



OUTPERFORMER – Hilti Global Management Development Program

Hilti. Outperform. Outlast.

Hilti – a global company

Company History

- Founded 1941 by Martin Hilti
- Construction industry
- Global HQ: Principality of Liechtenstein
- 100% privately owned

Today

- 5 continents, ≥ 120 countries
- 4,3 bCHF net sales
- 15% ROCE
- 21,500 employees

Map



Hilti – outstanding products and services

Measuring

Distance Measuring
Leveling & Aligning
Detecting



Insulation & Protection

Foam Systems,
Fire Stop



Drilling & Demolition

Drilling & Chiseling,
Diamond Systems



Professional Services

Lifetime Service, Calibration,
Fleet Management, Financial Service



Cutting & Grinding

Cutting, Sawing, Sanding,
Diamond Systems



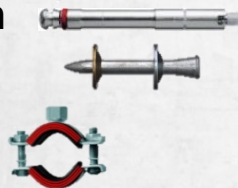
Planning & Specifying

Specification, Consulting,
Engineering, Software



Fastening & Installation

Anchoring
Direct Fastening
Screw Fastening
Installation Systems



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Hilti – unique business model & differentiators



Key Differentiators

Business Model

- 1** Innovation
- 2** Direct Sales Force

- Most innovative.
- Closest to the market.

Organization - Industry

- 3** Unique Culture
- 4** Brand Awareness

- Very strong values.
- Highest in the market.

Hilti – a winning strategy built around people

CHAMPION 2020

Our Purpose

We passionately create enthusiastic customers and build a better future.

Our Strategy

Sustainable value creation through leadership and differentiation.

Product & service differentiation

Direct customer relationship

Operational excellence

High-performing global team

Our Foundation

A caring and performance-oriented culture.

Hilti – dedicated towards responsibility

Corporate responsibility

Team members

Enthusiating employees for Hilti and contributing to their development

User health and safety

Offering solutions for added safety and productivity to our customers

Social responsibility

Contributing to sustainable social development

Environment

Actively managing the effects on the environment

Compliance and business ethics

Ensuring compliance with satutory and ethical standards



HILTI FOUNDATION

Hilti LatAm – a great place to work in Latin America and worldwide

Hilti Latin America



Hilti Worldwide



#9 in Europe



**#15 worldwide:
 multinational workplaces**



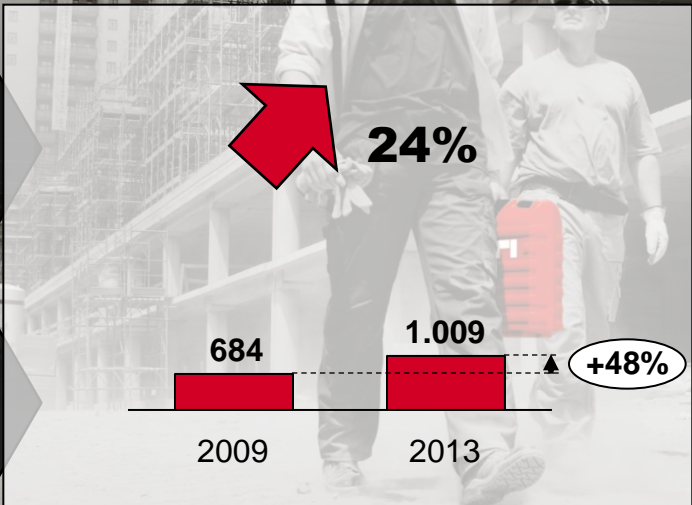
Employee opinion survey

- Leadership scorecard
- Participation >90%
- 83% proud to work for Hilti

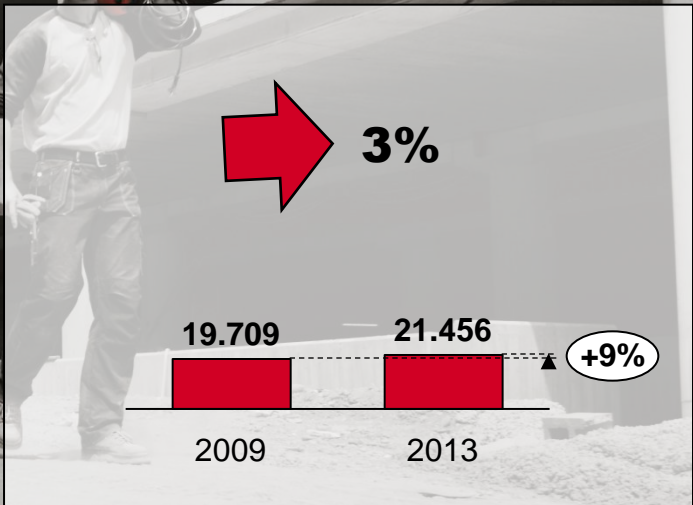
Hilti LatAm – a strategically important market for future growth

