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Since 2010, top consultant has been acknowledging the best consultants for services provided within the SME segment. Among the key prerequisites are customer-focused consultancy work tailored to the requirements of small and medium-sized enterprises. For this reason, the consultants' clients are interviewed in a well-founded process, which is developed by the scientific director of top consultant, Prof. Dr. Dietmar Fink. Fink leads the Scientific Society for Management and Consulting (WGMB) together with Bianka Knoblach and is a proven expert in the consulting industry.

The customer survey focuses on two criteria: level of professionalism and client satisfaction with consulting services. The reference customers of **LEWAN ASSOCIATES Unternehmensberatung GmbH** give the company an excellent certificate - making it one of the Top Consultants of 2018. Former Federal President Christian Wulff supports as mentor of top consultant the desire for more transparency in the consulting market and congratulates the successful consultants.



Excellent Consulting Service:
LEWAN ASSOCIATES
Unternehmensberatung GmbH



Sparring partner and solution provider for the search for specialists and executives: Managing Director Dimitri N. Lewan and his team of LEWAN ASSOCIATES Unternehmensberatung GmbH.

The Personnel-Sherpas

Sherpas are those self-sacrificing helpers without whose services no mountaineer would ever have climbed the highest mountains in the world. In this role, LEWAN ASSOCIATES Unternehmensberatung GmbH understand itself, mainly medium-sized companies supportive as personnel finder and competence developer. In their search for capable employees, they provide their customers with more than lists of potential candidates: They help develop job profiles, advise on staffing and replacement of positions and accompany the onboarding of new potentials.

„We are sparring partners and solution providers in the struggle for the right specialists and executives“, Dimitri N. Lewan describes the field of activity of the personnel professionals who offer their services mainly medium-sized companies. Lewan founded the consultancy in 1995 and has since been managing director. The certified HR consultant can score points with the long-proven expertise of his employees, who along with profound academic knowledge have a wealth of management experience. Personnel finding is understood precisely for this reason as a process, long before the actual search for suitable candidates begins

Define specifications

Particularly in understanding with the customer, the recruiter attaches great importance to the requirement profiles. Especially in medium-sized companies, knows Lewan from many years of practice, there are often insufficient requirements on the part of the clients, such as job quality or the competence profile. "We are prepared that not all expectations our clients are in the contract", he says.

A correspondingly high priority therefore has the elaboration of requirement characteristics. It is not just a matter of importance, Lewan says, to find good candidates, the decisive factor is "which applicants are the right ones".

Find the right ones

The search process is multi-pronged approach: Depending on the profile, the personally and institutionally well-networked researchers make use of various channels – from insertions in the print media to the use of job boards, direct search, active sourcing and social media recruiting. When selecting, the HR experts rely not only on their own nose examined. Sophisticated diagnostic procedures should ensure that the right person is presented to the client. They also invests in new technologies. The advance of digital offers can be seen, however, with mixed feelings. Frequently, "resume vendors" replaced serious recruiting, complains Lewan, who clarifies: "The real consultation takes place from person to person." Real Sherpas are just indispensable for the summit success.

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Our candidates' and clients' success is driven by the experience of our researchers and the performance-focused structures that we have established over the years.

Dimitri N. Lewan, Managing Director

