



HUMAN RESOURCE CAPITAL MANAGEMENT SERVICES

*We Deliver the
India Advantage*



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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

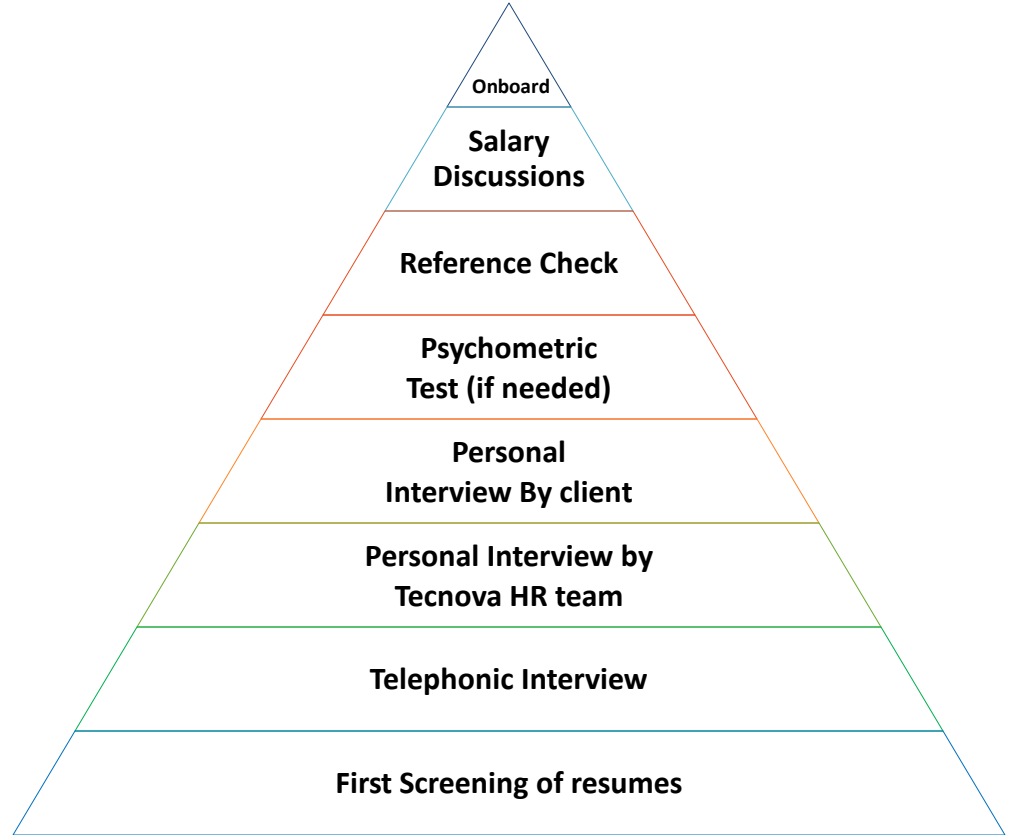
- Research and strategy formulation exercise enables identification of performers in the industry
- Sector wise expertise, network and understanding of nuances provides edge in tapping the best talent
- Inclusion of industry experts in the selection process
- Verticals Serviced include:-
 - ✓ Manufacturing & 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

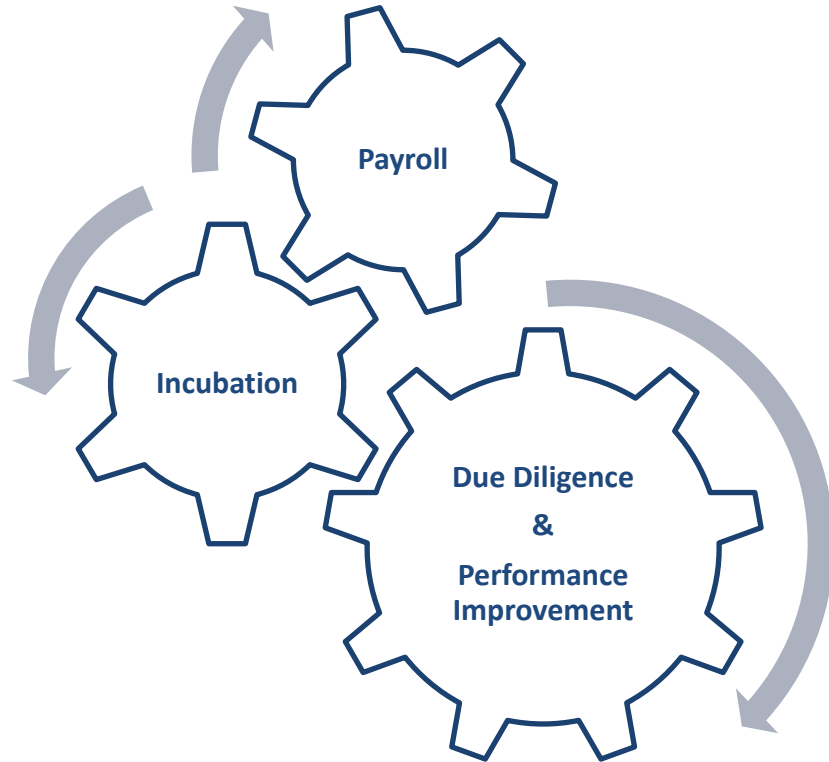


Executive Search Process –Detailed

- **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, France
 Hughes 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, Switzerland
 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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