HOLLSTEIN HH HAMMERSTEIN

PERFORMANCE IN FÜHRUNG UND VERTRIEB

Leadership • Sales • Medical Affairs • Organizational Development

Business Impact Starts with People

Strategies only deliver results
when people put them into practice.

Hollstein & Hammerstein helps pharmaceutical and healthcare companies turn strategy into measurable results.

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Your Challenge

- New strategies are implemented **inconsistently**.
- Leadership practices **vary** across organizational levels.
- Sales teams **fall short** of their full potential.
- Medical Affairs and Sales are **not well aligned**.
- Change **takes longer** than planned.
- Training builds knowledge but **does not change behavior**.



This is where we come in: We develop people, teams, and organizations so they can turn strategy into measurable day-to-day results.

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Your Target State

- New strategies are **implemented consistently** at every level.
- Leaders **act consistently** at every level.
- Sales teams reach their **full potential**.
- Medical Affairs and Sales **work together effectively**.
- Change happens faster and with **greater predictability**.
- Development turns knowledge into **new behaviors**.



We make this possible by developing people, teams, and organizations so they can turn strategy into measurable day-to-day results.

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What We Believe

KNOWLEDGE alone does not change behavior. Change comes through:

- Experience
- Reflection
- Practice
- Ongoing support



Our programs go **beyond participant satisfaction.**
They create **meaningful change**.

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Who We Are

- Specialized in Pharma & Healthcare
- Consulting, development, and coaching from a single accountable partner
- Sustained on-the-job application
- Long-term partnerships built on mutual respect



For **15+ years,** we have helped leaders and teams in Sales and Medical Affairs turn strategy into measurable results through **consulting**, **development**, **coaching**, and **sustained on-the-job application**.

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Why Hollstein & Hammerstein?

Our development approach makes the difference!

Traditional Development Programs	The Hollstein & Hammerstein Approach
✗ Standard training programs	✓ Programs aligned with your strategy
✗ Knowledge transfer	✓ Behavior change
✗ One-time workshops	✓ Long-term development
✗ Trainers	✓ Trainers and consultants with industry experience
✗ Participant satisfaction	✓ Business impact

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From Analysis to Execution

1.	Understand	*Where does the organization stand today?*
2.	Program Design or Co-Design	*Design the program together*
3.	Development	*Build capabilities in day-to-day work*
4.	Application	*Embed new behaviors*
5.	Business impact	*Deliver business results*

OUR COMMITMENT: Our work continues beyond the workshop.
We support change until it takes hold in day-to-day work.

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What Our Clients Gain

Leadership

Greater clarity
Better decisions
Greater ownership

Development

Higher-quality customer conversations
Stronger customer focus
Greater effectiveness

Medical Affairs

More compelling scientific communication
Better collaboration with Sales

Application

Faster execution
Lasting change
Greater buy-in

We build capabilities
that create impact.

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Companies That Trust Us

View the **full list of organizations** we work with at:
https://www.hollstein-hammerstein.de/ueber-uns/referenzen-kundenstimmen/

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What We Stand For

100+

Successful development programs

Across Europe

Sales and leadership programs

600+

Leaders and sales professionals trained

15+ Years

Specializing in Pharma & Healthcare

VSME-Bericht 2025 Plausibilitätscheck durchgeführt

Committed to sustainability
Transparent sustainability reporting in line with VSME

HOCHSCHULE FRESENIUS UNIVERSITY OF APPLIED SCIENCES

Partner of Fresenius University of Applied Sciences
Certified Key Account Management program

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Let's Talk!

Every organization faces unique challenges.

Together, we develop solutions that engage people and improve results.

We help you:

- **Develop people.**
- **Strengthen organizations.**
- **Achieve results.**

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