ABOUT ESMT BERLIN
ESMT Berlin is the highest ranked business school in Germany and Top 10 in Europe. Founded by 25 leading global companies, ESMT offers masters, MBA, and PhD programs, as well as executive education on its campus in Berlin, in locations around the world, and in online blended format. Focusing on leadership, innovation, and analytics, its diverse faculty publishes outstanding research in top academic journals. Additionally, the international business school provides an interdisciplinary platform for discourse between politics, business, and academia. ESMT is a non-profit private institution of higher education, accredited by AACSB, AMBA, EQUIS, and FIBAA.

CHALLENGING QUESTIONS FOR THE NEXT GENERATION

» What belongs to the long-term sustainability of a company?
» How can I encourage and succeed with diversity and inclusion in the workplace?
» Which skills and knowledge will support my future role as manager or shareholder?
» How do I manage the transition from a medium-sized company to a global player?
» How can I effectively prepare managers for new positions and successfully manage the transitions to our board of directors/management?
» How do I best acquire knowledge and a better feel for a family business?
» How do I prepare the company for the changes brought about by technological change and digitalization?
» How can I successfully combine family and career?
» Who can explain political changes that influence our markets?
» How do I manage two cultures – the one in our core business and the one in our new business?
» Which organizational model is the most suitable for our future?

CONTACT
Hidden Champions Institute
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Schlossplatz 1
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www.esmt.org/hci

Center Manager:
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As a hidden champion, your company plays a leading role on national and world markets. In this context, regularly promoting your business in the rapidly changing market environment is vital to future competitiveness and stability – for both employees and the generation to follow. The challenges are considerable. As in our discussions with prominent board chairs, and halls have shown, there are often more questions than answers.

ESMT Berlin wants to work with you to discover answers and develop solutions. Backed by a non-profit foundation established by 25 German companies in 2002, the university is now recognized worldwide. ESMT faculty and programs attract young professionals from all over the world, and offers transfer of practical knowledge in executive education.

We are happy to support you in planning for the future while recognizing who in the family has the best qualifications to carry out operational management and to take on social responsibility?

How do I pursue long-term personnel development at all levels?

Which tools and strategies help me to recognize who in the family has the best qualifications to carry out operational management and to take on social responsibility?

How do I create a “new” corporate culture for innovation in the digital markets while managing our core business with a proven corporate culture?

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How do I successfully integrate non-family executives?

How do I pursue long-term personnel development at all levels?

How can I prepare family members for their future roles in the company?

How can we retain skilled workers over the long term?

How do I digitize products in the classic core business?

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The Hidden Champions Institute (HCI) was founded at ESMT Berlin in close cooperation with companies and is the first institute of its kind available in executive education programs. We impart practical knowledge for and about hidden champions. Our services are conducted by renowned experts and are characterized by a strong link to practice. We focus on your practical challenges and work with you to find answers to your questions.

• practical and scientifically relevant research for and about hidden champions
• transfer of practical knowledge in executive education programs
• regular conferences and events as an independent platform for networking

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HCl focuses on six topics:

• innovation
• digitalization
• internationalization
• corporate management
• strategy
• organization and personnel management

The HCI is supported by a high-ranking advisory board:

Alexander Knauf, Managing Partner, Gebrüder Knauf KG, Chair of the HCI Advisory Board

Ingeborg Neumann, Founder and Managing Partner, Pepperleasing leasing GmbH, Vice-President BDI, Deputy Chair of the HCI Advisory Board

Dr. Andrea Meurer, Senior Partner and Managing Director, The Boston Consulting Group, Deputy Chair of the HCI Advisory Board

Prof. Dr. Jörg R. Ritter, Senior Partner, Egon Zehnder International GmbH, Deputy Chair of the HCI Advisory Board

The members of the advisory board are executives from family-run companies and associations from politics and science. New members and sponsors are always welcome.

The aim of the CEO Panel is to examine the factors that make hidden champions so successful. It also aims to achieve a deeper understanding of the key success factors in the age of digital transformation.

The C-Level Program is aimed at board members and managing directors of medium-sized companies who would like to receive new impulses and engage in practical exchange with peers, speakers, and experts. The two modules in Tel Aviv and Berlin focus on topics such as innovation, digitalization, international business models, and organizational transformation.

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