

Our Profile

Höchsmann & Company KG is an owner-run professional partnership specializing in systematic recruitment, target-oriented assessment and individual coaching for senior executives. Our work is governed by the highest standards of quality and ethics.

We have been active in our profession since 1982 as a responsible and individual decision-enabling consultancy. Continuity and loyalty are especially important to us. This is why we only accept search assignments on an exclusive and retained basis.

Höchsmann & Company is a partnership. Its equal general partners are Gerhard-Michael Eckert and Michael Höchsmann. Financial independence, long-term thinking and consistency in personal relationships are the hallmarks of our culture as a mid-sized business.

We see ourselves as personal advisers on important management decisions, in the fullest sense of the word:

Assessment and appointment decisions benefit from our decades of market experience and from our expertise in assessing the suitability and “chemistry” of executives and specialists for defined situations.

We provide support in development and succession processes as impartial moderators with solid methodical competence and extensive experience gained in countless consulting projects on management transitions from one generation to the next.

Last but not least, we offer individual coaching and counselling services to executives faced with complex career or personal decisions, even where no specific appointment or assessment decision is involved.

To emphasize our multi-dimensional and decision-oriented approach to human resources consultancy, we describe ourselves as Consultants in Executive Choices.



This unusual and challenging term motivates us and requires us to continue to learn constantly:

We want to be among the very best in the market in each of our four areas of competence (assessment - recruitment - coaching – succession) and to confirm our qualities through active membership in the leading professional organizations in our field.

Höchsmann & Company recruits for positions with direct business responsibility and for high-level specialist functions. We have in depth industry-specific expertise in the areas of health & nutrition, logistics & transport, machinery & manufacturing and buildings & real estate.

Our sister company aditio Personalberatung GmbH offers comprehensive proven know-how in the area of recruitment, assessment and development for specialists and executives at middle management level.

Our own research team works internationally to find the best possible candidates. Where desirable, we use the industry-specific knowledge of qualified partners from our CONCERTO SEARCH ALLIANCE.

Our client base consists mainly of family businesses in German-speaking countries and medium-sized groups of companies in Europe. Individual advice and tailor-made solutions on executive succession in family businesses is our forte.

TRADEMUS GmbH specializes in the development of succession solutions (Management Buy-In & Succession Counselling) for mid-sized industrial family businesses. Here we cooperate with selected private equity companies, M&A consultants and business lawyers from the TRADEMUS Network.