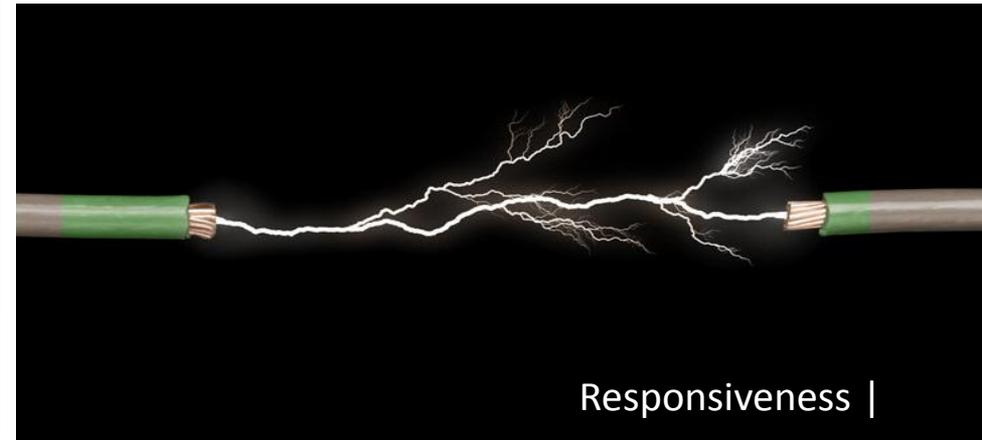


Managing your economic challenges and managerial emergencies together



Integrity |



Responsiveness |



Responsibility |



Pragmatism |

Introduction

Our Values

Responsibility: People you can trust to manage your transitions

Pragmatism: A line manager talking to line managers : we speak your language

Responsiveness: A commitment to respond to your requests in less than one week

Integrity: Transparency, effectiveness and confidentiality are our watchwords

Key Dates

2007

Creation of Delville Executive
Executive Search & Selection

2010

Creation of Delville Management
Interim Management Provider

2013

Opening of Delville
Management's Subs in London

Delville Management

With substantial experience in organisational consulting, Delville Group started its executive search activities in 2007. At the request of its clients, the interim management division – Delville Management – was created in 2010. Since then, some 150 assignments have been successfully completed. The diversity of our firm’s managers and experts has enabled us to provide valuable assistance to **companies of all sizes and in all sectors**.

Demanding standards



Our interim managers and experts have to pass several stages of selection : recommendation, interviews by our directors, references, interview by a member of the Club, etc. This recruitment procedure ensures that **all our clients benefit from an outstanding level of strategic and operational expertise**.

