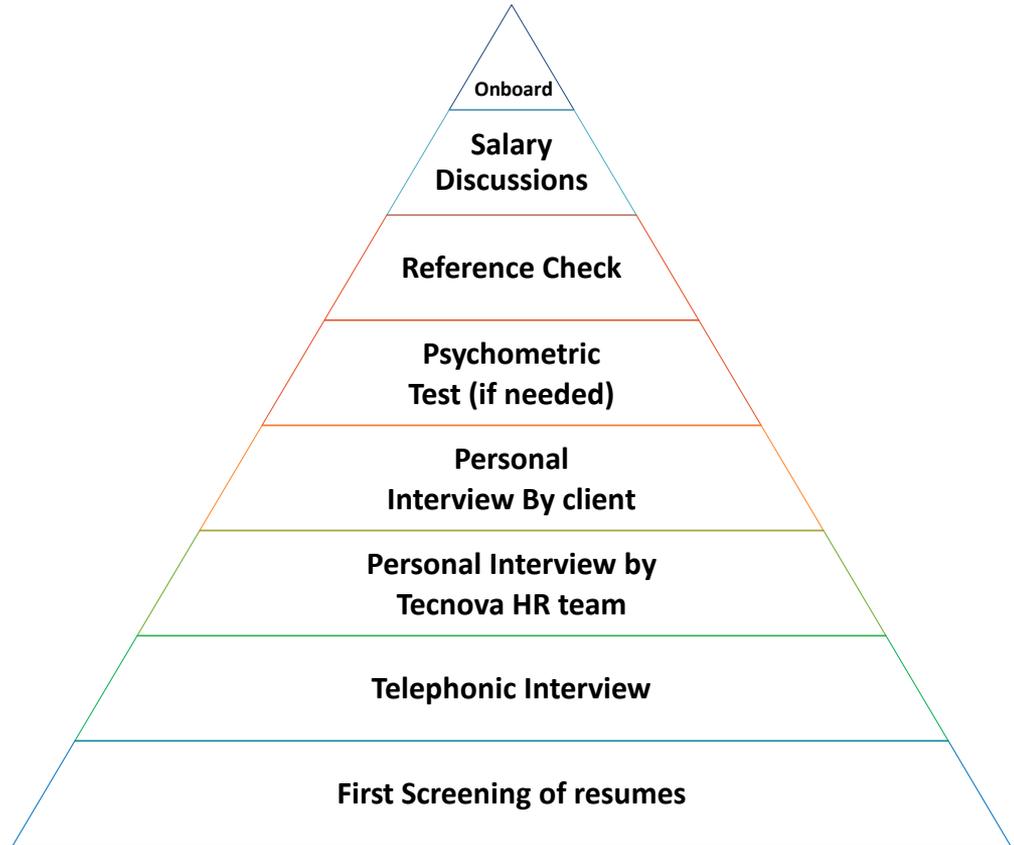
**Short listing candidates after a telephonic discussion**



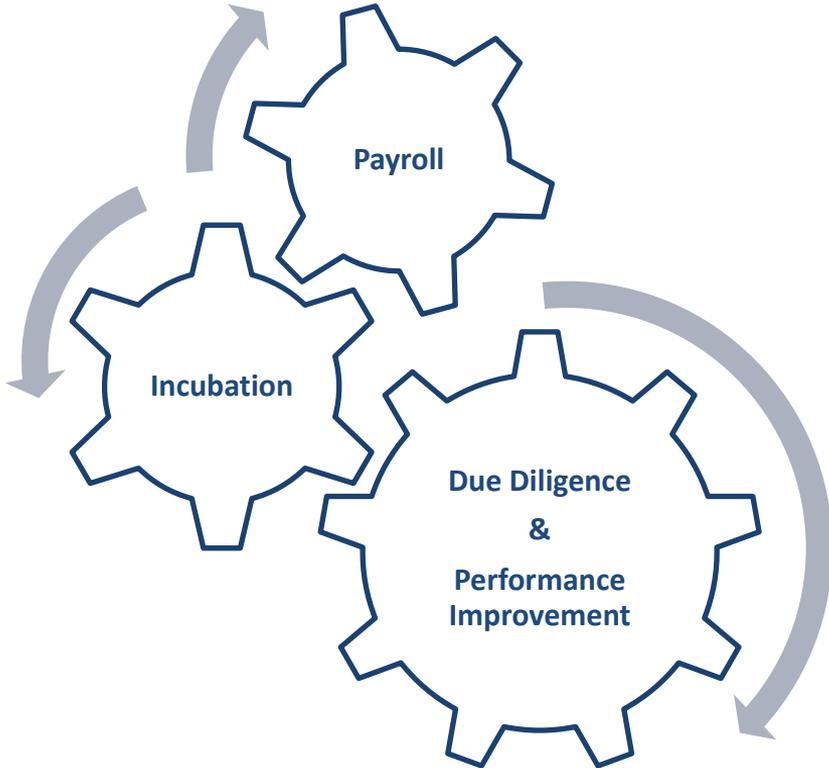
**Sharing the benchmark candidates with the client for feedback and refining the search accordingly.**

# Executive Search Process –Detailed

- **First level Screening of resumes/evaluation sheet**
- **Telephonic interview**
- **Personal interviews by Tecnova**
- **Personal interview by Client's representative**
- **Psychometric test, if needed**
- **Reference Check**
- **Final Selection including 1 Stand by**
- **Salary Negotiations /Offer**
- **Onboard**



