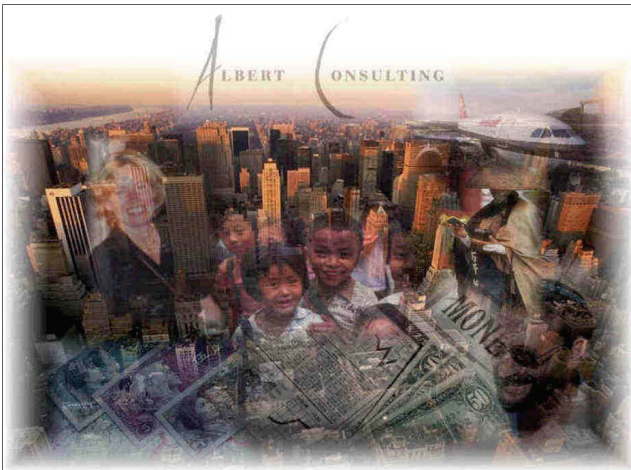




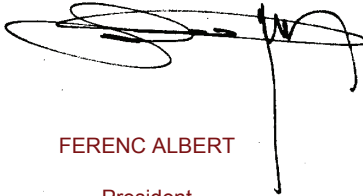
PRODUCTS & SERVICES 2008-9



MISSION

Albert Consulting Ltd is dedicated to discover more effective ways to identifying, selecting and developing talents and leaders. We aspire to find solutions in partnership that not only produce more value for our customers, but also enrich the organization with reliable co-workers and successful leadership built upon genuine care for results, people and growth in a long-term perspective.

1



FERENC ALBERT

President

Ph.D. University of Stockholm

Clinical Psychotherapist trained at the Institute of Psychotherapy.

Senior Psychologist authorized by the Swedish National Board of Health

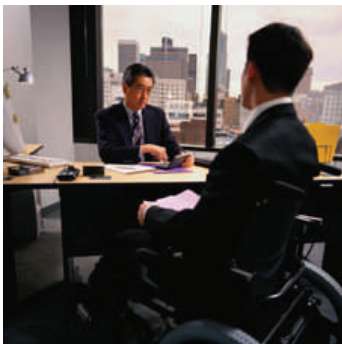
Aviation Psychologist authorized by the Swedish Board of Civil Aviation

SELECTING TALENTS

Recruiting the right talents is of vital importance for the modern organization. To exclude poor applicants to avoid counter-productive work is just one part of the job. The other is to *avoid* excluding applicants with promising potentials. Despite new sophisticated assessment instruments offered on the market, up to 40% of new hires fail within the first 18 month. Poorly performing employees cost their employers more than \$100 billion in the United States.

At the end of the day, the validity and reliability are dependent on the assessor. Concerning recruitment of talents, winning organizations have realized that professional competence in assessment based on scientific training is never replaceable.

Assessments accomplished by Albert Consulting are based on a solid combination of academic competence in human behaviour and a long experience of clinical practise.



2

Albert Consulting Ltd has served clients such as ERICSSON in selecting CEOs and other executives, GAMBRO, KAROLINSKA INSTITUTET, NCC, SAS, SCANIA, STORA ENSO, POLICE AUTHORITIES, THAI AIRWAYS INTERNATIONAL, WALLENIUS WILHELMSSEN LINES in assessing talents for different levels and functions.

"A gram of prevention is worth a kilo of cure"



TALENT PROFILES

In a management planning process, it might be trying to identify the future potentials of the talents in the organisation. A professional description of the talents' strength and weaknesses is therefore a necessary and valuable contribution in a management planning process.

Profile descriptions also support an optimized composition of efficient management teams.

Within the framework of ERICSSON's management planning, Albert Consulting has delivered talent profile descriptions of top 50 in ERICSSON and similar profiles to organization such as CELLMARK, EMERSON, GAMBRO, NCC, SCANIA and SAS.

3

ASSESSMENT CENTRE

Assessment and development centres are one of the most useful tools to accurately pinpointing the gaps between an individual's abilities and those required of a particular job. They provide accurate data on individual level and a skills audit of the participating population at an organizational level.

Assessment centres are designed to let observers rate the participants during a variety of work-similar exercises.

The exercises used are based on key competences which differentiate between successful and less successful job performance. The most effective development centres are simply designed, based on the specific company profile and include operational managers in the assessor team.

Assessment centre is a method



used for pure selection or for development with the aim to let the outcome guide the participants in training and career goals. In both assessment and development centres a detailed individual feedback is given.

Albert Consulting has designed Assessment & development centers in order to find the top talents in EMERSON and ERICSSON and assessment centers to identify the future top leaders in SCANDINAVIAN AIRLINES. We have also conducted seminars on assessment center methodology for CHINA AIRLINES.

4

CERTIFICATION OF RECRUITERS

The overarching purpose of the seminars is to increase knowledge and professionalism in assessment and recruitment.

The aim of the certification is to guarantee that all the certified participants independent of position, meet an intended quality worldwide.