Quality of Service



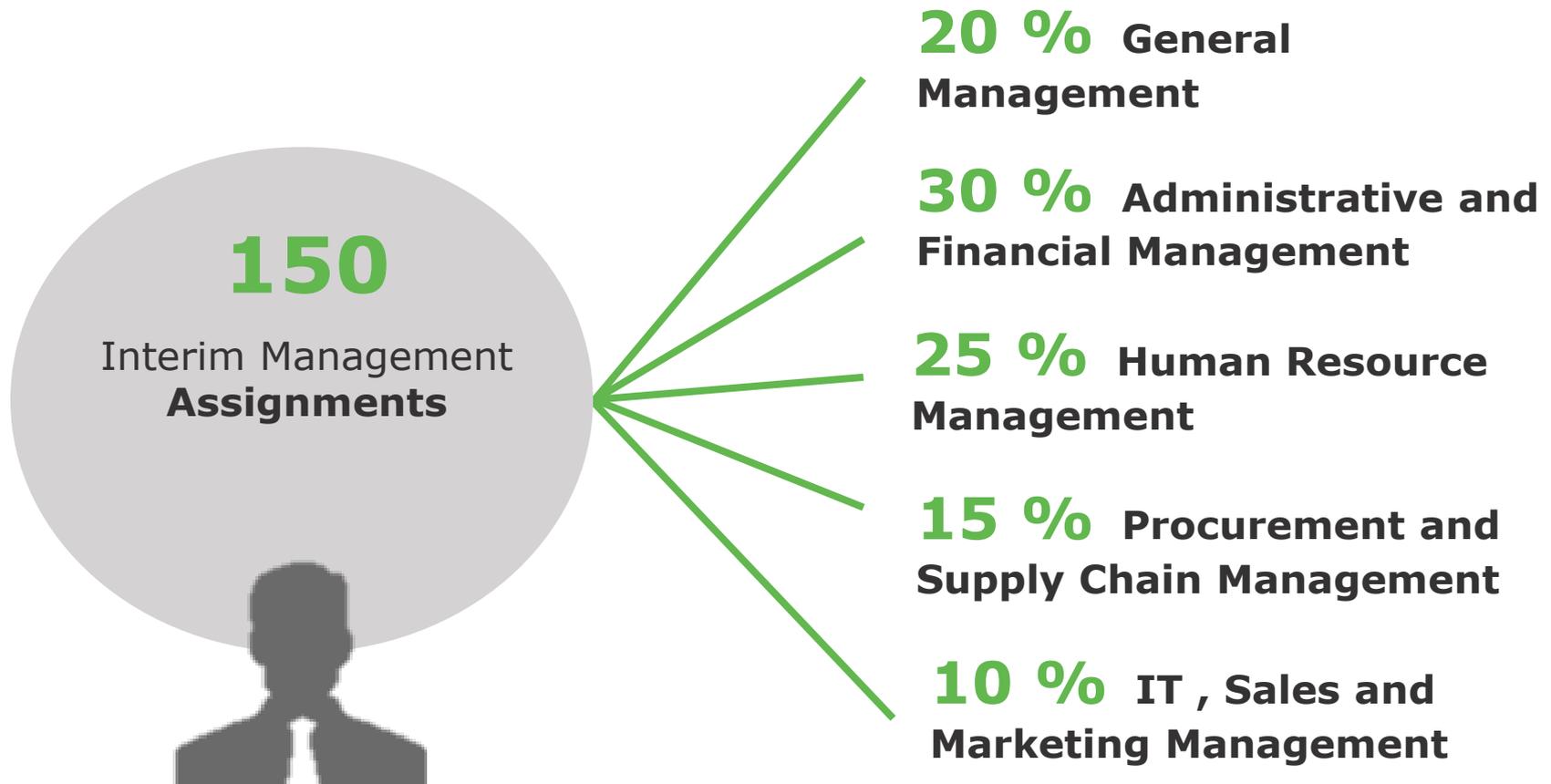
Our firm has a highly **structured methodology for managing assignments**. Our processes ensure optimal management of each assignment and the achievement of its objectives: project description and outline, Delville Management charter (a commitment to achieving to the assignment’s objectives), client follow-up and assignment monitoring by a Mission Director from our firm throughout the assignment.

The Power of the Network



In addition to the Club Delville, Delville Management has **a network of several hundred interim managers. The Club**, which meets at least six times a year, enables its members to meet and share their experiences and improve performance. The managers themselves are supported by their peers, so the Delville Club **serves both our clients and our managers** with just one aim in mind: your satisfaction.

Key Figures



Your Needs, our Expertise



Management Emergency

**Sudden departure?
Long-term absence?
A need for specific expertise?**



Performance Improvement

**Unsatisfactory results?
Obsolete or ineffective
management processes?**



Turnaround and Restructuring

**Need to integrate
or outsource an activity?
Need to restructure debt?**



Mergers and Acquisitions

**Integration or harmonisation?
Consolidation? Coordination?
Change management?**

Progression of an Interim Assignment

An interim assignment evolves over a period of a few weeks to several months and comprises the following stages:



- .01** Understanding the need and defining the objectives
- .02** Selection of the most suitable manager
- .03** Integration of the interim manager into the assignment
- .04** Analysis, diagnosis and definition of the action plan
- .05** Implementation of the action plan
- .06** Assignment progress reviews
- .07** Handover from the manager to his successor
- .08** Handholding through transitional crises or initial difficulties
- .09** Achievement of the objectives signifying the end of the assignment

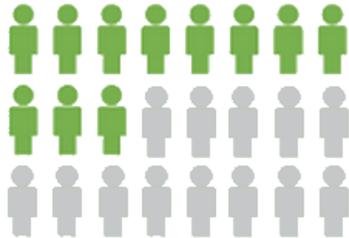
Our firm and the Club Delville also provide support throughout the assignment.

The Club Delville

Delville Management boasts the #1 structured European network of interim managers brought together within the Club Delville. Its 350 outstanding members are operational managers with at least 20 years' experience in large French and international groups.

#1

NETWORK IN EUROPE
of interim managers



350

**MEMBERS OF
OUTSTANDING CALIBRE**



20_{years}

**OF PROFESSIONAL
EXPERIENCE**



Profile of members of the Club Delville:

CEOs, CFOs, HR directors, operations directors, IT directors and purchasing directors and also executive coaches, legal administrators, investment fund managers, etc.

