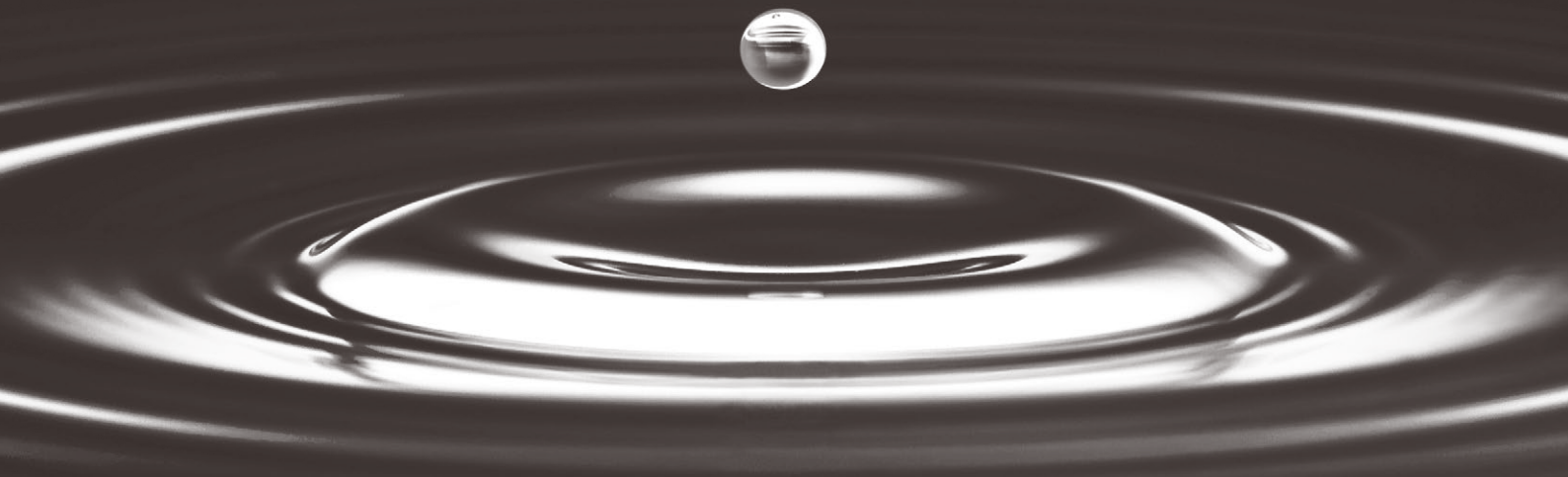


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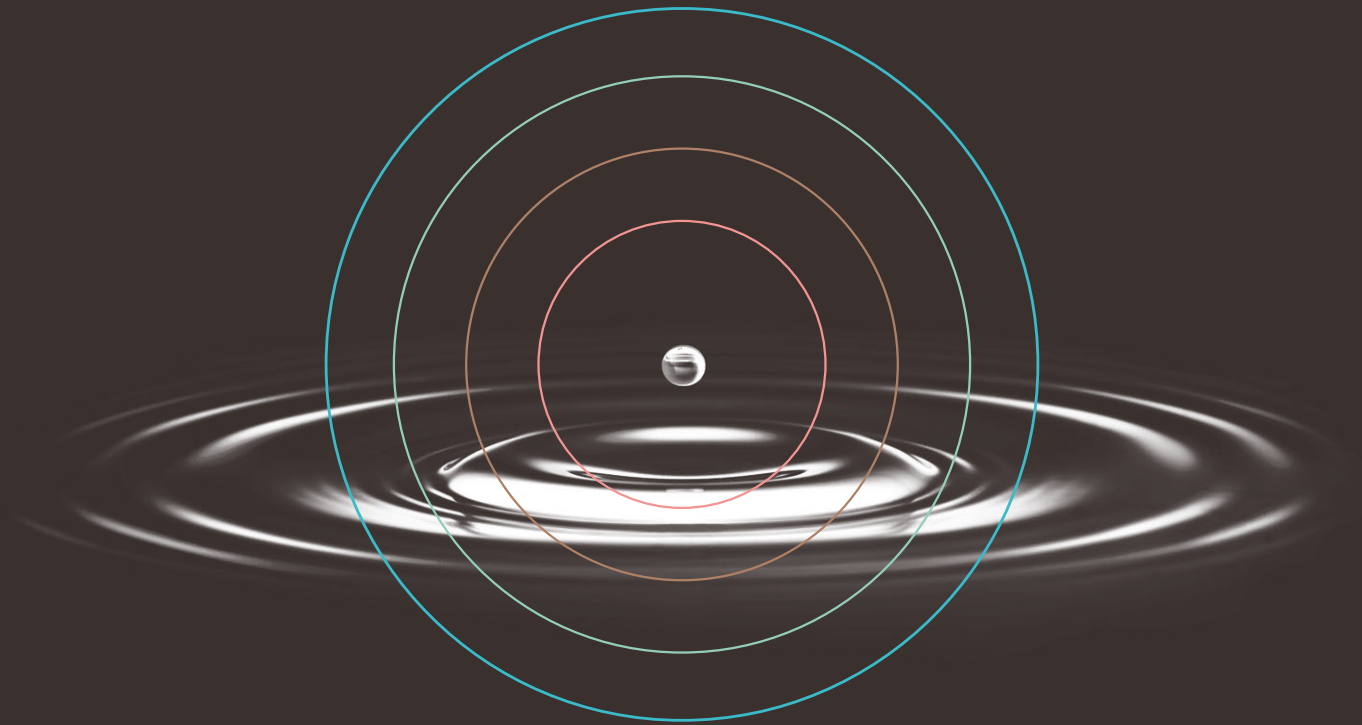
Human Ressources & Consulting



