



 **MTSCONSULT**  
PEOPLE FOR SUCCESS



Strategy & Potential-Oriented-Approach  
Sales Management & Marketing  
Change & Transformation  
Recruiting & Assessments  
Coaching & Burn-Out Prevention



***Rüdiger Gilbert***

*Beratung auf Augenhöhe und praxisorientiert*

“More than 200 years ago, Friedrich Schiller recognized what is even more crucial for companies today than ever before: ***‘Those who do not move with the times will be removed over time.’*** A clear call for change, adaptability, and future orientation.”

Our mission is to sustainably secure the future viability, competitiveness, and profitability of our clients. To achieve this, we analyze each company's specific requirements and develop tailored measures that ensure both an optimal candidate fit and the strategic advancement of the organization.

Our approach combines practical, hands-on strategies with a sharp focus on current and emerging challenges. We open up new perspectives for management, develop holistic concepts aligned with corporate goals and market developments, and support the implementation — especially within change and transformation programs.



## Strategy

In a time of rapid market changes, digitalization, and global competitive pressure, a clear and actionable corporate strategy is essential for sustainable success. We support companies in the mid-sized capital goods industry in consistently achieving their goals, unlocking growth potential, and positioning themselves for the future.

With in-depth industry expertise and many years of experience, we develop solutions that not only work on paper but also deliver measurable results—results by which we are willing to be held accountable. Our approach is pragmatic, hands-on, and tailored to your specific situation.

We work closely with executive management, leadership teams, and employees to develop strategies that deliver impact in the short term while securing long-term competitiveness.



## Potential-Oriented-Approach

A high-performing sales organization is decisive for the sustainable success of a company. With our potential-oriented approach to sales, we support mid-sized companies in making the strengths of their sales teams visible and systematically developing them further.

We analyze structures, processes, and customer portfolios to uncover hidden potential and turn growth opportunities into tangible results. On this basis, we develop tailored sales strategies that enable higher closing rates, leaner processes, and a clear focus on high-potential customers.

Our approach is hands-on, data-driven, and geared toward sustainable impact. In this way, you not only increase the efficiency of your sales organization but also secure measurable competitive advantages in the mid-sized business sector.



## Diversification

The current economic challenges are confronting mid-sized companies with profound change. Existing dependence on individual industries poses a risk and makes long-term planning security more difficult. To remain competitive, it is becoming increasingly necessary to adopt a broader strategic positioning.

We support you in identifying new markets, assessing their attractiveness, and developing a clear roadmap for your diversification strategy. In doing so, we combine market analyses, competitive studies, and our experience in the mid-sized business sector to realistically evaluate opportunities and risks.

Together with you, we develop tailored concepts for entering new industries—from strategic positioning and the adaptation of sales and marketing to the optimization of products and processes.

Our goal is to open up a sustainable perspective beyond your current core industry and prepare your organization for the future.



## Transformation

The requirements placed on mid-sized companies are changing rapidly: digitalization, evolving customer needs, and global competitive pressure call for clear strategies and bold decisions. We support you in your entrepreneurial transformation—from the development of proactive marketing and the implementation of solution selling to the optimization of internal structures.

Our approach is based on a thorough analysis of your starting point and the development of tailored concepts that fit your organization. We place strong emphasis on practical feasibility and acceptance within the workforce, ensuring that changes are not only planned but also truly embraced.

Whether it is a sales offensive, process optimization, or the pursuit of new growth opportunities, we work with you to develop hands-on strategies that sustainably strengthen your competitiveness and create the foundation for long-term growth.



## Market Studies

Successful corporate strategies are built on reliable market data. Our market studies provide you with clear insights into industry developments, competitive structures, and market trends, enabling you to identify opportunities early and assess risks with confidence.

Using a systematic and transparent analytical approach, we translate complex market data into clear and actionable insights, creating a sound basis for decision-making—whether for entering new markets, competitive positioning, or the strategic realignment of your company.

