

synpulse<sup>MC</sup>  
solve·evolve

# A Career in Consulting





# Company

Synpulse is an established, internationally active management consulting company and valued partner of renowned financial services providers on an international level. We support our clients in developing strategies, their operative realization and their technical implementation. Together we meet the upcoming challenges and anticipate changes in the organization, the processes and the systems.

«We turn our clients' strategy  
into a value-creating reality.  
With expertise.»

This mission and our core values motivate our team and represent the promise to our clients and the standard by which we are happy to be measured.

## embrace

We meet on equal terms.

## drive

We inspire with entrepreneurial spirit.

## achieve

We turn your challenge into value.

# The four standards



## 1. Leadership Standard

We value those who are not only characterized by their expertise, but who are entrepreneurial, inquisitive, creative, bold, have drive, can motivate and have the ability to build relationships.

## 2. Openness Standard

To ensure integrity, we openly discuss what is right and wrong, what is generally accessible or confidential. This is the basis for open and continual communication – both internally and externally.

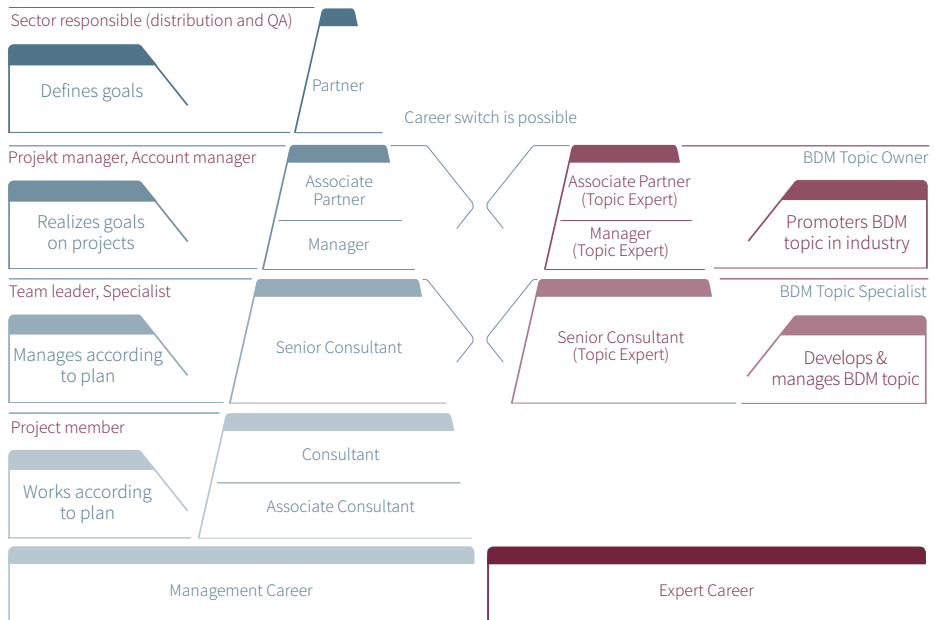
## 3. Team Standard

We count on employees who work well together. The ability to work as a team, helpfulness and mutual respect are important values by which we live. Our teams have the maturity to constitute themselves.