We make room for personal and entrepreneurial development.

arrivar

Human Ressources & Consulting



arrivar ag is comparable to a drop of water. Why is that?

If a drop hits the water surface, a pulse is triggered. A dynamic is created in the form of circular movements. arrivar ag's offer is also a well-rounded concept, except that nothing falls into the water. On the contrary: we support individuals and businesses to progress in their development. Our services create transparency. And set off a positive movement. We make room for personal and entrepreneurial development. Together with you.

Let us start.

●
**Recruiting
as a Service (RaaS)**

●
**Out- & Newplacement
as a Service (OaaS)**

●
**Diagnostics & Assessments
as a Service (Daas)**

●
**Transformation & Restructuring
as a Service (TaaS)**



Beruf's-Hierarchie

1. Ebene
2. Ebene
3. Ebene

4. Ebene
5. Ebene
6. Ebene

Wir schaffen Raum
Wir stellen ... Region

“Our mission is to help individuals and businesses move forward.”

arrivar ag – tactful, individual, unbiased and sustainable.

arrivar ag has been successfully operating as an independent human resources consulting company for 25 years. We support businesses, institutions and the public sector. And we accompany personalities who want to develop further, reorient themselves or give their career a boost.

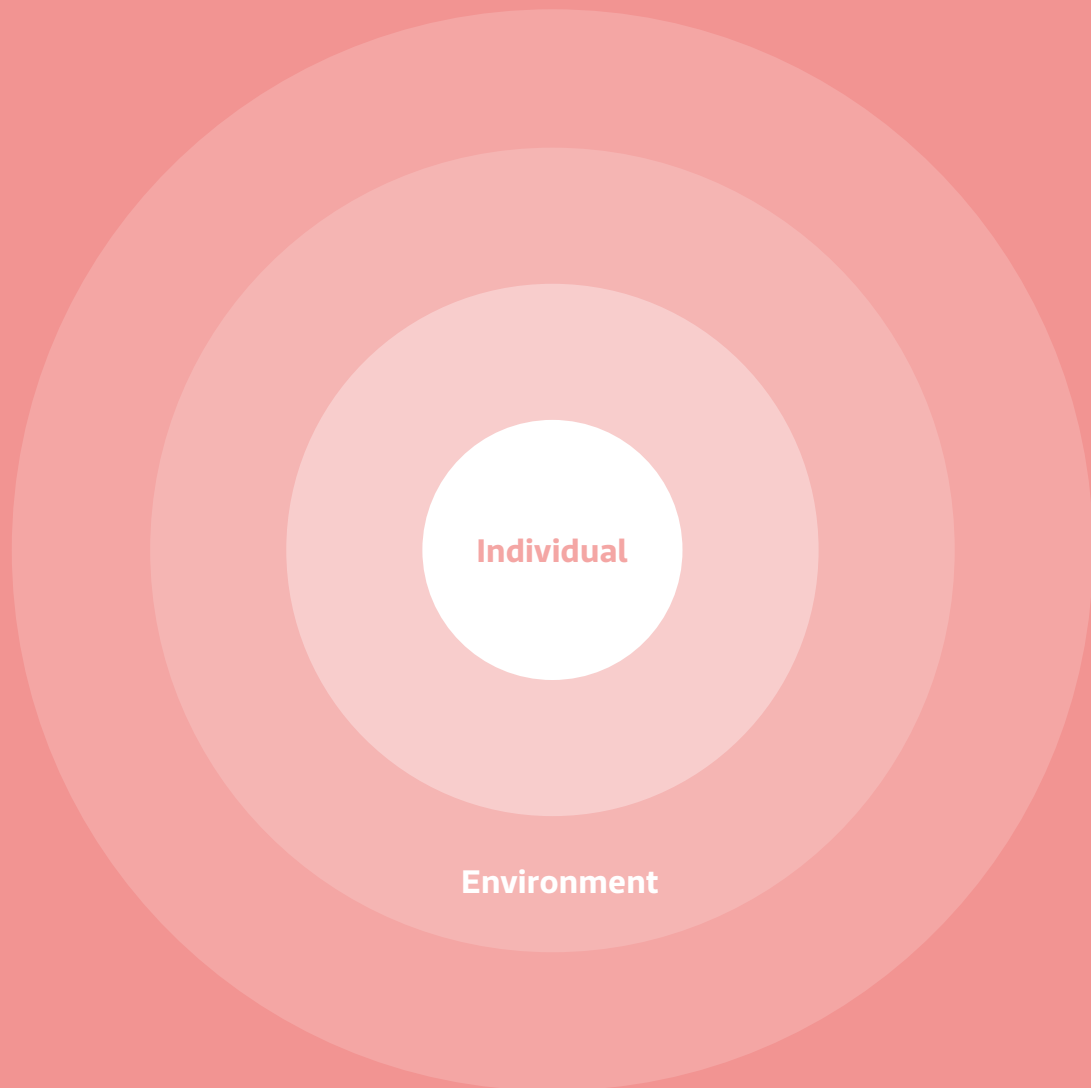
People are always at the center of everything we do. We provide our modular service offerings as a service (.aaS) for people – using state-of-the-art technology. We are experienced personalities from business and politics.

We also contribute our knowledge and experience to foundations and board mandates. We give room to your individual requirements and adapt our services accordingly – our customer service approach.

You have probably heard of “software as a service”, software solutions that can be subscribed from another company. This is how you should imagine our offer. The only difference is that, in addition to technical sophistication, we also have extensive expertise, broad experience and, above all, great knowledge of human nature.

Benefit from our modern, modular model!

**We recruit key positions and find talents
with suitable skills and qualifications.**



**By focusing on the entire environment,
we ensure that every person can fully express their qualities
and contribute to success.**

Recruiting as a Service (RaaS)

The right expert at the right place.

If it fits, it fits. However, a great deal of experience and careful selection are required until the right expert or manager can be deployed to the right position. As well as a great understanding of a business and its culture.

The selection of experts and managers is our passion. We work based on Recruiting as a Service (RaaS) or in a mandate relationship. In public, transparent and cross-industry. If you engage us in a mandate relationship, you always will be serviced by the same experienced partner of arrivar ag's team. And always be amazed at how precisely the candidates we put forward fulfil the specified profile!

