

HILL... BEYOND BORDERS



More than 30 years of successful personnel and management consulting make HILL an international partner with regional competence and a specialist in the strategic consulting of companies in and expanding to Central Eastern Europe as well as South-Eastern Europe.

- 1975** Othmar and Christine Hill found the »Institute for Test Psychology« in Vienna, focusing on **personnel search and selection** and the development of a psychological diagnostic method to assess the potential of applicants and employees.
- 1980** A special research and development department for the **HILL Competence Analysis®** is installed and ever since has guaranteed up-to-dateness, highest quality and accuracy. The build-up of a **HILL franchise network in Austria** begins.
- 1986** Change of the corporate name to HILL and start of **internationalization**.
- 1989** As pioneer in the **regions CEE and SEE**, HILL begins to open offices in the most important former East Block countries shortly after the lifting of the Iron Curtain.
- 1990** Since then, HILL has been accompanying numerous **multinational enterprises** in the developing markets of Central Eastern Europe and South-Eastern Europe. The **HILL Competence Analysis®** is used **on computer** for the first time.
- 1992** HILL expands its service portfolio and now offers **personnel and organizational development** and **strategic planning** in addition to personnel search and selection.
- 1997** Foundation of **HuMan – Institute for Humanistic Management**, an interdisciplinary network devoted to disperse the ideas of humanistic values in modern economic life. HILL's first office in **Asia** is opened.
- 1998** The newly founded group **HILL Communications** specializes in services in the areas of **personnel and organizational development**.
- 2000** HILL becomes a **full service consultant** in the areas of human resources and strategic management consulting.
- 2003** For the first time the HILL Competence Analysis® is used by companies flexibly via internet and CD-Rom as the **software HILL_BEST FIT**.
- 2006** The HILL network is represented in **19 countries with 39 offices** and employs approximately 250 consultants, among them 140 business psychologists. The HILL Competence Analysis® is now available in **16 languages** with country-specific standardization.

Thanks to many years of experience and the development of well-founded methods such as the HILL Competence Analysis®, small and medium companies as well as large enterprises trust HILL to implement comprehensive solutions in the area of human resources and to consult them over years.

THE EXPANSION

1975
Austria

1987
Germany

1989
Hungary, Russia

1990
Czech Republic
Serbia, Montenegro
& Macedonia
Slovakia

1991
Bulgaria

1992
Poland, Romania

1993
Slovenia

1996
Bosnia-Herzegovina
Croatia

1997
Kazakhstan

1998
India

2002
Ukraine

2003
Latvia

2005
Switzerland, Turkey



HILL in Austria

In 1980, HILL began to build up a network in Austria



HILL Headquarters



HILL Headquarters in Vienna was founded by Othmar and Christine Hill in 1975 as the »Institute for Test Psychology« and is the network headquarters responsible for the support of existing and the acquisition of new HILL offices since 1980.

For more than 25 years a special research and development department guarantees highest quality and up-to-dateness of the HILL Competence Analysis® and products based on it, such as HILL_BEST FIT or HILL_ONLINE MATCHING.

Beyond this, the team around the partners Othmar Hill, Elisabeth Leyser and Georg Turnheim conduct projects in the areas of personnel and management consulting for national and international companies.

hill@hill.co.at

HILL WOLTRON Management Partner Vienna & Innsbruck

Market entry: 1975

HILL WOLTRON Management Partner Vienna developed directly out of the »Institute for Test Psychology« and thus is the oldest office in the network. In 1981 an additional office was opened in Graz, 1992 another one in Innsbruck. The company's name was changed in 1994 when Klaus Woltron entered. Under the management of Franz Hill and Kurt Grill, HILL WOLTRON offers personnel search and selection for medium and large enterprises.

office@hill-woltron.com



HILL WOLTRON Management Partner Vienna

HILL WOLTRON Management Partner Graz

Market entry: 1981

The branch office in Styria was founded in 1981. Since the beginning of 2006 Cornelia

Steiner is in charge of the office. The team in Graz advises companies and public institutions in Styria in all matters concerning per-



HILL WOLTRON Management Partner Graz

sonnel search and selection. Furthermore they offer coaching, training and individual career consultation.

office@hill-graz.at

HILL International Salzburg

Market entry: 1981

Managing partner Franz Wührer began the cooperation with HILL in 1981 and, at that time, was responsible for all of Western Austria. Today he and his team are specialized in the region of Salzburg, where they are one of the top 3 market leaders. Franz Wührer has customers from all branches of business and is increasingly emphasizing the cooperation with public enterprises and NPOs.

