

PROVIDING INNOVATIVE SERVICES & SOLUTIONS

ACHIEVING GROWTH

Sekura **EKKONO**
means "**Safe Knowledge**" in the international language Esperanto.

The company name Sekkono Consulting represents therefore a commitment to quality and to our clients.

Sekkono Consulting has been founded in 2016. It is our mission to provide comprehensive and accurate consulting services, analyzes, concepts and information, which enables our clients to act more efficiently, cost-effectively and flexible on the European and international markets, being able to provide innovative solutions.



COMMERCIAL

Our commercial services cover legal advice, structural and commercial layout for startups, new entities and branches of foreign companies. Furthermore we are specialized in the optimization of existing commercial structures and sales processes.



RECRUITING

As Managing Partner of ISG (International Service Group) we offer Executive Search at C-level, for senior management & industry specialist positions. Furthermore we offer outplacement, specific media services as well as training & development.



PACKAGING

We provide knowledge & solutions for the packaging industry in respect of e.g. market information, conceptual design, technical requirements and sourcing. Our services cover primary & secondary packaging made from glass, plastics, cardboard and metal compounds.



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NEW COMMERCIAL STRUCTURES

Our service portfolio covers various important aspects for startups, new entities and subsidiaries of foreign companies, targeting to develop the European markets and to achieve sustainable business:

- Legal & Organizational Structures
- Company Concept & Framework including Budget
- Personnel Structure Layout
- Recruiting of Management & Market Specialists
- Support to establish concrete Business Plans
- Customer & Market Strategies
- Market Surveys
- Interim Management
- Personnel Leasing (in cooperation with ISG)



EXISTING COMMERCIAL ENTITIES

We provide professional support to improve the overall performance of existing commercial structures, their sales processes and related areas:

- **Business Process Management**
 - Stabilization
 - Reorientation
 - Cross-Selling
- **Sales Planning**
 - IS Analysis
 - Sales Budget
 - Sales Targets
 - Sales Strategy
 - Sales Activities
- **Sales Structure**
 - Organization
 - Key Account Management
 - Direct & Indirect Sales
- **Sales Management**
 - Definition of KPI's
 - Incentive Structure
 - Sales Controlling
- **Personnel Management**
 - IS Analysis
 - Succession Planning
 - Staff Recruiting
 - Coaching
 - Training Needs
- **Strategy Development**
 - Analysis
 - Realignment
 - Implementation



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PARTNER OF ISG

Sekkono Consulting is proud to be Business Partner of the International Service Group. Executive Search & Recruiting Counseling Services of Sekkono Consulting are provided by company owner Dr. Richard Rudolf in his capacity as Managing Partner of the ISG Group. These services are charged directly via ISG.

ISG has been founded in 1999 and is meanwhile globally present in 37 countries, operating more than 50 local offices. With currently approx. 630 employees, ISG is one of the leading HR Consulting Companies in Europe. Due to its organizational setup and geographic presence, ISG is able to successfully handle and complete even transcontinental projects.



PARTNER OF ISG

Being a full-service provider for all HR areas, ISG supports Clients within dedicated economic sectors in both, local and cross-border projects. The broad service portfolio comprises Executive Search, Search & Selection, Training and Development as well as Outplacement and provides innovative customized offers, attractive advertisement as well as Media Consulting, based on practical relevance and realized with excellent performance-price ratio.

ISG is market leader in Austria, is rapidly growing throughout Western & Central Europe and has a very strong position in Eastern Europe since many years. The number of monthly position advertisements is currently between 700 and 900 and its databank of potential Candidates counts currently 460.000 CV's, showing an average monthly growth rate of between 8.000 to 13.000 CV's.



QUICK GUIDE SERVICE PORTFOLIO

- **Industry Knowledge** - ISG bundles industrial knowledge within dedicated sectors by team-building of very experienced industry experts as customer consultants
- **Executive Search** - Profound expertise in Executive Search (Retained)
- **Executive & Specialists Market Mapping** - tailor-made in-depth market intelligence analysis of a potential candidate pool
- **Recruitment** - Very large database of candidates (Contingency)
- **Personnel Advertising** - Individual media consulting (Print & Online)
- **Geographic Presence** - More than 50 local offices in 37 countries
- **Training & Personnel Development**



ISG OFFICES & LOCATIONS

- Austria
- Albania
- Belgium
- Bosnia
- Bulgaria
- Canada
- China
- Croatia
- Czech Republic
- Finland
- France
- Germany
- Hungary
- India
- Iran
- Italy
- Luxemburg
- Macedonia
- Mexico
- Netherland
- Norway
- Peru
- Poland
- Romania
- Russia
- Serbia
- Slovakia
- Slovenia
- South Africa
- Spain
- Switzerland
- Tunisia
- Turkey
- Ukraine
- UAE
- UK
- USA



INDUSTRY FOCUS

Based on our professional experience, Sekkono Consulting provides Executive Search & Recruiting Services mainly in following industries:

- **Global Packaging Industry**
 - Glass (Molded & Tubular)
 - Plastics (Rigid & Flexibles)
 - Elastomer
 - Cardboard
 - Metal
- **Packaging & Filling Machineries**
- **Pharmaceutical Industry**
 - Rx
 - Generics
 - Biotech
 - CMO & CDMO
- **Life Science Industry**
- **Parapharmaceutical Industry**
- **Chemical-Pharmaceutical Industry**
- **Cosmeceuticals Business**
- **Medical Devices & Dental**
- **Medical Equipment & Labware**
- **Medical Diagnostics & Lab**
- **Food & FMCG Industry**
- **General Engineering**