The purpose of the seminar is to create understanding of how to:

- analyse and identify precise competence- and capacity needs.
- define key resource talents' competences.
- construct efficient job-profiles.
- collect adequate information on candidates.
- evaluate tests
- interview effectively to permit an adequate assessment.
- analyse and interpret information from interviews.

Certification seminars, held for participants from ADECCO during the years 2000 to 2002, were continuously evaluated by the clients between 4.9 and 5 on a scale running from 1-5!

We have transferred our expertise and certified recruiters in organizations such as ABB, ERICSSON, ADECCO, EMERSON, KORN/FERRY INTERNATIONAL, POLICE AUTHORITIES and SWEDISH MINISTRY OF FOREIGN AFFAIRS. We are prepared to strengthen your HR department's competence in recruiting too. No assessment instrument is more valid and reliable than the user admits.

5

360 DEGREES FEEDBACK

Successful organisations often find it valuable to supply managers with a 360 degree feedback. A systematized feedback from subordinates, peers, boss and customers creates a full-fledged picture of how the person is perceived both in purpose of individual growth and the organization's monitoring of target alignment.

A 360 degrees feedback is usually experienced as a valuable and appreciated tool to support the managers' personal development. It provides a spectrum of perceptions - all of them giving an idea of how people around the leader in fact look upon her or him -independently of the best intentions.

Our 360 degree developmental feedback system is based on a review of valid successful management behaviour. The results are boiled down into key factors, deduced from management theories.

The data-collecting system is electronic or paper-and-pencil administrated depending on accessible resources.

The detailed written feedback is accompanied by a 2 hrs counselling and structured guidance to an action plan. (What can I do to improve my skills/knowledge/behaviours?) The feedback also permits comparison with other measured groups.

We have been serving clients such as ERICSSON and the POLICE AUTHORITIES with 360 degree feedback. How do the leaders in your company receive systematic feedback and how do your organization monitor changes in leadership behaviours?

6

"One of the best experiences, carried out in a professional way to help to rediscover oneself."

Participating Manager in a corporate 360 degree feedback,

Osaka 1997

LEADERS AT THE TOP

"People's ambitions, dreams and egos are all involved at work yet they are supposed to act as if none of this affects their own or their company's performance. The result is a lot of unacknowledged emotional static that hurts productivity. Sometimes I'm amazed any work at all gets done," says Dr. Brunswick, a psychiatrist and co-founder of Hayes, Brunswick & Partners, a New York consulting firm.

Working at the top is strenuous both in the perspective of the individual and the team; The burden of the final responsibility, demands for ultimate decisions, highly set expectations, the official and exposed role etc. Not surprising the time executives spend at the top decreases and the inclination these days for becoming a leader at all is not what is used to be. Leaders are human beings and they need emotional support. Winners take preventive action to keep their leaders fit for fight in the increased competitive business environment.

Albert Consulting has acted as coach and trainer for managers and managing teams within organizations such as BP China, ERICSSON, GAMBRO, SAS, UNILEVER, Are the leaders in your organization fit for fight? The future demands it.

7

DEVELOPING TALENTS

Optimizing Management Teams is a diagnose system and team building concept, based on 9 key factors regarding successful team results. The key factors are deduced from classic and modern management theories with scientific reliability and validity. These factors are:

- Sense of direction
- Challenging goals
- Clear roles and responsibilities
- Self Management
- Effective communication
- Managing the competitive edge
- Management of Culture and people
- Powerful leadership
- Systematic Performance review

8

The basic objectives are to develop a high performance team that can transfer its experience and learning back to the workplace in order to reach high-impact results. The 3-day Optimizing Management Team seminar is designed for a group wishing to reflect upon their strengths and weaknesses and gain better theoretical and practical insight in effective team work and leadership.

The goal is to formulate concrete action plans with the intention to realize it back at the workplace.



WWW.ALBERTCONSULTING.SE

ACADEMIC /EXPERIENCE

Assistant Professor at **University of Stockholm** 1970 - 1996

Psychotherapist at the **Institute of Psychotherapy** 1979-1996

Visiting professor at **Kasetsart University** MBA International Bangkok, Thailand 1998—2002

Lecturer at **Chalmers Advanced Management Programs** 1994

Lecturer at **Royal Institute of Technology Executive School** 2002 -

CLIENT LIST

ABB

ADECCO

BP Asia

CELLMARK worldwide

CHINA AIRLINES

DUNI

EFG INVESTMENT BANK

EMERSON ENERGY SYSTEMS

ERICSSON worldwide

FEELGOOD

GAMBRO worldwide

KORN/FERRY INTERNATIONAL

MAERSK

MEDIVIR

NCC

POLICE AUTHORITIES OF STOCKHOLM

ROTARY INDONESIA

SAS worldwide

SCANIA worldwide

SHANGHAI AIRLINES

STORA ENSO

SWEDISH MINISTRY OF FOREIGN AFFAIRS

THAI AIRWAYS INTERNATIONAL

UNILEVER

VATTENFALL

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