



**Future
Manager**

Born-Global for your Company

A close-up photograph of a hand holding a globe, with a white grid overlaying the globe. The background is a warm orange color.

**Providing
HR Solutions
Worldwide**

Index

3	Introduction
4	About Us
6	HR Global Solutions
7	FM C-Level Executive Search
7	FM Digital HR
8	FM Global Mobility Services - Cross-Cultural
8	FM NEXT Recruitment
9	FM RPO
9	FM Sourcing
10	FM Talent Acquisition
10	FM Temporary Management
11	FM Training
12	FMA Countries
19	FM Program for Gender Equality



"In 2012, Future Manager was immediately designed as an HR Born Global Company capable of focusing on a single mission:

– Support each company in the implementation of its HR strategies, whether International or Global –

In other words, the company is not an evolution of a local best practice.

Future Manager does not identify a manager's profile but a company's situation that requires strategizing an International evolution in the short-term future.

Our company is not an HR business international network, on the contrary it is an HR Born-Global Advisory Company.

In addition to the normal tools, Future Manager's Governance is enriched by an Advisory Board, which is the corporate expression of the countries where we operate.

Clear compliance rules give contribute to the company life.

Human values and awareness of a social role are part of our genesis. On these concepts, since 2014, all Future Manager's women and men base their mission providing HR solutions in 4 continents and 35 countries.

Thank you for the time you invested in reading this message".

Salvatore Corradi
Chairman and Founder

■ About us

Future Manager is not a simple international network on the contrary it is an HR Born-Global Advisory Company, which since 2014 has been providing HR solutions in **4 continents** and **35 countries**.

In other words, the company is not an evolution of a successful local experience, but it is the creation of a company **designed and built immediately on a global level**.

We are currently in:



- **Cities:** Amman, Asunción, Athens, Barcelona, Beijing, Beirut, Belfast, Bern, Bologna, Buenos Aires, Campo Grande, Cape Town, Copenhagen, Cork, Dubai, Dublin, Düsseldorf, Gdynia, Genève, Guadalajara, Haarlem, Hong Kong, Istanbul, Katowice, Kiev, Lausanne, Lisboa, London, Madrid, Mexico City, Milan, Monterrey, Montevideo, Neuchâtel, New Delhi, New York, Paris, Prague, Rio de Janeiro, Riyadh, Santiago, São Paulo, Seoul, Shanghai, Strasbourg, Stuttgart, Tehran, Tokyo, Verona, Zurich
- **Global Branches:** Argentina, Brazil, Chile, China, Czech Republic, Denmark, France, Germany, Greece, India, Iran, Ireland, Italy, Japan, Jordan, Lebanon, Mexico, Netherlands, Norway, Northern Ireland, Paraguay, Portugal, Poland, Saudi Arabia, Slovakia, South Africa, South Korea, Spain, Sweden, Switzerland, Turkey, Ukraine, United Arab Emirates, United Kingdom, Uruguay, USA

Future Manager Global HR Solutions

From pure manufacturing to strategic marketing, technological processes are increasingly taking on a pervasive dimension and embracing the **entire management process** of any company.

These processes will be gaining ever greater importance and will increasingly influence the needs expressed by the HR market.

New skills, new human resources and new HR solutions will be a critical **success factor for companies**.

We strongly believe in this and we consider it to be the key factor in the interpretation of the short-term future, whichever HR solution provided by Future Manager you decide to adopt.

In graphics, the broad picture of Future Manager’s HR solutions at global level that can fit into the entire corporate change strategy or that can be targeted precisely to some specific growth, reorganization or change projects





■ HR Global Solutions



■ **FM C-Level Executive Search**

Our aim is to guarantee a working service to our clients at a global level, based on high quality standards, which requires an accurate analysis of the whole situation. By talking with the candidate and the company, we manage to have a perfectly defined view of the deal to be made, in order to offer unique solutions for the client. This process involves talented consultants, who will ensure the client's expectations to be satisfied.