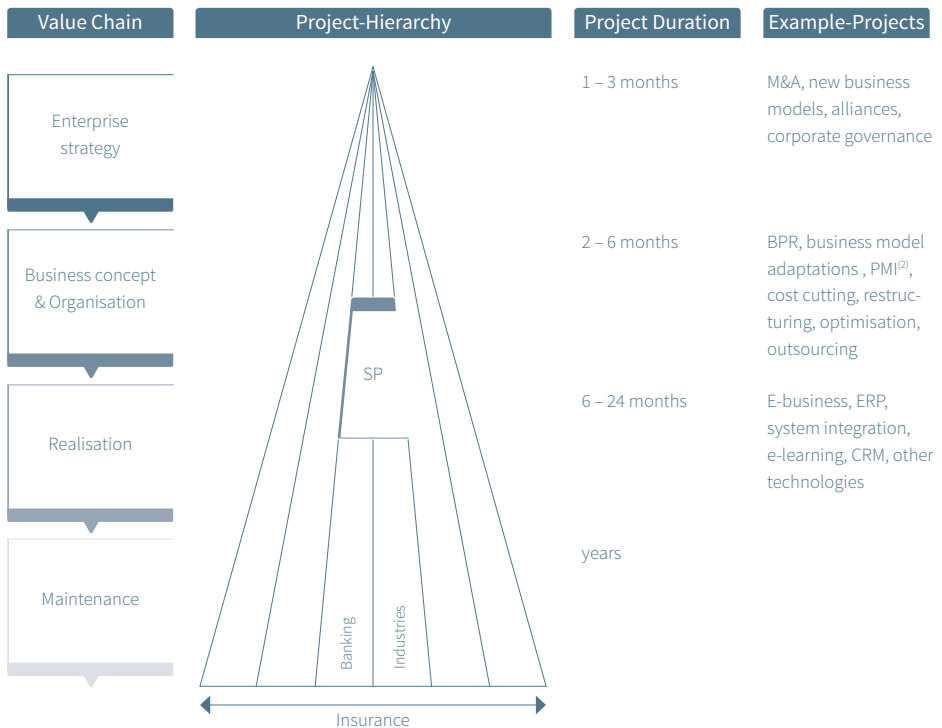
## 4. Development Standard

We challenge and encourage our employees: Our well-educated team is in constant training. Those who go beyond the norm and achieve outstanding results can develop their career within our company – all the way to Partner.

# The Synpulse career model



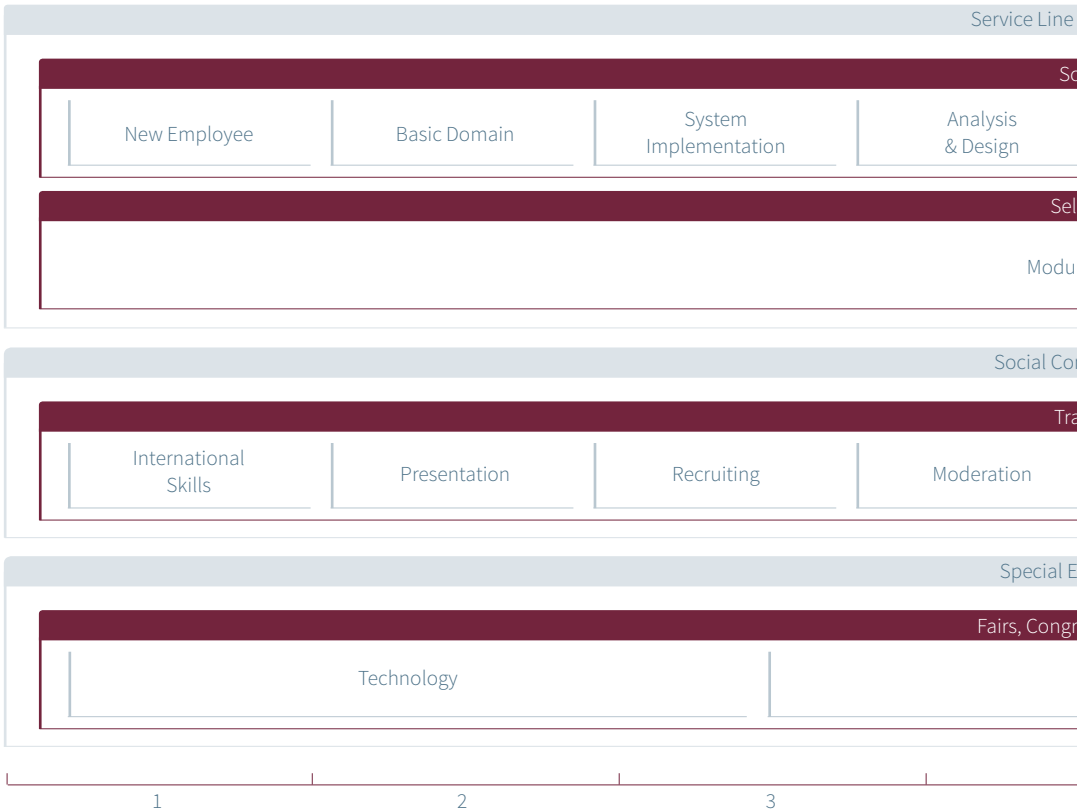
# Positioning of management consulting firms in the FS market



# L<sup>3</sup> = Life-Long-Learning

Since the beginning, Synpulse most important goal has been the continual further development of its employees to ensure successful cooperation with its clients. Thus, Synpulse has a comprehensive further education and training programme which ensures that employees are continually trained during their

curriculum. The Academy Program®, with its motto Life-Long-Learning, accompanies the consultant on his or her path to becoming Partner.