hill@salzburg.co.at



HILL International Salzburg



HILL International Linz

Market entry: 1983

Manager Günter Frühmann, marketing and sales specialist, and his team consisting of Sonja Mühlböck (business psychologist), Gisela Viertauer (sales) and Jennifer Hofreither



HILL International Linz

(assistant) among others have made HILL Linz with their expert know-how to one of the most sought-after and successful Upper Austrian personnel consultants.

office@linz.hill.co.at

HILL International Klagenfurt

Market entry: 1987

Manager Siegrun Lechner, business psychologist, has been successfully servicing the area Carinthia and Easttyrol since 1987 along with her team. After only three years, market leadership was reached and kept through



HILL International Klagenfurt

constant market adaptation and high-quality consulting. Main business focus is personnel search and selection.

office@klagenfurt.hill.co.at

HILL & Partner

Market entry: 1994

HILL & Partner serves as a supervision and coordination office for international, border-crossing personnel search and selection. Gerhard Wittmann successfully supports HILL Partners in international contracts and additionally acts as a »mobile« recruiting team in regions not covered by local HILL offices.

office@hillinternational.com



HILL & Partner, Gerhard Wittmann

HILL Communications

Market entry: 1998

HILL Communications makes the HILL group a full service HR consultancy: personnel and organizational development as well as strategy processes are supported in the company as core competencies from an integrated viewpoint. The team guarantees short-term realizable solutions and supports companies in developing their structures in the complex national and international field. Together with the customers HILL Communications uses and unfolds the existing potential in organizations in order to secure values in the long run.

communications@hill.co.at



HILL Communications

Congratulations!

»The **Austrian National Tourist Office** (Österreich Werbung), as an information agency for the national tourism and recreation industry, possesses weighty capital: the know-how of its employees. HILL International helps us to expand and develop this know-how. Whether it is the development of potential, intercultural communication or humanistic management – HILL International is an important partner and supplier of ideas for us. Therefore I congratulate Dr. Othmar Hill and his team on their 30 year success story!«

Arthur Oberascher,
former General Manager
Austrian National Tourist Office

»The **Austrian Volksbanken-AG** strongly values the years of cooperation with HILL International in CEE as well as in Austria. In the areas of analysis of employee potential and personnel development, the well-founded know-how of business psychology in successful and international consulting is paired with high service orientation. We wish all the best possible for your 30-year company anniversary and look forward to continuing our pleasant and professional cooperation.«

Bernd Allmer,
Human Resources Manager
Österreichische Volksbanken-AG

»In the name of the »Service Center Recruiting« of Allianz Elementar, we wish HILL all the best for the 30-year company anniversary. We wish you continued success and take this as an opportunity to say thank you for the high-quality and very pleasant cooperation between our enterprises.«

Johannes Milletich,
Service Center Recruiting
Allianz Elementar Versicherungs-AG

HILL in Central Eastern Europe

Already more than 15 years ago, HILL, a pioneer in CEE, began to build up a broad network and has been market leader ever since

Germany



Market entry: 1987

HILL's first office for personnel search and selection outside of Austria was opened in Munich in 1987. Three years later the office was taken over by HILL WOLTRON and today belongs to Franz Hill.

office@hill-personalberatung.de



HILL Germany

A second subsidiary was established in 2002 in Wiesbaden. Carola Scheffel and her team service medium and large companies across Germany, which want to accelerate and develop their personnel management activities locally and in Eastern Europe. Since the founding successful business relations were established and strengthened.

hillsg@hill.co.at

Hungary



Market entry: 1989

Already in 1986, the first franchising negotiations were conducted in Hungary. The first branch in the former East Block was opened



HILL Hungary

in 1989 in Budapest. Like in several countries later on, HILL was the first HR consultant on the market. Beside personnel search and selection, HILL Hungary also offers executive search as well as personnel and organizational development since 2000. With four offices - Budapest, Pécs, Debrecen, Szombathely - HILL is a strong partner in Hungary.

hill@hill.hu

Russia



Market entry: 1989

Already in 1989 HILL International opened its branch office in St. Petersburg as the first international personnel consulting company in Russia. 1995 the office moved to Moscow under the management of Natalia Kulikova and Jan Zvěřina. Today HILL supports a lar-



HILL Russia

ge number of important Russian and international companies in establishing themselves in Russia or expanding to Europe.

