



## NEW ENERGY FOR INTERNATIONAL COOPERATION

We put our energy into supporting supra-regional and international collaboration and cooperation. We bring clarity into complex, problematic structures to strengthen and maintain your capacity to act.



**ENERGIE DURCH  
ENTWICKLUNG**

*Experten für zukunftsfähige  
Unternehmensführung*

## Heading for New Horizons

Tapping into new markets, or creating new, supra-regional or international business relationships, is always a major and complex undertaking. Beside the many legal considerations, the most important thing is to find the right partner, and to transplant and adapt your own strategy and competence into the new market. That's not always easy. Often, language barriers, cultural differences and geography make communication and cooperation difficult. Trust in new employees and partners, as well as clients' trust in the product and the company, need to be built up and developed. Above all, mutual expectations need to be clarified and coordinated.

**The question of HOW repeatedly arises:**

**How** do we find the right contact person?

**How** do we organise virtual collaboration?

**How** do we adapt our corporate culture to new markets and partners without losing our corporate identity?

**How** do we integrate new employees in our (corporate) culture?

**How** do we develop a trusting basis for cooperation with our partners, and establish projects in ways that are successful and sustainable for the future? The aim is always to create synergies, to promote diversity and to develop potential.

**The goal is always to establish constructive cooperation within and between companies that think internationally and are geared for the future.**

## We provide the right energy to support you, for example with

- developing and strengthening your corporate culture
- post-merger integration following company or divisional mergers
- developing individual concepts and capabilities for successful cooperation, whether virtual or across multiple locations
- establishing new locations in Germany, including identifying and procuring suitable partners (lawyers, recruiters, real estate, insurance, banks, etc.)
- developing cross-cultural (project) teams
- developing and strengthening intercultural, communication and leadership skills
- conflict prevention, management and solving
- designing and supervising onboarding processes for new (international) employees





# Energy through Development for

## ■ German companies with international operations, e.g.:

- that have operations in other (European) countries
- that (want to) recruit and retain employees from abroad
- companies already engaged in close collaboration with companies abroad

## ■ Foreign companies that

- already have a presence in Germany, or are in the process of establishing one
- are already collaborating with German firms, or want to develop a collaboration

The Energie durch Entwicklung team is happy to assist you in German, English and Slovenian. Find out more about us at [www.energie-durch-entwicklung.com](http://www.energie-durch-entwicklung.com)



## Victoria Gerards

Prior to founding Energie durch Entwicklung in mid-2011, Victoria Gerards spent almost 10 years in human resources, most recently as Director of Human Resources for Europe/the Middle-East/Africa for a Japanese hard- and software company. She was previously employed by Metro Cash & Carry International GmbH, including in the Corporate Organizational Development division.

Her many years of experience in international cooperation and international projects, combined with intensive consultancy experience and a strong capacity for empathy, enable her to offer constructive, future-oriented solutions to complex situations.



## Julia Remih

With her qualification in adult education and organisational development and her international background, Julia Remih has been involved in international collaborations for many years.

Due to her voluntary work as a lobbyist for intra-European economic cooperation, her focus is on creating platforms and bridges where people can meet, because one thing is clear: the human being is always at the centre of every cooperation and every project.