



Overview

1. About Terbium Partners
2. Our services explained
3. Our sector experience
4. Working with us
5. Our fees
6. About Terbium



1. About Terbium Partners



Terbium Partners provides **management consulting** as well as **flexible management solutions** to organisations in need of strategic adjustment.

With a group of highly experienced and highly networked **C-suite professionals** at its core, we combine over **900 years of senior level experience**, allowing us to act as a knowledgeable and effective sounding board for people at the top. At the same time our broad network in Belgium and beyond allows us to find the right resources - if not available in-house - for every assignment.

In doing so, we support key **strategic missions** with confidence, speed and in full confidentiality, whether it concerns transformations or turnarounds, mergers, acquisitions or divestments, restructuring or crisis management. At the same time, we help organisations navigate new and often uncertain developments that are expected to bring about major changes such as AI, sustainability etc.

2. Our consulting services explained



Leadership challenges

We help you to strengthen leadership capabilities, organise leadership transitions and/or transform your culture to overcome resistance, build alignment, and inspire teams with a view to unlocking your organisation's full potential and sustained success

Turnaround & restructuring

We help you to reverse declines in performance by implementing urgent operational changes and/or structural redesign to efficiently stabilise, revitalise, and transform your business operations.

Sustainability

We help you identify ESG challenges and risks, review your business strategy, set targets and implement a CSRD compliant framework and reporting

Mergers & Acquisitions

We help your company to grow strategically through the acquisition of other businesses, providing expertise in due diligence, deal negotiation, and post-merger integration to realise synergies and achieve market expansion

Transformation

We help you to realise strategic overhauls through modernising your business model, departments, processes, and cultures to adapt to changing market conditions and achieve significant growth

Crisis Management

We help you prepare for and respond to unexpected, potentially damaging events, ensuring business continuity and protecting your reputation through effective risk mitigation and stakeholder communication

2. Our interim management capabilities



Interim CEO

Our interim CEOs are seasoned business leaders with proven track records in organisational transformation and strategic pivots. They bring 25+ years of executive experience across multiple industries, specialising in crisis management, strategic repositioning, and preparing companies for successful transitions. These leaders excel at stakeholder management, quick strategic analysis, and implementing immediate corrective actions whilst maintaining long-term vision



Interim CFO

Our interim CFOs are financial strategists who drive business performance and financial stability during critical periods. They bring extensive experience in financial analysis and planning, M&A, cash flow optimisation and internal controls. These professionals excel at understanding the financial levers of the business and can implement the appropriate financial structure to prepare organisations for their next phase of growth or transition



Interim COO

Our interim COOs are operations experts who optimise business processes and drive operational excellence during critical periods. With extensive experience in supply chain management, process optimisation, and organisational restructuring, they specialise in rapid performance improvement, cost reduction initiatives, and operational turnarounds. These professionals bring a data-driven approach to streamlining operations while maintaining quality and service levels



2. Interim management capabilities (ctd.)



Interim Chief Sustainability Officer



Our interim CSOs are ESG experts who drive organisation transformation towards sustainable business models. They bring extensive experience in ESG implementation, carbon footprint reduction, and sustainable supply chain management. These leaders excel at developing comprehensive sustainability roadmaps, ensuring regulatory compliance, and implementing green initiatives by engaging with the entire organisation

Interim Chief HR Officer



Our interim CHROs are people-focused executives who drive organisational transformation through effective talent management and culture development. They specialise in workforce restructuring, compensation strategy, and change management during critical transitions. These leaders bring expertise in employee engagement, succession planning, and developing HR strategies that align with business objectives while maintaining organisational stability

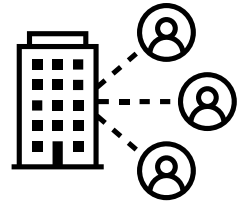
Interim Chief Digital Officer (CDO)



Our interim CDOs are digital transformation architects who orchestrate organisation-wide digitalisation initiatives. They bring deep expertise in digital business models, customer experience design, and emerging technologies like AI and blockchain. These executives specialise in rapid digital maturity assessment, legacy system modernisation, and creating cohesive digital strategies that drive competitive advantage while ensuring seamless integration across the organisation



3. Our sector experience



- Aerospace
- Defence
- Agriculture
- Chemicals
- Consumer goods
- Education
- Oil & gas
- Metals & mining
- Power & utilities
- Engineering & construction
- Financial services
- Healthcare & Life sciences
- Electronics
- Industrial & manufacturing
- Retail
- Media & Entertainment
- Telecommunications
- Transport & Logistics
- Public sector
- Not for profit sector

4. Working with us



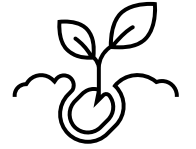
Terbium Partners distinguishes itself by working with **highly experienced profiles**, each with solid experience at **executive level** and active in **various networks**. As such, we act as a knowledgeable and effective **sounding board** for C-level executives

Each one of us has had a **special career** thus far and an interesting **personal story**, which makes the collaboration interesting and enriching. At the same time, we prefer to operate with **multi-disciplinary support** in order to bring **multiple perspectives** to the table

In every assignment we do, we strive for **impact** and **results**. We do not just give advice, we look for **solutions** together with you and **help you realise them**

We also distinguish ourselves by being locally **anchored**, and thus close to our clients

5. Our fees

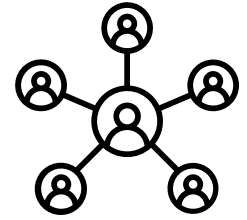


Every assignment is different. So is the value we bring and the investment you make.

We charge a **fixed fee** per consulting assignment or a **daily fee** for interim management services. We also apply alternative fee structures depending on your organisation's situation.

Given the experience we bring, our fees are generally deemed to constitute exceptional **value for money**.

6. About Terbium



Terbium Partners is part of the wider Terbium initiative. The latter was founded in 2024 based on a double premise: on the one hand, the existence of a growing but dispersed group of highly experienced and networked people who are strongly motivated by meaningful and impactful challenges; on the other hand, the acute shortage of talents, experience and expertise in the business world and beyond.

It is Terbium's vision to contribute to a future where experience is celebrated and not hindered, where wisdom is valued and not overlooked, where age is an asset and not an obstacle.

By choosing Terbium, you not only help your organisation move forward, but you also have a positive impact on society in that Terbium invests part of its proceeds in future projects and initiatives that allow people with extensive professional experience to remain economically and socially relevant to society in general and to organisations in need of specific experience in particular.



For further inquiries please reach out to:

info@terbium.be

www.terbium.be