hill@hill-moscow.ru

Czech Republic



Market entry: 1990

HILL began work in Prague in 1990 with the organization of an important human resources conference. In the same year, an office in Prague was opened, from which the whole area of then Czechoslovakia was serviced. The team, meanwhile grown to ten, accom-



HILL Czech Republic

panies enterprises in all personnel issues with the help of ten external trainers and coaches.

administration@hill-praha.cz

Slovakia



Market entry: 1990

After the dissolution of former Czechoslovakia, a separate HILL office was opened in Bratislava to continue to service Slovakia. Jan Zvěřina took over the representation of HILL at that time. He and Peter Tomasch continued their expansive course on the toughly fought-over market and are currently planning to expand their consulting team of four.

hill@hill.sk



HILL Slovakia

Poland



Market entry: 1992

HILL is active in Poland since 1992 and was one of the first personnel consultants on the market. The customers are mostly multi-na-





HILL Poland

tional companies from all branches, but some of the most significant customers are national businesses. The team, consisting of 12 employees and seven freelancers, is specialized in the search and selection of top and mid-range management as well as professionals.

hill@hill.com.pl

Ukraine

Market entry: 2002



When HILL began its business operations in Ukraine based in Dnepropetrovsk, the first



HILL Ukraine

HILL in Asia

The expansion to Asia is one of the most important developments in the HILL network for the coming years

Kazakhstan

Market entry: 1997



The first HILL office in Central Asia was opened in Almaty. HILL set new local standards



HILL Kazakhstan

customers were international companies expanding to Ukraine. In 2003, a second office was opened in Kiev. At the same time, the first contracts were carried out for local enterprises. Today, HILL Ukraine is also implementing international contracts.

office@hill.com.ua

Latvia

Market entry: 2003



In the short time since the opening of HILL Latvia in Riga, the team around Daina



HILL Latvia

Ozoliņa and Oļegs Pavlovs has succeeded in making HILL known as a strong brand, winning local and international enterprises as customers and making exclusive cooperation contracts.

info@hill-international.lv

and today is not only market leader, but also the dominant market shaper. The five-person team has customers in the whole country and a very good reputation. Since 2003, HILL Communications' own office completes HILL's service portfolio.

office@hill.kz

India

Market entry: 1998



india@hill.co.at

Switzerland



Market entry: 2005

The youngest HILL office was founded by Gerhard Wittmann in Kloten near Zurich. The reason for establishing the office was the



HILL Schweiz

wish to consult long-time Swiss customers locally in all human resources issues.

office@hillinternational.com

What makes HILL unique

»We act on a scientific basis and at the same time are oriented by the people. We prepare the parameters, which are often so difficult to grasp in HR, in such a way that international top managers are given an optimal basis for decisions.«

Elisabeth Leyser,
HILL Headquarters Vienna

»Our vision and strategy set us clearly apart from our competition. HILL was the first personnel consultant to expand to the ›untouched‹ areas of the former East Block while the Iron Curtain was falling. Today HILL is the only network that covers the whole CEE and SEE market.«

Monica Vrabiescu, HILL Romania

»HILL has a good name on the market for several reasons: the persistence to fulfill the needs of our customers, the high professionalism of our staff, our long-time presence and experience, our reliability and ability to build up honest and durable partnerships with our customers.«

Mojca Križnar, HILL Slovenia



HILL in Southeastern Europe

In SEE too, HILL was among the first and today possesses a wide network in nine countries

Serbia, Montenegro & Macedonia



Market entry: 1990

At the time of its foundation, the HILL office in Belgrade covered the whole market of former Yugoslavia. Today, the team of eight is responsible for the areas of Serbia and Montenegro as well as Macedonia and the Kosovo. During years of business, HILL has been able to create a need for personnel consulting and build up long-term business relationships. Since 2001 HILL Communications has expanded the portfolio to include personnel development.

hill@hill.co.yu



HILL Serbia, Montenegro & Macedonia

Bulgaria



Market entry: 1991

After two years of cooperation with Othmar Hill, Alexander Aleksandrov, up to then general manager of the Institute for Industrial De-



HILL Bulgaria

velopment, opened the first HILL International office in Sofia in 1991 offering personnel search and selection. At this time HILL was the only western personnel consultant in Bulgaria. In 2000 Vesselin Kantchev and Nina Gartcheva also founded HILL Communicati-

ons after having worked with Othmar Hill for ten years. They focus on personnel and organizational development since then.