POSITIONS & FUNCTIONS

We are essentially offering within the entire functional value chain of different industries Recruiting & Executive Search services at all professional career levels:

POSITION

- C-Level
- Chairman
- Director
- Executive
- General Management
- Industry & Market Specialists
- Researcher
- Developer
- Consultant
- Administration

FUNCTION

- Business Development
- Human Resource Management
- Industry Specialists
- Machine Equipment
- Packaging & Logistics
- Product Development
- Production & Process Engineering
- Quality Assurance
- Quality Management
- Sales & Marketing
- R&D Assignments
- Supply Chain



SOME REFERENCE PROJECTS

We are constantly striving to establish a close long term relation with our clients, based on superior service and performance. It is essential to understand our clients, their market environment and customer particularities in order to allocate the best candidates.

- **Director Product Development** - Pharma
- **Director Quality Control** - Pharma
- **Director Technology** - Aseptic Food Packaging
- **Director Construction, Tooling & Product Development** - Packaging
- **European Director Business Development** - Packaging
- **Expert Software & System Architecture** - Packaging
- **Global Director Business Development** - Packaging
- **Head of Engineering** - Pharma CDMO
- **HMI/SCADA Software Expert & SCRUM Master** - Packaging
- **HR Business Partner** - Medical Devices



Continued...

- **Industrial Project Manager** – Automotive
- **Managing Director Technology** - Packaging
- **Plant Manager** - Aseptic Food Packaging
- **Plant Manager** - Packaging
- **Production Manager** - Packaging
- **Project Manager and Development Engineer** - Automotive
- **Regional Account Manager Orphan Drugs** - Pharma
- **Regional Business Manager North America Packaging Markets**
- **Sales Engineer** - Automotive
- **Senior Account Manager Europe** - Packaging
- **Senior Sales Manager** - Medical Devices
- **Service Engineer for Packaging Machines** - Food
- **Strategic Business Development Manager** - Life Science
- **Technical Support Engineer** - Aseptic Food Packaging
- **Welding Technologist Aluminum** - Automotive



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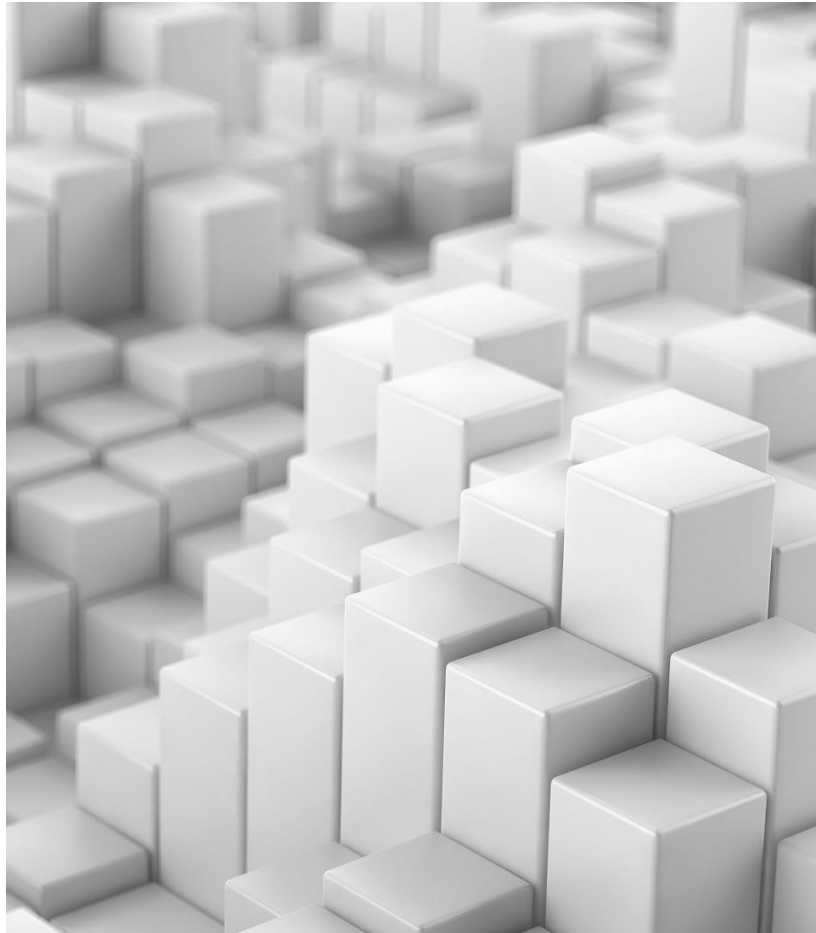
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PACKAGING

We provide knowledge & solutions for the packaging industry in respect of primary and secondary packaging in terms of:

- Market Information
- Market Surveys
- Conceptual Layout & Design
- Technical Requirements
- International Norms & Regulations
- Manufacturing & Sourcing

Our knowledge base covers packaging made from following materials:

- Glass (Molded & Tubular)
- Plastics (Rigid, Flexibles & Foils)
- Cardboard & Compounds
- Metals & Compounds

Sekkono Consulting

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