

Welcome to EAS GmbH!!

**LET'S FIND A NEW WAY FORWARD.
TOGETHER.**

EXECUTIVE ADVISORY SERVICES

There are times when businesses need to handle extraordinary situations, tasks and challenges, requiring highly specialized skills and expertise. The EAS team is happy to offer expert advice and hands-on support.



**There are many ways to tackle challenges
and move forward.**

There is no “one fits all”.
It's about the solution that fits you!

People

Listen. Network knowledge. Encourage ideas. Agree on targets.

Methods

Plan ahead. Develop and apply suitable methods and tools.

Value Add

Implement. Realize targets together. Deliver sustainable value add.

DEVELOP IDEAS TOGETHER. MASTER CHALLENGES.

Since 2007

successful client projects
in a variety of sectors

50 mn€ to 1 bn€

reported annual revenue
of our clients, from SMEs
to multinationals

100%

passion and
performance for
our clients

Committed to a unique way of offering business support

Yesterday – today – tomorrow. In a highly competitive global marketplace and a dynamically changing world, we strongly believe that it is the people within a business who make the difference. It is the knowledge, innovation power and motivation of your employees that are the critical success factors for mastering ever new challenges and for reaching ambitious targets!

Collaborating closely with management and employees across all functions, we seek to develop new solutions and approaches that fit the specific requirements of the particular business and markets. Our team members bring in special expertise on a variety of topics that the client probably had only limited or no need for before but is urgently required, right here and now.

In all our projects, we put special emphasis on knowledge transfer to our clients, enabling employees to handle new or changed tasks autonomously and with confidence. This is why we only deploy experienced professionals to any client project. Clients can choose from a variety of service options: e.g., hiring EAS team members as sparring partners or coaches, agreeing on a defined package of services – whatever fits best!

**Our clients can rely on our dedication, passion,
and commitment to performance!**

PASSION FOR OUR CLIENTS

Since the incorporation of EAS GmbH in 2007, our team has specialized in supporting businesses through intense development stages and extraordinary stress situations. We have accompanied innovative start-ups, strongly expanding mature multinationals as well as companies in financial distress needing to realize a successful turnaround.

Businesses that plan to develop and implement sustainable value-adding strategies together with financial investors / private equity benefit from the special expertise and extensive experience of our team in this field. EAS tools help clients fulfil highest standards with regard to strategic & financial planning and transparency. EAS clients also benefit from our comprehensive change management expertise, for example during mergers, post-merger integration, or during structural and organizational transformation endeavours to support business growth.

Our experienced, highly motivated and agile team passionately supports clients in a wide range of industries, including machine and plant engineering, industrial components, automotive, renewable energies and in the health sector.

We are happy to offer our clients expert advice and hands-on support regarding key questions – for today and tomorrow!

Strategy

How to react to a dynamically changing world with new customer needs? How to manage trends, opportunities, risk? Are we prepared for different scenarios?
What do we want to achieve and what do we need to do to get there?
...

Finance

How strong is the company's financial standing? How well are strategic and financial planning aligned? Do we utilize transparent financials for proactive management? Do we apply the right levers for sustainable growth?
...

Operations

To what extent do established structures and processes meet changing requirements of our customers, employees, society and ecosystems? Have we aligned our activities and targets across all functions to untap new potential?
...

M&A

Are there growth opportunities via mergers and acquisitions? Are divestments necessary? Is there a clear target picture for the company?
There are multiple aspects to be considered and managed, from assessing strategic options all the way to preparing a transaction, managing closing and post-closing.
...

PE / Capital Market

When collaborating with Private Equity or becoming a listed company, businesses need to meet changed requirements regarding, e.g., transparency, corporate governance, financial planning and risk management.
How well is the company prepared to fulfil these requirements? What instruments and tools can provide effective help?
...

Transformation

How to successfully turn vision into reality, strategies and change into tangible results?
How to design the transformation journey, fully involving and motivating our employees? What does this mean for communication, collaboration, and leadership?
...

TEAM PROMISE AND VALUES

“All professionals on the EAS team and all our network partners bring in extensive operative experience, special knowhow and expertise. We are passionate about sharing our knowhow with our clients. While enabling clients, hands-on support is provided as needed. In all projects, we are guided by strong shared values: respect, credibility, trust, and a high commitment to performance.“



Executive Advisory Services GmbH (“EAS“) was founded by Dirk Kiessling in 2007. The EAS service portfolio is anchored in his long experience as commercial director, managing director and CEO / CFO of machine and plant engineering businesses within large multinational corporations.

Today, EAS clients particularly benefit from the special expertise and skills built while holding CEO and CFO positions under Private Equity, during an IPO, and as one of the founding members of the executive board and CFO of a newly listed company. Since 2007, Dirk Kiessling has been chairman of EAS, supporting clients in a variety of sectors as executive consultant or as member of their advisory boards.

At the heart of the EAS entrepreneurial approach is the comprehensive alignment of business strategy, processes and financial performance to reach clearly defined targets and to deliver sustainable business success – in the best interest of owners, employees and external stakeholders.

**Our clients can rely on close collaboration
and individual support that fits their specific needs.**

SERVICES

Strategy

- Sparring partner in strategy development and scenario planning for the business
- Provide support and coaching with respect to
 - translating the overall business strategy into aligned strategies, targets and measures of individual functions / departments
 - avoiding internal target conflicts
 - identification and elimination of implementation barriers, e.g., in processes and systems
 - measure planning and implementation
 - strategy communication to external stakeholders

Finance

- Support consistent translation of business strategy into financial planning
- Provide support and coaching in case of commercial changes and challenges
 - setting up new management information systems, reporting routines and KPI dialogs
 - adjusting reporting standards to new requirements (e.g. PE, capital market)
 - cash management, working capital management
 - bank financing

Operations

- Provide support and coaching to translate the overall business strategy into aligned strategies, targets and measures of individual functions / departments
- Implementation support, especially in all commercial functions, in Sales and After Sales as well as Procurement and Supply Chain Management

M&A

- Support business growth via mergers and acquisitions, from initiating first contacts with potential partners to Due Diligence, Closing, Post-Closing and Integration
- Support of divestments and carve-outs

PE & Capital Market

- Contribute knowhow and capacities to prepare a company to meet new requirements of private equity (co)-owners or capital markets
- Coach businesses during holding period under private equity (co)-owners, help prepare for next development phase after exit
- Support realization of the agreed value adding strategies
- Help create structures, systems and transparency to secure capital market financing

Transformation

- Communication, coaching and change management, e.g., after mergers, in post closing / integration projects, or when building network organizations
- Development and / or adjustment of existing company structures and processes to new business situations, strategies and targets
- Facilitate targeted change in leadership and collaboration
- Support stakeholder-specific communication during transformation journey