



We get things done.



We are performance enthusiasts.



We accept responsibility.



We are one team.

We are ConMoto.
What we stand for.



We get the facts right.



We believe in straight talk.



We are diverse.



We play fair.



We travel the world.



We inspire people.



We make a contribution.



**CON
MOTO**
CONSULTING GROUP

We are ConMoto.



We are ConMoto.

We take pride in our ability to implement solutions. We motivate people and make them part of these solutions. Our team work is based on mutual appreciation and trust. We seek to be a reliable and attractive employer.



We are diverse.

As a signatory to the Diversity Charter, we not only accept its provisions and aims, we further strive to fill them with life in our daily work. Creating inspiring solutions for the benefit of our customers is our common mission. The diversity of our teams is an important aspect of our success.



We are one team.

Our achievements are the result of team work. We learn from each other and continuously improve as a team. Think outside the box, we create, implement, and live change.



We make a contribution.

As a company and as individuals, we accept and live responsibility. We support social projects and contribute to an open, fair and democratic society.



We get things done.

Either in the boardroom or on the shopfloor, we get things done. Each solution is only as good as its smooth and rapid implementation. We are RESULTants, implementing change for sustainable value creation.



We are performance enthusiasts.

We enjoy our work and strive to achieve outstanding results. Keen perception and high motivation, combined with energy and vigour in implementing solutions characterizes our consultants. We expect a lot from our employees, because our customers expect a lot from us. We reward performance.



We accept responsibility.

We stand by our work and we are responsible for our actions – when the chips are down and when hurdles have to be cleared. In difficult circumstances when true character and backbone count, we have our consultants' backs.



HALIFAX

WESTGRÖNLAND

ÖSTGRÖNLAND

AZOREN

REYKJAVIK
DUBLIN
LONDON
LISSABON
MADEIRA
BISSAU

AMSTERDAM
BERLIN
BRÜSSEL
BUDAPEST
MADRID
PARIS
PRAG
STOCKHOLM
WARSAU

7 8 9 10 11 12 13

We travel the world.

We are where our customers are. Because an interconnected world has no borders, we implement changes across the globe. We unite intercultural competence.

BRASILIA
RIO DE JANEIRO
MONTEVIDEO
BUENOS AIRES

CAS
AZ
CIÓN
CHILE



BAKAR
BAMAKO
ACCRA

OSLO
KOPENHAGEN
WIEN
BERN
ZÜRICH
BELGRAD
ROM
TUNIS
KINSHASA



We get the facts right.

As independent consultants we approach each situation objectively, focussing on realistic solutions. We are exclusively committed to our customers. Ambitious and sustainable results are the aim of our work.



We believe in straight talk.

To achieve improvements, we question today's success. We value a frank word as part of our feedback culture. We can only solve problems by naming them – open and honest.



We play fair.

We don't believe in success at all costs. Fairness is our highest goal – when dealing with our employees and our clients. Integrity and reliability are the source of mutual trust and appreciation.



We inspire people.

When implementing changes and achieving improvements, reaching out to people is always first. A polite demeanour is a matter of course in all our business affairs. In our projects we serve as role models: We are adamant when it comes to facts, but respectful when dealing with people.



What does ConMoto stand for?

In musical terms con moto means “moving” or “with movement”. ConMoto accurately describes us both as a company and as our consulting approach: We are always in motion and we are moving things forward in a goal-oriented manner.

Diversity as a Chance – The Corporate Charter of Diversity for Germany

The diversity of modern society, influenced by globalisation and reflected in demographic changes, is affecting economic life in Germany. We have come to realize that we can only be successful economically if we acknowledge and leverage the existing diversity. That includes the diversity of our workforces and the diverse needs of our customers and other business partners. Diverse competencies and talents on the part of staff open new opportunities for innovative and creative solutions.

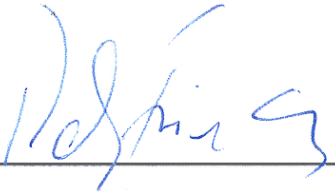
The implementation of the Charter of Diversity in our organisation aims at creating a work environment free of prejudice. We deeply respect all colleagues irrespective of gender, nationality, ethnic background, religion or worldview, disability, age, and sexual preference and identity. Appreciation and promotion of these diverse potentials produce economic benefits for our organisation.

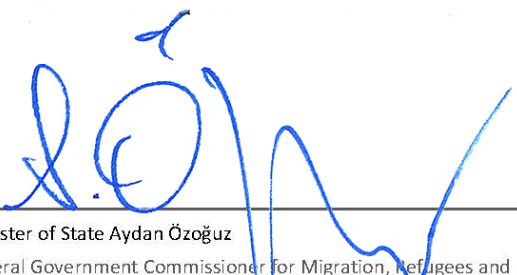
We foster an atmosphere of acceptance and mutual trust. This will have positive effects on our reputation with our partners and customers in Germany and in other countries in the world.

In the framework of this Charter we are committed to

1. fostering a corporate culture characterised by mutual respect and appreciation of every single individual. We seek to create conditions such that everyone (superiors and co-workers) respects, practices and acknowledges these values. This will require explicit support from leaders and superiors.
2. validating and ensuring that our human resource processes are compatible with the diverse competencies, abilities and talents of our employees, as well as with our own performance standards.
3. recognising the diversity of society inside and outside our organisation, appreciating the intrinsic potential residing in it, and endeavouring to utilise it profitably for our business or organisation.
4. ensuring that the implementation of the Charter will be a subject of internal and external communication.
5. publicizing on an annual basis our own activities and progress in promoting diversity.
6. and keeping our own employees and colleagues informed about diversity and actively involved in implementing the Charter.

We are definitely convinced that practicing and appreciating diversity will have a positive impact on German society. We welcome and support this business initiative!


Organisation


Minister of State Aydan Özoğuz
Federal Government Commissioner for Migration, Refugees and Integration

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