CAGR*

Hilti Latin America

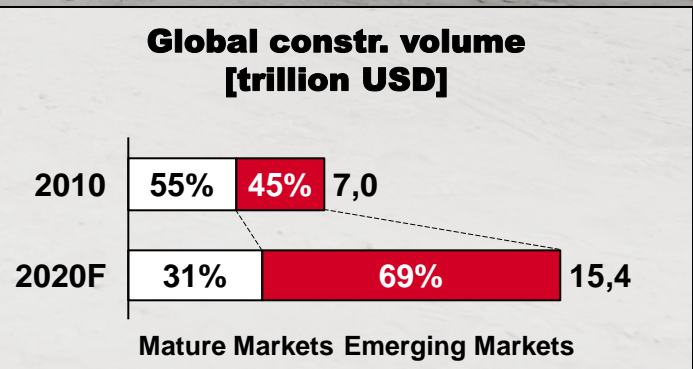
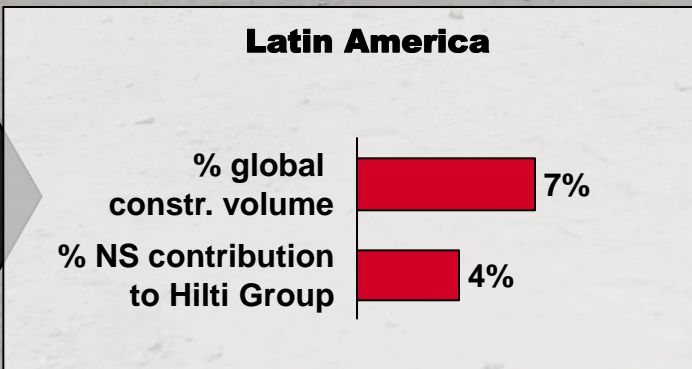


Hilti Worldwide



Headcount






Potential



OUTPERFORMER - Hilti Global Development Management Program – How does it work?

Commercial Track



 <p>Thomas Mager</p>	<p>Territory Sales Representative</p> <ul style="list-style-type: none"> Germany Full responsibility for sales territory 	<p>Product Mgmt</p> <ul style="list-style-type: none"> Germany Business opportunity description 	<p>Strategic Marketing</p> <ul style="list-style-type: none"> Germany Simulation of P&L, potential, customer platform until 2020 for Executive Board 	<p>HR – Recruiting</p> <ul style="list-style-type: none"> Panama Outperformer university network LatAm 

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OUTPERFORMER - Hilti Global Development Management Program – Why to join?

Challenge & Responsibility

„... you get projects with deep impact on the organization... you'll never get bored.“

Exposure

„I work with top managers of the organization all the time.“

Cool & Hands-on Products

„Testing Hilti products is just fun... It's really satisfying when you see the enthusiasm of customers about our products.“

Mentor

„... I have my own mentor from senior management helping me plan and executing my career.“

Dedicated to Push Career

„They bring us into higher management positions fast... their investment only makes sense if they are successful in developing talent.“

Investment into Personal Growth

„They really invest into my development... I get trainings & coaching.“

International & Diverse Projects

„In 2 years, I worked in 4 different departments and 3 different countries!“










Corporate Culture

„...a down-to-earth company with a strong corporate identity – employees are really proud to work here.“

OUTPERFORMER - Hilti Global Development Management Program – Who are we seeking?

1	Academic Excellence	<ul style="list-style-type: none"> <input type="checkbox"/> Master’s Degree in Engineering or MBA <input type="checkbox"/> Outstanding grades <input type="checkbox"/> Proof of high analytical skills, strategic thinking and conceptual abilities
2	Professional Excellence	<ul style="list-style-type: none"> <input type="checkbox"/> Relevant internships, apprenticeships, initial prof. experience <input type="checkbox"/> International experience (study or work-related) – at least 1 year abroad <input type="checkbox"/> Multilingual (fluent in English and another language)
3	Personal Fit	<ul style="list-style-type: none"> <input type="checkbox"/> Strong desire to aspire to general management <input type="checkbox"/> Strong desire and ability to take responsibility & leadership <input type="checkbox"/> Flexible and open-minded when facing new challenges <input type="checkbox"/> Global mindset – able to adapt to changing work environments & diff. cultures <input type="checkbox"/> Thinks entrepreneurial and out-of-the-box <input type="checkbox"/> Hands-on work approach – goes the extra mile <input type="checkbox"/> Highly enthusiastic and passionate – able to motivate others <input type="checkbox"/> Mature, assertive, ambitious while remaining down-to-earth and humble <input type="checkbox"/> High communication and social skills – a team player

OUTPERFORMER – Our candidates come from the best business schools

	Outperformer Hilti...	Business school	Current position
 <p>Ana Maria Gea</p>		 <p>MBA</p>	<p>Outperformer: Sales Brazil</p> <p>Account management of medium-sized customers, Sao Paulo</p>
 <p>Hanna Rivera</p>		 <p>International MBA</p>	<p>Outperformer: Sales Mexico</p> <p>Account management of medium-sized customers, Mexico City</p>
 <p>Thomas Mager</p>		 <p>Master in Finance</p>	<p>Outperformer: Final project Panamá</p> <p>University network LatAm for outperformer program</p>

Your questions