Our business model is strongly influenced by the entrepreneurial nature, mixed with experiences based on our current relationships with C-Level managers in multiple industries and markets, which gives us the ability to find flexible solutions for any company.

Our quality standards allow our clients to obtain their global solutions in a fast way with an efficient and precise reporting system.



■ **FM Digital HR**

Successful recruitment has to keep up with new technologies, new digital tools and new social media, in other words, digital HR solutions.

Future Manager offers to its clients multiple solutions, which can upgrade their recruitment approach and set an efficient digital HR landscape for the company's needs.

Our consultants are experts in the implementation of the top HR technologies, GDPR compliant Recruitment website, including ERP, WordPress and database platform.

Our HR solutions involve developing a dedicated website for the client's employer branding, creating a project database, providing talent acquisition tools, social and digital advertising and much more.





■ **FM Global Mobility Services - Cross-Cultural**

You want to get your candidate up and running effectively on their new international assignment?

International projects are often complex, no matter if you are dealing with the the relocation of your expatriates and their families, the onboarding of a new employee from abroad, the new formation of an overseas branch or the preparation for a certain international business situation.

Future Manager supports companies worldwide on-site and online with intercultural high-tech and high touch solutions.

Onsite: In-person cross-cultural trainings in 140+ countries

Expertise of a worldwide network of more than 450 international coaches and trainers.

Online: cross-cultural Videos, eLearning courses, 24/7 online coaching for 140+ countries

Expertise of a worldwide network of 450+ online experts and coaches.



■ **FM NEXT Recruitment**

Our expertise in the recruitment field and the efficiency of our services have led us to offer a wider range of solutions to our clients, in order to meet as many of their needs as possible.

Future Manager has developed great recruiting skills in each field throughout the years. Our complete knowledge in terms of recruiting has also been involved in what we define as Next Recruitment, a service focused on junior profiles to be hired in your company, just below C-Level profiles. This service allows both you and us to identify candidates with a wide range of different previous experiences, who could also be considered for other recruiting solutions we offer and who might be the solution to our clients' challenges.



■ FM RPO

Our expertise in the RPO (Recruitment Process Outsourcing) field is based on supplying the client with customized solutions that will cover the client's needs in the best possible way, depending on the company's capabilities and keeping the costs low, whilst ensuring high quality standards for the service and a high level of performance.

Each case will be followed by a specific task force, including a consultant who will temporarily manage to reach an agreement at the client's office, focusing on the company's core business.

Our RPO services are ideally divided into three categories:

- On-Demand RPO, in order to manage quick changes in the company. Our consultants will help the client whenever it is necessary, according to its needs;
- Function-Based RPO, in order to manage specific division changes and enable the client to cover other needs;
- Full RPO, in order to manage the whole recruiting function of the client, giving the client itself a set of capabilities that it might not already possess.



■ FM Sourcing

An essential part of the overall recruitment process is 'sourcing', which refers to the process of identifying and attracting top candidates for current and future roles. Our candidate sourcing services is identified by innovative research strategies, a thorough market analysis and personal, creative outreach to top-talent.

We provide sourcing as a standalone service for our clients that want to optimize how they target active and passive candidates to be interviewed for critical roles, or build talent pools to support their long term hiring strategy.

Our sourcing solution includes:

- Candidate sourcing and pipelining
- Industry specialized sourcing
- Competitive market analysis
- Candidate longlisting
- Candidate communication/telephone interviews

All of our sourcing models are scalable, enabling your in-house recruitment team to access sourcing capability depending on your fluctuating business needs.



■ FM Talent Acquisition

Talent Acquisition is the process of finding, attracting and hiring skilled candidates according to the organizational needs, in order to meet labour requirements.

People are the most important driver of every company's success. This makes Talent Acquisition one of the most important departments of every firm, if not the most important one.