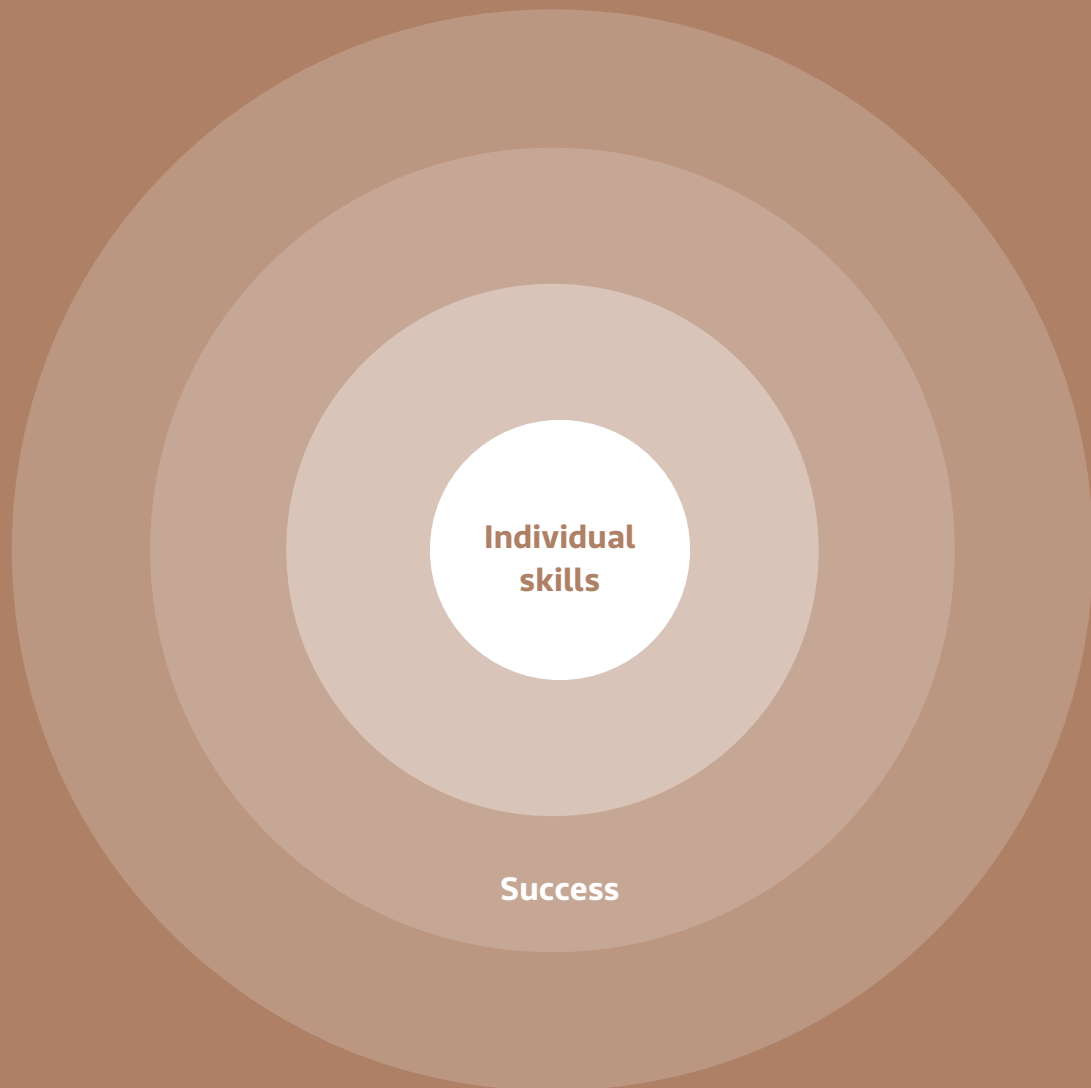
Do you need more skilled experts temporarily for a major order? You've come to the right place. And if a manager is absent and an interim solution is required, we will fill the gap with a qualified personality.

We have in-depth knowledge of the labor market, conduct active sourcing and multi-channel posting and have our own talent database. You can expect transparent processes and reports from us. With us, you have a partner on an equal footing with a versatile industry experience.

We embody the philosophy of your employer branding the way you do it yourself. We can even offer you a guarantee on request. Absolute discretion is a matter of course for us.

What more could you ask for? Even if you want more: We'll give it to you.

We recognize and promote skills.



**We use the right tools for personal and
entrepreneurial development.**

Diagnosics & Assessments as a Service (DaaS) Personnel, team and corporate development. Recognizing and fostering potential.

Despite digitalization, the human factor still offers the greatest potential for corporate growth and success. This is what we focus on. Whether promoting individual employees or team development: we are your professionals.

Of course, you want to find personalities who fit into your business. Talents whose skills are perfectly matched to the position to be filled. It's not easy and it's expensive. With the help of our tools, you can start by looking for talents with the right potential within your organization. The DNLA (Discovering Natural Latent Abilities) expert system makes it possible to identify skills and potential and determine development measures.

Fields of application of the DNLA system are recruiting and selection, analyzing employee potential, leadership strengths, personnel balance sheets, developing junior staff, improving sales performance, stress prevention and health management, team development, conflict management, employee surveys.

As an HR manager or line manager, we actively support you in the development of your talents and managers. We offer clear added value with our certified and validated processes, without typological or psychological instruments. Utilize our potential to fully exploit the potential in your organization!

