

EXPERIENCED

PEOPLE

DELIVERING

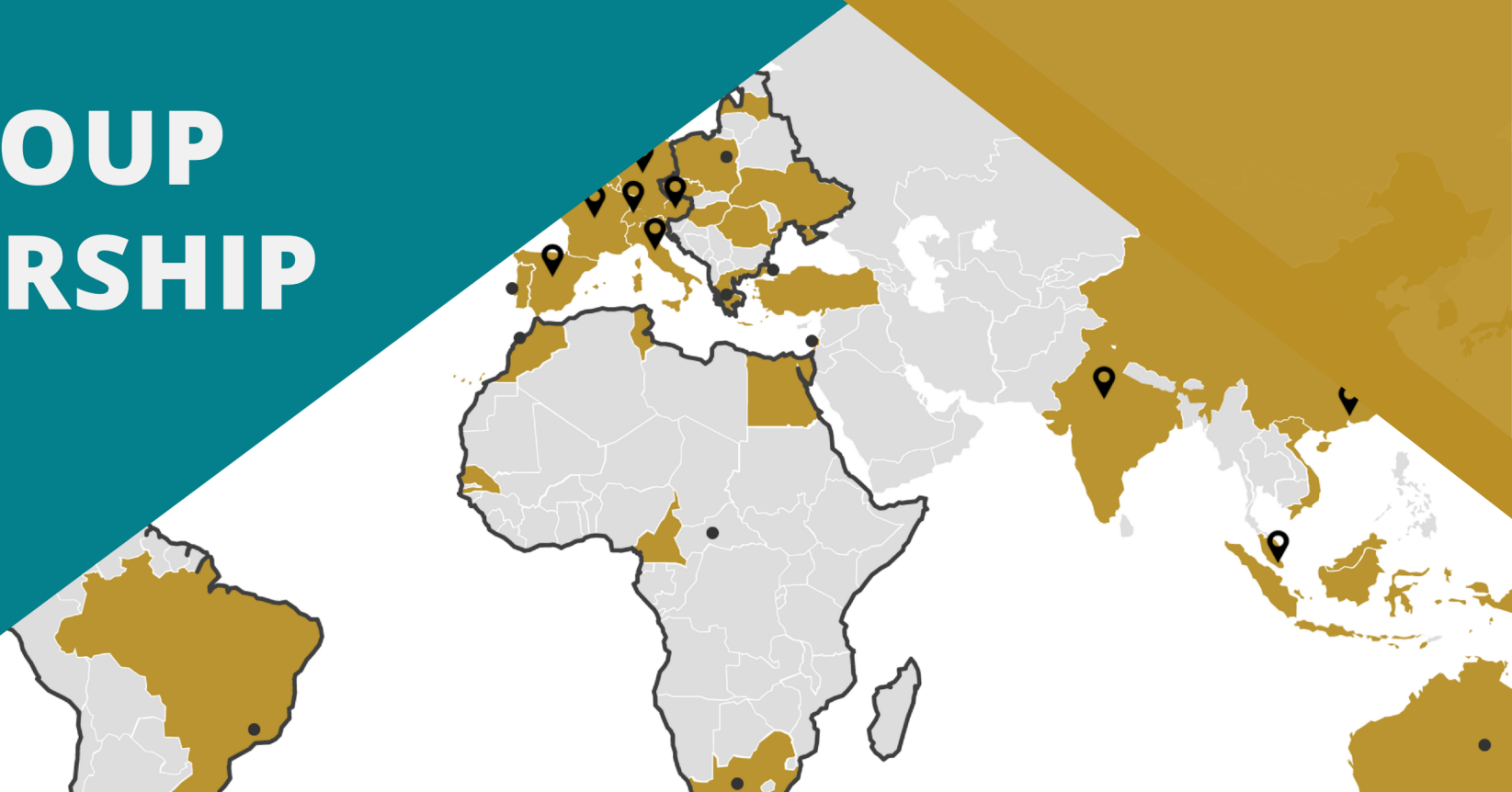
RESULTS

WIL Group

WORLDWIDE INTERIM LEADERSHIP



**WIL GROUP
MEMBERSHIP
PACK**



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Our clients have increasingly complex and urgent needs spanning multiple jurisdictions. They often require our Interim Managers to travel globally at short notice. WIL partners combine expertise, local knowledge, and quality talent to effectively execute projects.

”



Jason Atkinson
Chairman, WIL Group

About WIL Group

Leading companies in interim and transitional management from multiple countries united to form WIL Group (Worldwide Interim Leadership), positioning us as a global force.

Our ambition is clear: to stand as the foremost company for global interim, transition, and transformation managers. We achieve this through a unique 'international multi-sourcing' model, strategically leveraging the strengths of each member firm to ensure the selection of the best talent for assignments on a worldwide scale.



Our Services:

Explore our comprehensive global services designed to meet your diverse needs:

- **Performance Improvement & Digital Transformation**
- **Restructuring & Turnaround**
- **Private Equity & Integration of Acquisition**
- **International Deployment & Program Management**



WIL Group is an enabler for each member firm to provide more value to its clients through global client management and worldwide issue solving, leveraging networks, local and international resources, as well as best practices from other member firms.

While all members provided networks & talent-pool based services, their client bases, core activities, structures, practices and cultures were different, coming from M&A, consulting, restructuring, search and interim.

WIL Group has standards for working together and prioritise communication between member firms and practitioners:

- Provide fast and trustworthy connections between most professionals from member firms and with correspondents to react to international opportunities. Common use of new technologies is worth assessing.
- Facilitate networking among member firm professionals & exchanges of best practices & successful initiatives via Operations meetings, conferences, informal get togethers.
- Ensure transparency is the rule as regards Local member firms: clients, resources, initiatives, build-ups, disruptions...
- Maintain and monitor application of norms and standards: Quality, GDPR, Ethics, ISM
- WIL Group is a connection hub and a quality label used by its member firms to better fulfill their clients' international expectations and deliver results.



Values and Business Code of Conduct

Values and Business Code of Conduct:
Our commitment to excellence is anchored in our core values and reflected in our Code of Conduct:

► **Client Dedication:** We meticulously define each assignment, utilising our full resources to find optimal solutions. Regular meetings with clients and Interim Leaders foster a culture of continuous improvement and shared knowledge.

► **Ethical Practices:** Clients' interests are paramount. We adhere to local laws, business ethics, and uphold confidentiality, ensuring a professional and respectful communication approach.

► **Teamwork:** Collaboration is at our core. We support one another, avoid short-term gains at the expense of clients or the group, and adhere to decisions and rules. Honesty, transparency, and conflict avoidance are our guiding principles.

► **Recognition of Partners:** We build a diverse and talented group, selecting Interim Leaders & Experts based on merit. We value our partners' contributions as much as we value our clients.

► **Join Us in Shaping the Future:** At WIL Group, we're not just transforming interim and transitional management; we're shaping the future of global business solutions. Explore the power of collaboration, ethical practices, and client-focused innovation with us.





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ADM values WIL Group for its global reach and collaborative platform. WIL expands ADM's services worldwide and fosters best practices exchange. The network generates leads, strengthening international ties and contributing to ADM's global success.

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**Alexander De Beir,
Managing Director,
ADM Interim Management**

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