Through our structured methodology, you gain practical and forward-looking market insights that can be directly integrated into your corporate strategy. In this way, we help you safeguard your competitiveness and achieve long-term success.



## Business-Training

Sales of technical capital goods are becoming increasingly complex: customers expect customized solutions, clear economic value, and professional consulting. This is exactly where our training programs come in.

We equip sales organizations to identify potential at an early stage, address decision-makers in a targeted manner, and confidently bring complex projects to a successful close. A key focus is on solution selling—the transition from product sales to solution-oriented, profitable solution business.

In addition to classic sales excellence, we integrate modern methods such as the professional use of social networks for lead generation, market intelligence, and expert positioning. At the same time, we train marketing departments to take on a more active and strategic role—with targeted campaigns, effective content strategies, and optimized business development that systematically opens up new markets and target customers.

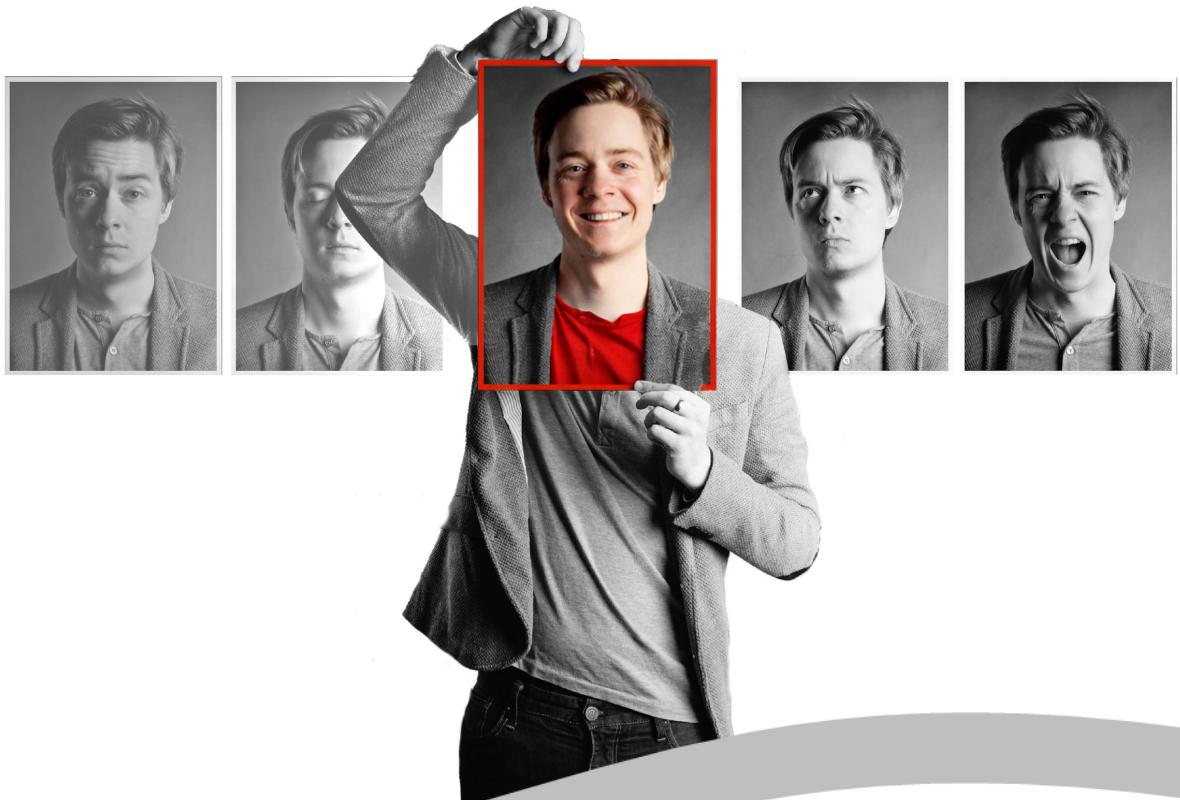


## Executive Search

As an experienced management and executive search consultancy for the mid-sized business sector, we are guided by values that make a real difference: humanity, transparency, and a systematic approach. Professionalism and integrity are a given for us—they form the foundation of successful and trust-based collaboration.