We make room for professional progress.



**We look at the present and create
opportunities for tomorrow.**

Out- & Newplacement as a Service (OaaS) Utilising change as an opportunity.

Nothing is more constant than change. Job profiles change just as much as the personal wishes of employees. We offer professional support and guidance for anyone who needs or wants to make a career change. Take advantage of our expertise!

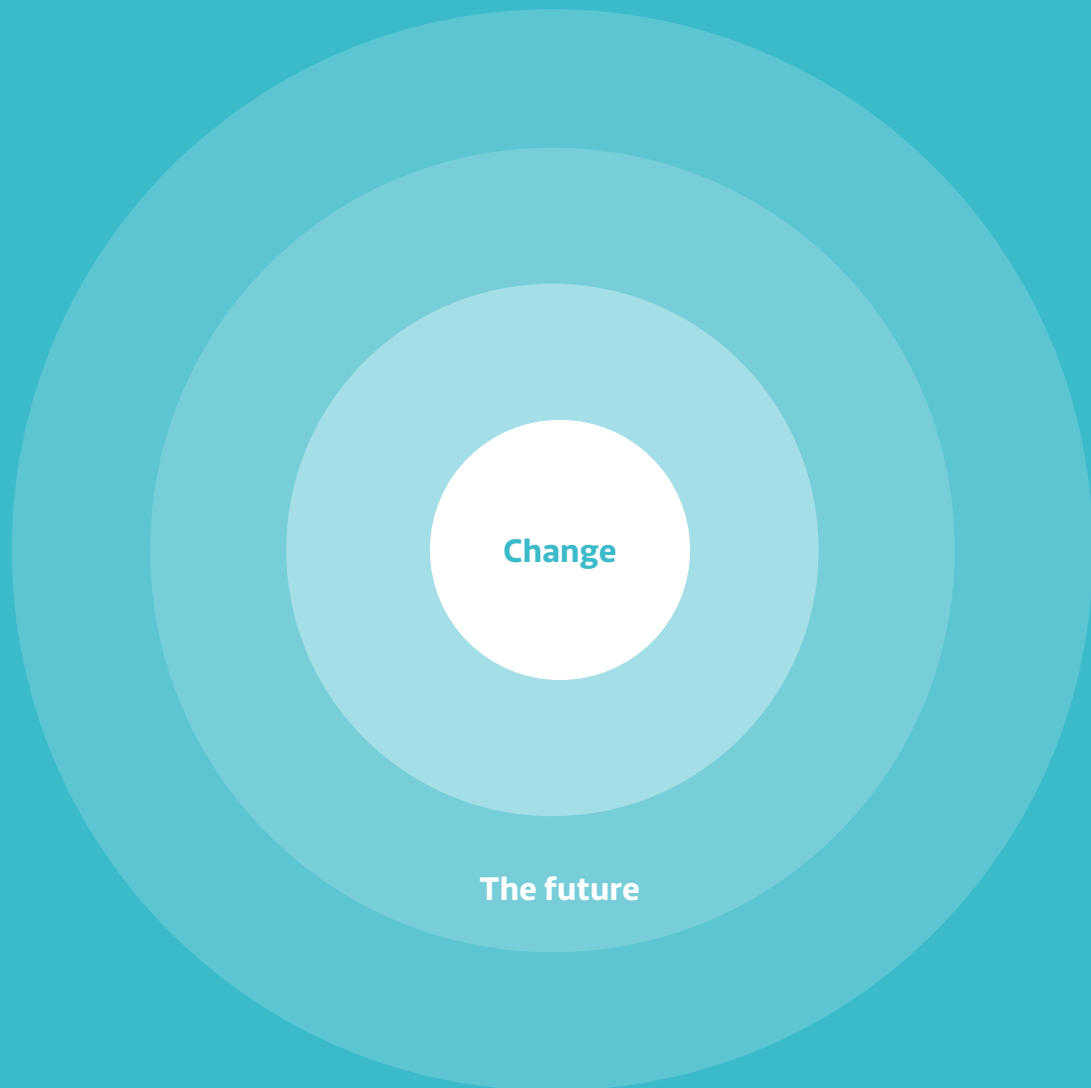
If someone can no longer be employed according to their skills and qualities, our outplacement and new placement consulting comes into play. We are experts in supporting employees and specialists to find a new, suitable challenge. We have a customized coaching and consulting package for everyone.