Restructuring a retail group



Context

French leader in the retail sector
160 stores
Acquisition of the main competitor

Issues

- ▼ Overlapping catchment areas
- ▼ The firm was obliged by the French competition authority to close a number of sites

Solutions

- ▼ Manage the closure of the stores (finance, HR, communications)
- ▼ Economic results in line with the budget
- ▼ Manage the personnel representative bodies and institutional bodies such as Occupational Medicine

Results

- ▼ Sourcing and recruitment of store Directors for some of the sites involved in the transaction
- ▼ Consolidation of 6 sites and closure of 4 sites

Key success factors

- ▼ Managing in a difficult social climate
- ▼ Maintaining economic performance in line with the budget

Duration

- ▼ 20 months

International financial issues



Context

A worldwide leader in the aluminum industry had to manage economic issues leading to a major cost reduction plan

Issues

- ▼ EMEA Operations (4,5 Billion €), need to have a very good overview of forecast, treasury and cash management including financial controlling reports

Solutions

- ▼ Operational support for the Director of Finance & Business Planning EMEA by an executive interim manager

Results

- ▼ The continuity of missions, team management, and operations were led with success
- ▼ Areas concerned : budget, reporting, short and long term forecasting, support of the group CFO for operational and strategic activities, improvement of financial procedures, CAPEX portfolio management

Key success factors

- ▼ Technical skills
- ▼ Adaptability to an organization in a complex environment
- ▼ Very well organized interim CFO with international and multi-cultural ability

Duration

- ▼ 15 months

Build up of an industrial company by a new private investor



Context

Industrial company specialized in metallurgy sector
200M € turnover in 2003 vs. € 70M in 2011
Supported by a public equity fund, a French automotive supplier
decided to buy the company

Issues

- ▼ Put in place a new team to achieve turnaround of the firm
- ▼ Delville Management was selected to provide the CEO and the CFO to lead this operation

Solutions

- ▼ Two interim managers ensured the build up of the company
- ▼ CEO → industrial processes to structure a new range of products and internationalize the offering
- ▼ CFO → a detailed business plan for the start-up and cash control (forecast weekly and monthly).

Results

- ▼ Innovative products
- ▼ Working capital requirement has fallen sharply and the company now generates cash
- ▼ The social climate is healthier
- ▼ The CEO and the CFO were recruited at the end of the mission

Key success factors

- ▼ Industrial experience of interim managers in company build up
- ▼ The strength of the duo CEO/CFO with a common vision

Duration

- ▼ 6 months



They Relied on us...

Manufacturing & Distribution



Automotive & Aerospace



Services



Private Equity



IT



E-Commerce & Retail



Bank & Insurance



Testimonials

Michel Ivanovsky

CRO, Crédit Coopératif

"Delville makes it possible to find, in a very short time, high-quality managers ready to intervene in critical situations. Delville's very close support also helps to guarantee the outcome of the assignment."

Etienne Beaude

Supply Chain Manager, Mecaplast

"Delville does not confine itself to rigid, standard practices. A genuine dialogue is established, making it possible to understand and resolve the issues specific to each assignment."

Frédéric Porcherot

CFO, Showroomprive.com

"Delville Management is responsive and highly involved. The firm provides support to the interim manager and enables him to overcome any difficulties encountered during the assignment."

Christophe Caro

Head of the stamping division, Altia

"I chose Delville for its ability to propose solutions rapidly. The manager's role is vital from the very first minutes in order to recover the situation rapidly. The managers have already proven their skills in similar roles and situations, enabling them to hit the ground running. This is a crucial factor for us."

Delville Management in 10 points

- 1 A firm specialising in interim management
- 2 The Delville Club: #1 European network of interim managers
- 3 350 decision makers involved in the search for interim managers
- 4 A network of several hundred highly qualified executives
- 5 150 successful assignments conducted since 2010
- 6 Intervention in companies of all sizes and in all sectors
- 7 Close collaboration with clients and managers
- 8 A very high standard of customised service
- 9 Ultra-selective recruitment based on coopting and recommendation
- 10 Deeply held values: Exchange, Integrity, Transparency, Responsiveness, Pragmatism, Responsibility ... etc

Our Partners



Patrick Abadie

40, engineer (Arts et Métiers degree) and graduate in finance from ESSEC. Took part in the creation and development of an organisational consulting firm from 2001 to 2007. In 2007, created Delville Executive, an executive search and selection firm that directly approaches executives (middle/top management), then Delville Management in 2010 with Anthony Baron.

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Anthony Baron

33, graduate of Business School Novancia (2006). Over the past six years, has been involved in the creation of new entities in France and abroad (Hong Kong, London) for organisational consulting firms and IT services companies. In 2010, he co-founded Delville Management with Patrick Abadie.

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