Our Talent Acquisition services are based on finding the best candidates for the company, whilst drawing up an inventory of new talents to hire when needed, supported by an efficient branding activity: we believe that every company should develop good branding actions in order to attract candidates; the company's standing is key to attracting new talents.



■ FM Temporary Management

Interim management is the limited appointment of external managers to take on temporary management tasks due to lack of resources, required expertise or bridging of vacancies. Interim managers are usually self-employed managers who are hired as managers acting in a position of responsibility in a company for a certain project, a management task or an urgent personnel vacancy for an agreed period of time. They are paid through invoicing based on previously agreed daily rates. Interim management appointments end either after the contractually stipulated time period or earlier, after successful completion of the tasks agreed in the contract, unless the contract is extended for new tasks.

Interim managers are regularly employed in line manager functions or in programs and projects where they manage and implement strategic or important operative tasks.

Future Manager interim manager are experienced line managers who have held first and second-tier management responsibility in businesses over many years. They are therefore able to tackle complex challenges as interim managers against the background of their successful management careers. They have the skill set to persuade clients, business partners and shareholders and manage the employees under them in a motivated and results-oriented manner.

Interim managers take on operational responsibility for temporary tasks and strategic projects as line managers or project managers in client companies.



■ FM Training

FMA Training aims at providing training solutions to the ever-changing requirements of the global job market.

With more than 10 years of experience in the field, FMA Training is able to deliver advanced training solutions that are quick, innovative, and tailored to the clients' needs while always aiming at the best results and highest performance.

Our programs include courses, master classes and seminars on different levels in order to fit the needs of businesses that wish to increase their human capital, professionals looking to further develop their skills and newly graduates wanting to enter the labour market in the best way possible.

The methodological approach of FMA Training combines on-the-job training and Action Learning practices in order to allow each student to get a first-hand experience into any job's requirements.

For this reason, we select our teachers among the most experienced and successful professionals that can really deliver professional insights and convey valuable experiences to our students.





FMA Countries

■ **Future Manager Headquarter**

Viale Monza 1,
20125, Milan - Italy
+39 02 6709095
corporate@futuremanageralliance.com

■ **Worldwide**

Finance - Marketing - Sales
Project Management - Project Reporting
External Relations - Digital Communication
globalFM@futuremanageralliance.com



■ **FMA in Portugal**

Lisbon FM Portugal
Praça de Alvalade 6, 12°,
1700-036, Lisbon – Portugal



Emilia Azevedo – Country Manager FM Portugal
emilia.azevedo@futuremanageralliance.com



Patricia Pita – COO FM Portugal
patricia.pita@futuremanageralliance.com

■ Argentina

Buenos Aires FM Argentina
Corrientes Ave. 222, 10th Floor,
Buenos Aires City – Argentina



Romina Lo Schiavo – Country Manager FM Argentina
romina.loschiavo@futuremanageralliance.com

■ Brazil

Rio de Janeiro FM Brazil
529, Presidente Vargas Ave,
9th floor, Downtown, 20071-003
Rio de Janeiro/RJ – Brazil

São Paulo FM Brazil
72, Largo do Paissandu Square,
Group 1701, Downtown, 01034-010
São Paulo/SP – Brazil

Campo Grande FM Brazil
1409, Eduardo Elias Zahran Ave.,
1st floor, TV Morena, 79050-000
Campo Grande/MS – Brazil



Marco Antonio Bouhid – FM Country Manager Brazil
marco.antonio@futuremanageralliance.com

■ China Mainland & Hong Kong

HQ Shanghai
25 K1 / 25th Floor, Hua Min Empire Plaza,
726 Yan An Xi Road, Changning District,
200050 Shanghai – China

Beijing
Suite 224, 2/F, Building 81,
No. 4 Gongti North Road, Chaoyang District,
100027 Beijing – China