Anyone in the middle of a career change or in the application process will benefit from our wide range of services. Career consulting can also make sense in many cases. The basis is an assessment of your current situation. In addition to looking to the future, we also need to look to the past. The focus is on questions such as Who am I? What can I do? What do I want? No doubt: we know what is important.

As recruiters of experts and managers, we know the labor market like the back of our hand. Those affected can benefit from this as well as from our licensed diagnostics center with experienced assessors, our talent pool or our tools for rapid implementation for a new hire. Our “job market boosters” such as elevator pitches, cv optimization, interview training and our network pool also offer decisive advantages.

What also sets us apart is our dual consulting approach: those affected are accompanied by both a personality coach and a labor market coach. Our versatility is your added value!

We accompany change processes.



**We have the relevant experience and
facilitate even difficult processes.**

Transformation & Restructuring as a Service (TaaS): Dealing with change in a professional manner.

In an ever-changing world, people and businesses must constantly adapt and remain agile. We are the professionals for personnel and operational changes. Even if this involves restructuring or even business closures. In times of change, it is important to handle difficult situations with care. With us, you have an experienced partner at your side who supports you actively, empathetically, situationally and individually.

A business that does not change has no future. Major changes may be necessary, for example, due to a change in management, a decline in sales, a change of location, a merger, organizational adjustments, relocation of production or a change in customer or employee behavior. Changes can have profound effects if, for example, staff numbers are reduced due to a restructuring programme.

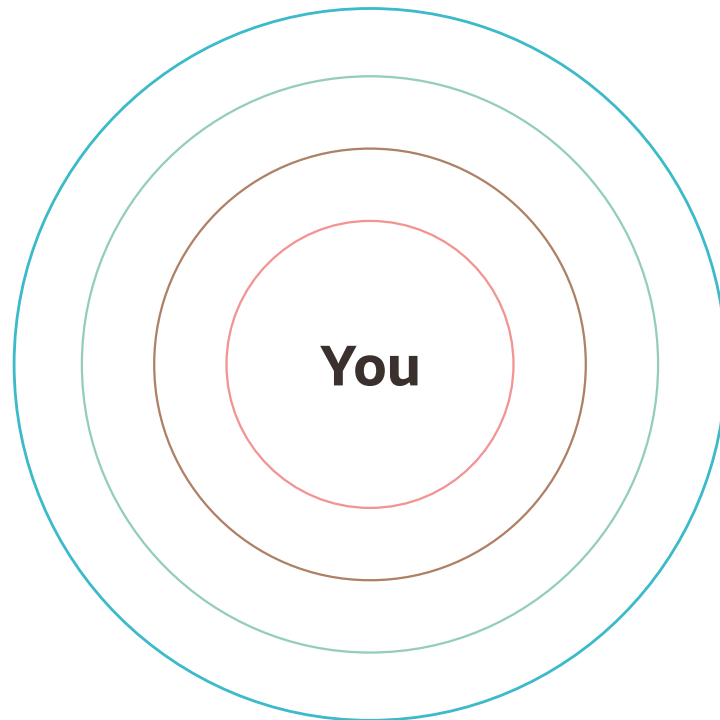
In times of change, it is good to be able to rely on experienced professionals. Professionals who can precisely assess the situation from the outside and guide you through this challenging time with the required empathy and expertise. After all, every change involves a process that demands close support and coaching for all those involved.

Changes in organizational and personnel matters are rarely easy. Neither for the management nor for the employees affected.

Thanks to our experience, expertise and empathy, we can support you in this difficult situation – for example by analyzing serious challenges and evaluating and implementing practicable solutions. Thanks to our experience and extensive network, we can also provide you with professional support when it comes to communication, discussions with employees, legal issues or social plan negotiations during restructuring and business closures. In the event of redundancies, we support with the job center and with new placement measures.

No transformation without change. We support you with your individual projects.





Our philosophy: The focus is on people.

Nothing is as fascinating as new opportunities and challenges. Digitalization is an example of this, which is creating new occupational groups and making traditional ones disappear. People are at the center of everything we do at arrivar ag. We specialize in making core competencies visible and tangible as well as in promoting and developing them in a targeted manner.

We take personalities to where they can best utilize their skills and develop their potential. And we bring the necessary motion to individual teams and entire businesses that they need to get to where they want to go.

Let us arrive together.

Arrive together.

arrivar

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