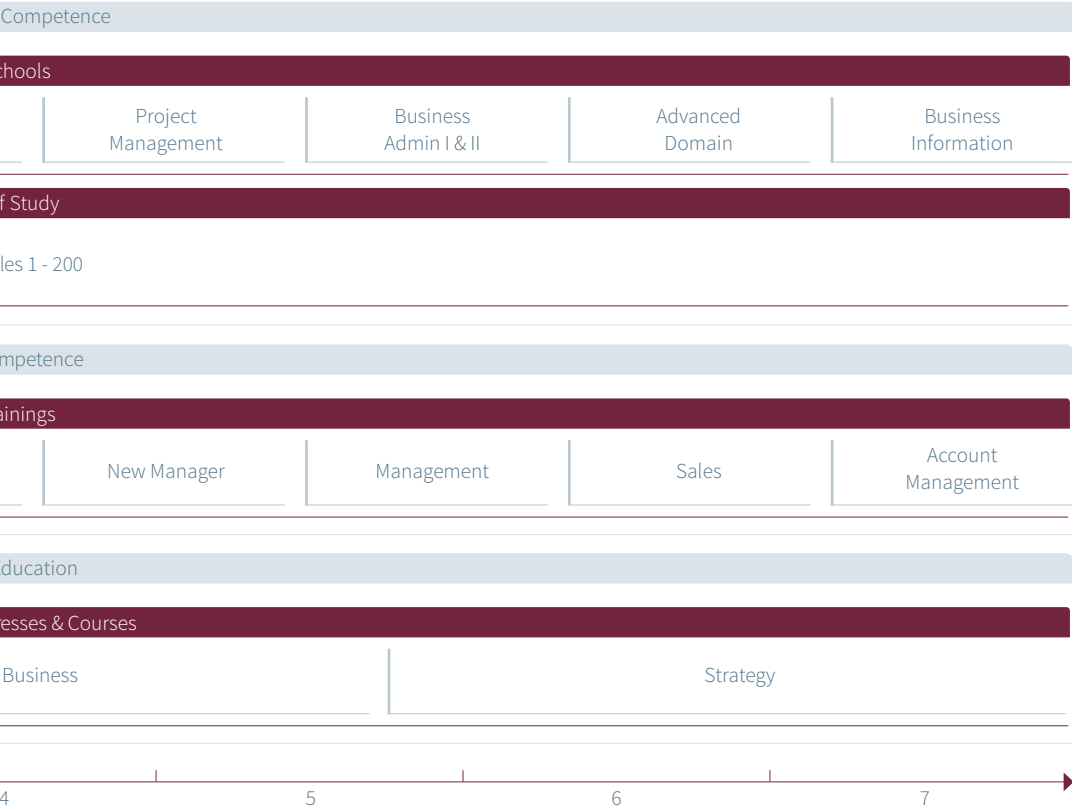




# Academy Program®

The Academy Program® is identical for all employees and runs for seven years. It consists of internal and external schools, as well as modules developed for private study. Where necessary, additional courses can be attended for individual or project-specific training requirements. Thus, within the Academy Program®

15–30 days per year are reserved for each employee’s training and education.



# Training areas



The Academy Program® covers all subjects and areas which are relevant for our consulting activities:

### Service Line Competence

- Methodological skills
- Project management
- Information technology
- Industry knowledge

### Social Competence

- Leadership skills
- Communication
- Team dynamics
- Self-management

### Conceptual Competence

- Analytical thinking
- Structured thinking
- Contextual thinking
- Integrated thinking

# A Career in Consulting



A management consultancy's most important capital is its employees. Thus, Solution Providers dedicates a considerable amount of resources to their development. Varied and continually changing assignments, opportunities for personal development, targeted training, as well as flexibility, initiative and freedom in day-to-day business, form the most important basic conditions in this development.

A consultant works on a project in a team of client-internal and external staff. The first career steps consist of the consultant being able to take over the management of such a team as Senior Consultant. The next level is

realising the goals of the Partner responsible for the client on the project on the one hand, and on the other, to manage the project. As Partner responsible for the client, he or she takes over the responsibility for all the client's interests in cooperation with the Partner responsible for the industry sector. The latter is the final step in the development model.

In a quarterly appraisal interview, each employee receives feed-back on his or her performance and personal progress. The latter is the decisive factor for remuneration and success in the development model.

# Job profiles



You have an above-average degree and sound IT knowledge. You are also prepared to take on responsibility, to prove your abilities in real challenges and to attain ambitious goals. As a communicative, dynamic personality, you are open to the opportunities of innovative solutions. Thanks to your initiative and analytical skills, you are able to play an active role in team-oriented project work. Taking on the responsibility for challenging tasks appeals to you and your professionalism makes you a valued partner for our clients.

An interesting and diversified consulting activity onsite with one of our clients awaits a consultant or senior consultant with work experience. The spectrum of consulting activities ranges from management consulting to the implementation of modern IT solutions. The starting point is a brief, intensive training programme in which the cornerstones of being a successful consultant or senior consultant are laid and the working methods learned.

Our long-term and well-established career programme offers the opportunity of advancing to Partner.



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