Hong Kong
Flat A, Floor 15, Manly Commercial Building
15 Soy Street, Mongkok, Kowloon – Hong Kong



Nicolas Milonas – Country Manager FM China
nicolas.milonas@futuremanageralliance.com



Suzy Ma Milonas – COO FM China
suzy.ma@futuremanageralliance.com

■ France

Strasbourg FM France:
Résidence St Thomas, Place St. Thomas
2 rue Salzmänn 67000
Strasbourg – France

Paris FM France:
103 Rue de Grenelle – 75007
1 rue D'Arsonval 75015
Paris – France



Stéphane Glaser – Co-Country Manager FM France
stephane.glaser@futuremanageralliance.com



Angélique Fournier – Co-Country Manager FM France
angelique.fournier@futuremanageralliance.com

Germany

Stuttgart FM Germany

Baden-Wuerttemberg, Schaflandstrasse 6,
70736, Fellbach, Germany

Duesseldorf FM Germany

North Rhine-Westphalia, Koenigsallee 14,
40212, Duesseldorf, Germany



Markus Lorch – FM Vice President

markus.lorch@futuremanageralliance.com



Philip Wenger – Country Manager FM Germany

philip.wenger@futuremanageralliance.com

Greece

Athens FM Greece

76-78 G.Papandreou St.,
Zografou – 15772, Athens, Greece



Marios Kavouridis – Country Manager FM Greece

marios.kavouridis@futuremanageralliance.com



Angela Dimou – COO FM Greece

angela.dimou@futuremanageralliance.com

Ireland

FM Ireland

31-32 Leeson Street Lower,
Dublin City, County Dublin IE - Ireland



Marc Bentley - Country Manager FM Ireland

marc.bentley@futuremanageralliance.com

Italy

FM Italy

Milano, Viale Monza 1
20125, Milan – Italy



Marzia Pittoni - Country Manager FM Italy

marzia.pittoni@futuremanageralliance.com

Japan

Tokyo FM Japan

12F Tokyo Square Garden 3-1-1, Kyobashi,
Chuo-ku – Tokyo 104-0031



Kevin Naylor – COO FM Japan

kevin.naylor@futuremanageralliance.com



Scott Wallace – Executive Search Director FM Japan

scott.wallace@futuremanageralliance.com

MENA Area

FM MENA Area Headquarter

Al Salam 1, Mecca Street, 4th floor, Amman, amman
00962 – Giordania

Dubai FM MENA Area

Silver Tower, JLT, 13, Dubai, Dubai 00971, AE



Samer Makki – Country Manager FM MENA

samer.makki@futuremanageralliance.com

Mexico

Guadalajara FM Mexico

Rubén Darío No. 1533, Piso 2, Interior B,
Torre Panorama, Col. Providencia 3ra. Sección,
Guadalajara Jal. – México

Ciudad de México FM Mexico

Ejército Nacional No. 425, Piso 7, Col. Polanco Sur,
Ciudad de México

Monterrey FM Mexico

Av. Vasconcelos No. 209, Col. Residencial San Agustín,
San Pedro Garza García – México



José Valle Manchaca – Country Manager FM Mexico

jose.valle@futuremanageralliance.com



Estela de Lourdes Michel Sanroman – COO FM Mexico

estela.michel@futuremanageralliance.com



Justine Cebe – International Markets FM Mexico

justine.cebe@futuremanageralliance.com

Netherlands

Amsterdam FM Netherlands

Prinsengracht 462-B, 1017 KG,
Amsterdam – Netherlands



Femke Tjallema – Country Manager FM Netherlands

femke.tjallema@futuremanageralliance.com



Marloes Claessens – Country Manager FM Netherlands

marloes.claessens@futuremanageralliance.com

Poland

Gdynia FM Poland

ul. Stefana Batorego 23/7, 81-365 Gdynia – Poland

Katowice FM Poland

ul. Sobieskiego 11, lokal E 202-203 - biurowiec Opal
40-082 Katowice – Poland



Maciej Michalewski – Country Manager FM Poland
maciej.michalewski@futuremanageralliance.com

