

Entrepreneurial participation

Participation Modes



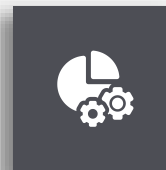
1: Associate Partner

- Provides solid business plan with supporting / complementing topics
- Ability to attract customers, deliver projects, hire & manage employees
- >8 years experience of managing consulting, preferably in Switzerland
- Employee contract with 50% performance bonus based on: Revenue generation, client satisfaction, project success, leadership skills and overall impact on the company's growth.
- Becomes part of management team
 - Acts as a team player
 - Receives help and support
 - Positively influences company culture
 - Shape vision and structure proactively with team
- Ambition to become Partner within 3-5 years
 - Ability to preview Partner Shareholder Agreement.
 - Willingness to take entrepreneurial risks.
 - Track record of top-performance & motivation



2: Promoted Partner

- Same employee contract and performance criteria as Associate Partner
- Ability to buy predefined share amount
- Shareholder voting rights
- Member of the board of directors
- Must agree to shareholder agreement
- Shares must be sold back, if no longer working for the company



3: Embedded Partner

- Already runs supporting / complementing business successfully
- Strategic, cultural and economic fit
- Ability to grow faster and/or ensure future for employees and business together with us
- Proof-of-fit with joint projects without contractual obligations as a first step