# HR Capability & Advisory Services





# Clients & Positions

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# Distribution of Executed Positions

**Sales Heads , Directors**

**46%**

**MD, CEO ,Country  
Head**

**24%**

**Finance Heads,  
Controllers**

**20%**

**Plant Operations**

**11%**

**Managerial**

**5%**

**Mid Level**

**4%**

## Clientele- B2B

**Bohler Uddeholm, Austria**  
**Frantschach Packaging, Austria**  
**Frantschach Paper, Austria**  
**Bekaert, Belgium**  
**Videojet, China**  
**ISS, Denmark**  
**Polarcup (Huhatamaki), Finland**  
**Arjo Wiggins, France**  
**GEC Alsthom, France\***  
**GL Events, France**  
**MGE UPS, France**  
**Rexel, France**  
**Roquette, France**  
**Sodexho, France**  
**St. Gobain, FranceHughes Network\***  
**Johns Manville (Warren Buffet Company), USA**  
**Pioneer Hi Bred, USA**  
**Sonoco, USA**  
**Nexira, France**

**Gemplus, France**  
**Sachtleben Chemie GmbH, Germany**  
**SICK, Germany**  
**Cyrus, Germany**  
**Messe Frankfurt, Germany**  
**Ejot, Germany**  
**J Colors, Italy**  
**Fermator, Spain**  
**CHR. Hansen, Denmark**  
**Bacou Dalloz, Sweden**  
**Munters, Sweden**  
**Allignment Systems (AS), Sweden**  
**Blaser Swisslube, Switzerland Valmont Industries,**  
**Friwo, China**  
**MeadWestvaco, USA**  
**Wanzl, Germany**  
**Protomold Company, USA**  
**Manitowoc Crane, USA**  
**Tempel Steel, USA**

**Orell Fussli, Switzerland**  
**SIG Pack, Switzerland**  
**Forbo, Switzerland**  
**Schindler, Switzerland**  
**Commercial Metals International AG (CMC), Switzerland**  
**Test Rite International, Taiwan\***  
**Lafarge Boral Gypsum, UAE**  
**FLAG Telecom, UK\***  
**Danaher Group, USA**  
**Hach Lange, USA**  
**KaVo, Australia**  
**Goss International, USA**  
**Hughes Network\*, USA**  
**Presstek, USA**  
**Amway, USA\***  
**Avery Denison, USA\***  
**Fluke Network, USA**  
**General Signal, USA**  
**Baldwin Technology Company, USA**  
**Meadwestvaco, USA**

## Clientele- Consumer Products

Trodat, Austria

Godiva, Belgium

Bacardi India, Bermuda\*

Baccarat, France

BIC, France

Danone, France

Fromageries BEL, France

L'Oreal, France

Moet Hennessy, France\*

Royal Canin, France

ARC International, France

Yoplait, France

Vivarte, France

Springer Verlag, Germany\*

Lazzaroni, Italy

Perfetti, Italy

Star, Italy

Teuco, Italy

Kao Corporation, Japan

Mentos (Van-Melle), Netherlands

Maxeda, The Netherlands

ColArt, UK

SAB Miller India, UK

Jarden Consumer Solutions, USA

CooperVision, USA

Gillette, USA

Haworth, USA

Mary Kay, USA

Broan Nutone, USA

Elkay Manufacturing, USA

Nautilus International, USA

NuSkin Inc., USA  
Grohe, Germany

Sennheiser, Germany

Zwilling, Germany

Barilla, Italy

Bisazza, Italy

FiMag, Italy

Kohler, USA

## Clientele- Pharma & Healthcare

Faulding, Australia  
Leo Pharmaceuticals, Denmark  
Merieux Alliance, France  
Biorga, France  
Boiron, France  
Galderma, France  
Sanofi – Synthelabo, France  
Vygon International, France\*  
ABX, France  
BioMerieux, France  
Berlin Chemie (Menarini), Germany  
Engelhard, Germany  
Schwarz Pharma, Germany  
Usha Drager India, Germany  
Schwarz Pharma, Germany  
Snia (Dideco), Italy  
SCA Hygiene (TENA), Sweden  
Ypsomed, Switzerland  
Bachem, Switzerland

Barr Labs, USA  
Becton Dickinson, USA\*  
Cephlon, USA  
Conmed, USA  
Dentsply, USA  
Genezyme, USA  
IVAX, USA  
Nektar Therapeutic, USA  
Nature Sunshine, USA  
Patheon, USA  
Cytoc, USA  
NaturesWay, USA  
Q-Med, Sweden  
Esaote, Italy  
GSK, USA  
OraSure Technologies, Inc, USA  
Nobel Biocare, Sweden  
Futuristic Diagnostic Imaging Centre Aprivated Limited (FDI), USA  
Valeant, USA

## Clientele- Automotive & Others

Fras-Le, Brazil  
Alteams, Finland  
Faurecia (Peugeot Group), France  
Michelin, France  
Jost Werke, Germany  
Surtec, Germany  
Volkswagen AG, Germany  
Autoliv, Germany  
Ocap, Italy  
Desc Automotriz, Mexico  
Power Packer, The Netherlands  
Raufoss, Norway  
Caran, Sweden  
General Motors, USA\*  
Findlay, USA

Royal Government of Bhutan, Bhutan  
Embassy of Finland, Finland  
Cements Francis, France  
Siam City Cement, Thailand  
ASME, USA  
Carlyle, USA  
Redevco, The Netherlands  
Harley Davidson



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