



MANAGEMENT CONSULTING
UNTERNEHMENSBERATUNG
PETER MISCHKE



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Since 1997 Management Consulting Peter Mischke (MCU) offers customized solutions in the areas of:

- Personalrecruitment
- Human resources development
- Coaching

By working together closely with our national and international business partners as well as backed by a worldwide network of candidates, we support your company in the area of human resources on its way in a successful future.

Based on many years of experience and our focus on interpersonal relationships in companies as well as focused on the specific needs of our clients, we are able to acquire our self defined, high standards regularly and convince our national and international clients by our high professional standards and expert knowledge.

The quality of our work is guaranteed by a qualified team of researchers and consultant and personally by Mr. Peter Mischke himself.

Being educated as General Manager in UK and a MBA from the US, Mr. Peter Mischke worked several years very successfully as in leading functions in notable companies.

He founded MCU 1997 to deploy his profound expertise and knowledge from his leadership experience to the benefit of leading companies in Germany, Switzerland and Middle East (e.g.: UAE, Katar).



PERSONALRECRUITMENT

HUMAN RESOURCES
DEVELOPMENT

COACHING

OUTPLACEMENT



Personalrecruitment

The success of a company is mainly determined by its staff and their cooperation.

Hence the selection process of matching employees is a question of highest priority.

By close contact with our customers we make sure, that potential candidates do not only perform on a high level concerning their technical qualification but also fit in with the mentality of the company.

During the process of recruiting we can draw on a databank of over 10 000 potential candidates and a worldwide recruiting network.

Furthermore we work for over 14 years with our own team of researchers in the direct approach of candidates and do so according to the regulations of the "Bund Deutscher Unternehmern (BDU)."

Furthermore we offer a support during the probation for the chosen candidate to make sure that the initial period in the company goes easily and to the satisfaction of all parties.

Priority areas

Recruitment of management and leadership staff

Areas:

- ❖ Service industry (banks/ assurances /tourism sector)
- ❖ Engineering/ Automotive/Electroindustry
- ❖ IT/ Telco/ SAP

Priority countries:

- ❖ Germany
- ❖ Switzerland
- ❖ Austria
- ❖ Middle East, United Arabiac (Emirates and Qatar)





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Human resources development

Besides a motivated team of employees, explicit structures and detailed allocation of responsibilities induce an efficient workflow and contribute to the success of a company.

Here we support you with scientifically proofed methods concerning the demand analysis and the making up of competence profiles for meaningful job descriptions.

Employees thereby get a clear picture of their responsibilities and duties whereby overlaps of responsibilities and redundant working steps can be avoided.

Furthermore we offer the concept development and implementation of staff appraisals which entail concrete target agreements and assessment systems evaluating the performance of employees.

Priority areas:

Human resources development:

- ❖ Job description
- ❖ Target agreements
- ❖ Talent Management



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Education and Training

Regular education and training constitute the foundation therefor that employees can identify themselves with the goals and values of a company and can grow with it.

Only a specific talent management can make sure, that the whole potential of each employee can be developed optimally and hence be used best in behalf of the company.

Therefore we offer tailored education and training programmes for employees and leadership manager. Our trainings are oriented towards the specific requirements and needs of the particular participants.

Possible contents may include communication and conflict skills as well as intercultural competences and further business skills.

As especially an intuitive learning guarantees the implementation in the daily routine, our trainings contain theoretical modules and practical modules in which the participants gain profound self experience, for example by using video tapes to work directly in improving their behavioural patterns.

Possible contents:

- ❖ Professional conversation techniques
- ❖ Dealing with conflicts
- ❖ Sales strategies
- ❖ Business behaviour
- ❖ Intercultural competences



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Coaching

An accelerated daily routine and the requirements of an adequate balance between economical aspects and staff management challenges the skills of general managers nowadays.

Implicit structures can cause consistently discrepancies in a company.

An external coaching can offer solutions by making structural problems and personal aspects explicit. Therefore the best matching methods will be deployed .

Coaching may also take place in a group if the dynamic between employees cause any trouble and need some analysis to implement more constructive dealing with conflicts.

Possible content

- ❖ Shadow -Coaching
- ❖ Sandwich Manager
- ❖ Individual coaching
- ❖ Group coaching





Outplacement

In this day and age, job cuts are often not avoidable. Therefore more and more companies are in need of Outplacement consultancy.

The consultant is responsible for the dismissed employee, while the employer usually takes over the costs.

The goal of the consultation is to help the employee transition to a new job successfully.

In all the individual phases from the dismissal until the signing of a new contract, the employee will actively be taken care of by the consultant.

Through individual consultation we support the active job search while furthering the independence and individuality of the employee.

Because of Mr. Peter Mischke's long and successful working experience in many different business sectors, he knows what is important .

Possible Outplacement topics

- ❖ Advice for the objectives to a new professional orientation
- ❖ Strength-Weakness-Analysis and potential identification, plus training
- ❖ Development of a modern and individual application strategy
- ❖ Application document optimization
- ❖ Professional procedure of successful interviews
- ❖ Complete coaching throughout the whole process