hill@hill.bg and office@hill-c.com



HILL Romania

Romania



Market entry: 1992

After a successful contract with Coca-Cola, HILL founded a separate office in Romania. HILL was at that time, as so often, the first international personnel consultant on the market. Since its foundation, the firm has continued to grow. Meanwhile, the 12 employees of HILL International and HILL Communications implement contracts throughout the country and have successfully built up whole teams for many multinational customers.

hill@hill.ro

Othmar Hill on HILL

Othmar Hill, founder and president of HILL International, in an interview on 30 years of corporate history and his vision for the future of the company

> Mr. Hill, what gave you the idea to found your own personnel consultancy as a psychologist in 1975?

I was interested in psychology early on - that is probably because I was brought up very restrictively in the country and often had problems in school. Later I got in contact with personnel consulting by chance. Shortly after finishing school in 1971, I moved to Vienna with my wife and child and applied for a job as a salesman at »Institute for Business Psychology« of Dr. Georg and Vera Fischhof, who were the pioneers in personnel consulting on the Austrian market. Alongside work I began to study psychology. At 27, while I was still working on my dissertati-



Slovenia

Market entry: 1993

The needs of international HILL customers such as Coca-Cola and Siemens, and the high potential of the country led to the founding of an office in Ljubljana in 1993. By building up a national sales and experts team HILL was



HILL Bosnia-Herzegovina

HILL clients in Bosnia-Herzegovina. But with time HILL has become well known on a local level as well and has won many national business partners.

hill.sa@bih.net.ba



HILL Slovenia

able to acquire national clients and strengthen its market position.

hill.international@siol.net

Bosnia-Herzegovina

Market entry: 1996

After the dissolution of former Yugoslavia, a separate office was founded in Sarajevo. At the beginning it was mostly international HILL customers who formed the stem of



HILL Croatia

Croatia

Market entry: 1996

HILL Zagreb was the first personnel consultant in the country after the collapse of for-



mer Yugoslavia. At the beginning, international firms were HILL's main customers. Thanks to the successes attained, local interest was awakened with time. Thus many national enterprises could be won as clients.

hill.international@hill-croatia.hr

Turkey

Market entry: 2005



HILL Turkey, Sabine Caliskan

Sabine Caliskan, Austrian with Turkish roots, has been supporting companies in Turkey in personnel search and selection since 2005. The multi-lingual, multi-cultural team successfully supports companies in their market initiation into the growing market. Along with the main office in Izmir, branch offices were opened in Ankara and Istanbul.

office@hill-turkiye.com

on, I founded my own »Institute for Test Psychology« with my wife at that time, Christine Hill, in 1975. An important motivation for me was to be part of a young branch of trade and to be able to shape my career independently.

> And what is your motivation now, 30 years later?

Until today, I still find it completely fulfilling to recommend a fitting professional occupation to people or to help them find one. We support people in starting a professionally better-fitted part of their lives, often coming from less than optimal situations, and that is a wonderful feeling. The same thing goes for enterprises: it is always a new challenge to make enterprises more efficient by means of the right placement of human resources. We accelerate their growth through the unfolding of individual and organizational potentials.

> What makes the HILL enterprise unique in your opinion?

Our greatest asset is that we have developed one of the best potential analysis systems in the world on the basis of scientific research, which can now be used in 16 languages with country specific standardization. In this way we turn soft facts into hard facts. By using aptitude testing in the context of humanistic psychology, we are also able to combine objectivity with lived humanity and to recognize the full potential of people and organizations. And this is not only relevant for companies, but also beneficial and often of eminent existential importance for our candidates.

> What is your vision for the future of HILL International?

Particularly in times of discontinuity, radical value changes and the dissolution of today's

work market, the importance of optimal human resources as a stabilizing factor for companies is rising decisively. HILL's approach of humanistic business psychology has a particularly strong effect in these hectic, highly dynamic surroundings. We want to create awareness for the fact that an organization can only live and grow through its personnel.

It is our objective to continue to support companies with our know-how and experience as a full-service consultant in all HR and management questions. And, in the future, we will increasingly do so in Asia. After having built up area-wide networks in CEE and SEE, the next logical step in our development is the expansion in this direction in order to take full advantage of our role as a catalyst in global networking.



HILL International

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Successful companies trust in HILL

»Let's take your company to the next level«

Together with our clients we increase the added value for all parties involved by identifying and exploiting the full potential of the whole organization and its personnel.

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