Our focus is on a positive candidate experience, because only those who support candidates with respect and appreciation can sustainably strengthen their clients' employer branding. In this way, we not only provide access to the right specialists and executives, but also promote long-term commitment and satisfaction.

Our work is based on the GoPB guidelines of the BDU as well as the "Code of Good Headhunting" of the BPM—ensuring the highest quality standards and reliability in executive search and talent acquisition.



## Assessments

A person's personality, combined with the specific requirements of a role, is often the decisive success factor in professional life. To reliably assess this fit during the recruitment process, we rely on modern aptitude diagnostics and assessments that are valid, objective, and reliable. Our methods offer a clearly structured process, intuitive online participation, multilingual options for international use, and transparent, easy-to-understand presentation of results. Each participant also receives an individual feedback session to personally interpret the results and use them for their own development.

With our tailored solutions, we create a sound basis for accurate personnel decisions and a sustainable fit between person and role—both in recruitment and new placement projects, as well as in the context of development, team building, talent management, or second-opinion assessments.



## New Placement

Changes, restructurings, or site closures often bring the necessity of having to part ways with employees. To ensure that this process is fair, respectful, and future-oriented, we offer professional new placement services to companies. We support affected employees individually throughout the entire transition process—starting with a well-founded analysis of strengths and potential for professional repositioning, as well as the definition of clear career goals and realistic perspectives. As the process continues, we provide support through the optimization of application documents and digital profiles, train targeted job application strategies and interview techniques, and offer personal one-on-one guidance all the way to a successful re-entry into the job market. Such professional separation management provides security for companies, helps avoid reputational damage, and supports a respectful employer brand, while offering employees empathetic and structured guidance toward a new professional future.



## Recruiting Training

In many companies, successful talent acquisition is one of the most critical success factors. At the same time, internal recruiting teams are under increasing pressure: skills shortages, more complex role profiles, and more demanding candidates require professional, systematic, and respectful recruiting processes. This is exactly where our training programs come in.

We support internal recruiters, HR teams, and hiring managers in elevating their recruiting capabilities to a new level—hands-on, effective, and immediately applicable. Our focus is on the entire candidate journey: we teach modern active sourcing methods, optimize interview techniques for precise suitability assessment, and sharpen the focus on building an authentic employer brand. By combining proven questioning techniques with efficient process flows, we enable your teams not only to find talent, but to inspire and engage them sustainably.



## Coaching

Leaders make decisions every day, teams face high pressure, and employees are confronted with complex demands. Our coaching strengthens all levels of your organization, helping to noticeably increase performance, motivation, and resilience.

Executive coaching supports leaders in improving leadership skills, communication, and decision-making abilities—using proven methods that deliberately enhance self-awareness and team impact.

Personal coaching for employees is provided by our psychologists as flexible online coaching and helps employees manage stress and conflicts, build resilience, and implement personal goals directly in their day-to-day work.



## Burn-Out Prevention

High workloads, complex demands, and constant availability place a strain on many employees. Mental overload is often the cause of extended sick leave and rising absenteeism—with noticeable consequences for companies.

Our burnout prevention program helps employees recognize stressors early, reduce stress, and sustainably strengthen resilience. We offer flexible online courses that are both practical and scientifically grounded, as well as individual one-on-one consultations with our psychologists. In confidential sessions, participants develop concrete strategies to manage stressful situations and maintain long-term health.

In addition, we support companies in building a resilient workplace culture where employees remain motivated, capable, and robust. This reduces absenteeism while sustainably increasing engagement and performance.



## Consulting on Equal Footing and Practice-Oriented

 [mtsconsult.de](http://mtsconsult.de)

 Im Sandforst 26, D-40883 Ratingen

 [admin@mtsconsult.de](mailto:admin@mtsconsult.de)

 +49 (0) 2102 7020575