

p.p.m. group
Your partner in executive search and HR consulting

Based in Dusseldorf, Berlin, Munich and Bochum, Klaus Peter Hammes founded p.p.m. in 1995. Klaus Peter Hammes, managing director, represents the p.p.m. group, your specialist in HR.

Mr. Hammes has many years of experience and background in various industrial markets in the position of Human Resources Director.



<p>Top Executive Search</p> <p>Recruitment of TOP positions with a yearly salary starting at 250 k € and Board (including NED)</p> <p>Policy Advice</p> <ul style="list-style-type: none"> - Personality Coaching - Political Marketing - Public Affairs - Government Relations 	<p>Executive Search</p> <p>Direct search and approach of specialists as well as qualified employees and executives up to a yearly Salary of 250 k €</p> <p>p.p.m. has a proven track record of successful and enduring executive placements; testimony to the effectiveness of our collaborative approach, wide industry knowledge and extensive global networks.</p>	<p>HR Marketing & Communication</p> <ul style="list-style-type: none"> - Consulting in HR marketing - Employer Branding - Development of image and recruitment adverts - Corporate communication <p>Recruitment Consultancy</p> <p>Executive Search focused on HR professionals</p>	<p>Expatriate Management & Global Assignment Services</p> <ul style="list-style-type: none"> - Mentoring of the expatriate - Designing of contracts for assignments abroad <small>(including remuneration packages insurance & social security)</small> - Security and health advise - Care of families - Creation of deployment guidelines - Monitoring the foreign assignment - Planning reintegration or mediation
<p>Berlin</p>	<p>Düsseldorf, Berlin, Munich, Bochum</p>	<p>Düsseldorf</p>	<p>Bochum</p>
<p>www.executivesearch-hammes.de</p>	<p>www.ppm-personal.de</p>	<p>www.ps4000.de</p>	<p>www.expatriat-atlas.de</p>

Our core business is advisory in all aspects of direct search for potential candidates. Foremost in the age of globalization the search for highly qualified and motivated candidates is decisive for any company's future.

It's easy to predict that the whole competition for all highly qualified candidates will increase dramatically. (Bold marked needs to be redesigned)

Our challenge at p.p.m. is to address the clients' corporate demands to find "perfect candidate", even going beyond expectations.

Our experience is backed up by long-standing market knowledge, a well-structured network and accompanied by a track record of countless successfully-completed projects.

Our focus is to seek out and recruit executives globally who craft and shape vision successfully.

The mission

Our aspirations:

Find the perfect candidate for your team or company.

What this means:

- Being the partner of choice of leading organisations globally, who seek to achieve true competitive advantage through leadership talent.
- Combining deep sector and functional knowledge with the ability to think creatively.
- Mirroring our client businesses with Centres of Excellence combining both functional and specialist skills

International scope

Worldwide contacts:

The international contacts of the p.p.m. group are comprehensive, including contacts with two partners: Inpact International and Norman Broadbent in the United Kingdom and Italy, respectively.



Inpact is a worldwide network of more than 300 partners in company consulting. We enjoy a close cooperation with this vast network. Board member Dr. Heinfried Brunsman is a close business partner. In this team we executed global searches successfully with projects in Asia and Europe.

Norman Broadbent, our partner in executive search, was founded 1982 in London and collaborates with 18 partner offices worldwide. NB is mainly active in the field of top executive search and leadership development. In effect, we exchange in the international allocation of functions and we take on the recruiting and allocation of functions for the German market. Close contacts connect us to European partners with lucrative results, especially in the area of technology.

Due to the long-term successful cooperation with these two reliable partnerships, it has been possible for us to compile a competence team for the individual countries, which is able to achieve successful international projects.

With Inpact we have collaborated profitably since 2004 and with Norman Broadbent since 2010.

The approach

Our goals:

We set ourselves apart from our competition.

First level – clarification, modification, definition of goals

- First step – listen to what a customer has to say
- Second step – understand and make note of their needs
- Third step – reflect carefully on our conversation
- Fourth step – analyse the status quo
- Fifth step – create a profile of the function

Second level – identification, address, encounter

- First step – identify the market or/and industry
- Second step – determine respective companies
- Third step – contact potential candidates
- Fourth step – set up phone interview
- Fifth step – set up a meeting with the selected candidates
- Sixth step – write a personal analysis of the candidates

Third level – information, presentation, decision

- First step – send detailed profiles to our clients and give additional information
- Second step – present the selected candidates in client company or at another location
- Third step – client decides to sign a employment contract or to get in contact with other potentials of our search

The approach is built around an in-depth knowledge of the clients. This level of insight – combined with our expertise in proven methodologies and first-hand sector experience – enables us to tailor a precise solution to the challenge of each assignment.

Your advantage

What customers can expect:

- Our customers have the chance to get to know candidates who have been hand-picked by us. This is an important aspect. In a job advertisement you will receive information only the applicants would like you to see. With our unique approach, you will learn much about the candidates' perception of your company in general and the job position in detail.
- You benefit from the network we have built over many years with our activities.
- All our advisors and recruiters are well experienced in a variety of economic fields.
- We address candidates in their native language.

We have the best solution for your recruitment matters.

Our membership in the BDU is a signal for our clients that they work with a reputable, reliable and competent consulting firm, led by a highly qualified personnel consultant.



Office locations

To date we have four locations in Düsseldorf, Berlin, Munich and Bochum

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<p>Munich Office Nordendstraße 36 D-80801 München Phone: +49 89 34409-0 E-Mail: muenchen@ppm-personal.de</p> <p>Languages: German, English</p>	<p>Bochum Office Willy-Brandt-Platz 5-7 D-44787 Bochum Phone: +49 234 97 61 92-66 E-Mail: bochum@ppm-personal.de</p> <p>Languages: German, English</p>