Scandinavia

Ed FM Sweden

Strömstadsvägen 2, 668 31 Ed – Sweden

Glostrup FM Denmark

Naverland 2, 2600 Glostrup – Denmark

Oslo FM Norway

Bogstadveien 27b, 0355 Oslo – Norway



**Ida Brynildsen – Country Manager
FM Sweden and Norway**
ida.brynildsen@futuremanageralliance.com



Anders Egelund – Country Manager FM Denmark
anders.egelund@futuremanageralliance.com

South Africa

Cape Town FM South Africa

33 Millennium Business Park,
Edison Way, Century City, 7540
Cape Town – South Africa



Lloyd Dicks – Country Manager FM South Africa
lloyd.dicks@futuremanageralliance.com

South Korea

Seoul FM South Korea

Teheran-ro, Ganagnam-gu, 87
Seoul – South Korea - 06164



Ivy Kim – Country Manager FM South Korea
ivy.kim@futuremanageralliance.com



Rahmee Baik – COO FM South Korea
rahmee.baik@futuremanageralliance.com



Spain

Barcelona FM Spain

C/Còrsega, 329 7º 2ª 08037
Barcelona, Spain



Teresa Rexach – Co-Country Manager FM Spain
teresa.rexach@futuremanageralliance.com

Madrid FM Spain

Av. América – Martínez Villergas, 49 Edificio V,
1ª planta, 28027, Madrid – Spain



Jordi Soler – Co-Country Manager FM Spain
jordi.soler@futuremanageralliance.com

Turkey

Istanbul FM Turkey

Büyükdere Cad. Astoria AVM,
No:127 İç Kapı No:B2-02, Şişli 34394
Istanbul – Turkey



Banu Ertuk – COO FM Turkey
banu.ertuk@futuremanageralliance.com

United Kingdom

London FM United Kingdom

The Stanley Building, 7 Pancras Square,
N1C 4AG, London – UK



Steve Brame – Country Manager FM UK
steve.brame@futuremanageralliance.com

USA

Future Manager USA llc

Houston FM USA LLC
Houston, Texas 77042 – USA



José Valle Manchaca
CEO Future Manager USA LLC
jose.valle@futuremanageralliance.com



Justine Cebe - COO Future Manager USA LLC
justine.cebe@futuremanageralliance.com

North East USA

New York FM USA
40 Wall Street, The Trump Building, 10005,
New York, NY – USA



Len Adams – NE Manager USA
len.adams@futuremanageralliance.com



Greg Eidlen – Recruitment Manager North East
greg.eidlen@futuremanageralliance.com



**FM Program
for Gender Equality**



The committee intends its activity globally without constraints of gender, religion, ethnicity. It is open to the contribution of all those who intend to make their own personal contribution.

All FMA countries contribute to the committee through the publication and dissemination of related content.

FMA has always firmly believed in the values of gender equality and it is against any type of social discrimination. Over the years, various activities have been carried out. In 2016, the **President of the Italian Republic** awarded our company with a **Medal of Honor for the social contribution** offered.

In carrying out its mission, the **FMA Committee for Gender Equality (GEC)** refers to, supports and disseminates the programmatic guidelines set out by the System-Wide Strategy on Gender Parity (issued by United Nation on October 2017) and ILO Action Plan for Gender Equality (International Labor Office 2018-21).

FMA is at the forefront to fight against **inequalities** and **discrimination** in all their forms and manifestations, in order to sensitize and generate greater awareness of how much injustice and inequity exists in the world of work but not only.



Born-Global for your Company

Headquarter:

Viale Monza 1, 20125
Milan (Italy)
+ 39 0267079095
info@futuremanageralliance.com

www.futuremanageralliance.com

Follow Us:

