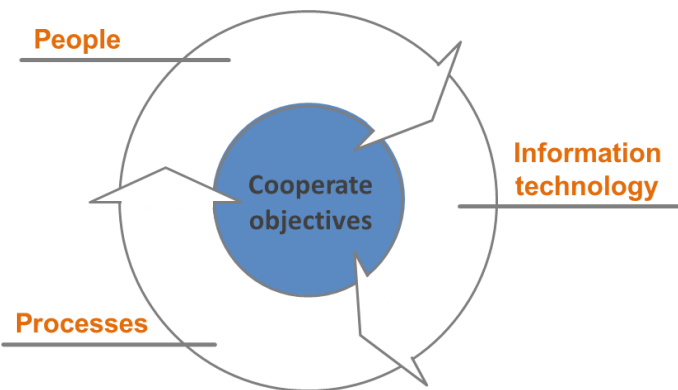


## Main consulting areas:

- Cooperate vision, strategy and objectives
- Change and reorganizational management
- Organizational and business process improvement
- Internal customer-supplier connections
- Information and communication management
- Continuous improvement process
- Multi and Single project management
- Ready staff to work
- Business start
- Generation Change



### ■ Cooperate vision, strategy and objectives

We provide a transparent and balanced relationship between the corporate vision and the projects necessary for the implementation. In particular, we offer a company-specific adaptation of the core contents of the Balanced Scorecard. Through a balanced project portfolio and a diligent multi-project-management, the achievement of the objectives is ensured. This guarantees that all business efforts are synchronized with the company goals. We optimize the operational work with our established TAR-principle (Tasks-Authorities-Responsibilities).

### ■ Change and reorganizational management

We effectively support the analysis, conception and implementation of reorganization in your company. Jointly arranged objectives are reliably implemented. Purposeful communication and motivating personnel work are seen as essential building blocks of change management. By focusing on the vital elements of your company, the fundamental aim is to make your company more successful. We put an emphasis on sufficient (re)action time so that the challenges made necessary by changes are mastered successfully. In addition we take into account experiences that the social change performs a certain pressure on the available (re)action time.

### ■ Organizational and business process improvement

We work with you to develop ideal processing structures for your company. The main focus is on the economic formation and optimization of supply chains, such as an integrated sales management and transaction. This includes the necessary secondary processes of scheduling, procurement, manufacturing, logistics, and accounting. Proven methods for flexible and contemporary adaptation of business processes to the needs of the market, such as Industry 4.0, are used. We successfully transfer the economic principles from areas of manufacturing and trade to companies in the service sector.

### ■ Internal customer-supplier connections

We create a clear comprehension at all employees and managers concerning internal service processes (internal suppliers) and internal market orientation (internal customers). Our pragmatic and in practice established systematics for an internal transfer pricing system creates transparency and an unusual high level of cost awareness for all involved. As a foundation for that we establish a comprehensive business process structure in your company.

### ■ Information and communication management

We guide you in the selection of information and communication technologies and support the implementation of efficient IT-structures. If necessary, we conduct IT-financial research and evaluate, plan and steer outsourcing projects. We implement your IT-Projects responsibly and consistently, hand in hand with you. Particular attention will be paid to the so-called 'Job Performance Indicator' (JPI). We make sure that employees receive exactly the information they need to perform their jobs optimally.

### ■ Continuous improvement process

We analyze the requirements and the needs for action to implement CIP in your company. Our strength is to identify potential improvements and implement them after consultation with you so that the realized benefits are apparent. Through regular communication and the appreciation of success we encourage individual responsibility, learning aptitude, performance and last but not least motivation of your employees and managers. The consideration of the changing motivational factor caused by the social change is located in the center of our doing.

### ■ Multi and Single project management

We perform project management functions and successfully support preliminary study and implementation of projects in organizational change processes and the IT environment. If necessary we also perform custom project management training. Central of our project work is focusing on the consistent achievement of objectives under constant consideration of the critical success factors. Multi project management (MPM) we understand and practice with utmost consistency and ensure that projects follow the company's goals and realize the planned benefits.

### ■ Ready staff to work

We are available for the management as a sparring partner and to assist in recruitment and staffing decisions. We analyze the staff in your company based on standardized and company-specific criteria. On this basis, together with you, we develop a demand-oriented and risk-minimized personnel plan with appropriate implementation measures. In addition, by special analyzes, we show fields of necessary action to ensure optimum job performance ability of your staff. In this context the consideration of the social change together with the topics of "Relational Intelligence" is very important. Activities in order to reduce avoidable diseases of employees will be taken into account in connection with the relevant health insurance company if wanted.

### ■ Business start

We request and discuss the targets of the founder of the company in detail and support the corresponding realisation.

Essential focus points are the business idea itself, the business plan, evtl. necessary construction work, public infrastructure, funding capital, fixing the legal entity, financing and, last but not least, the implementation.

### ■ Generation Change

A Generation Change in a company is a great challenge for all involved persons. Our approach follows a way to make such a process successful. Successful means that the change of the responsibility of a company from the current head to a successor within the family or outside the family takes place without injury for the corresponding company and without disadvantage for the shareholder.

### Our approach has proven itself in practice:

We not only analyze and plan,  
we also provide the agreed results.

- *methodically sovereign*
  - *analytically professional*
    - *technically sound*
      - *socially competent*
        - *individually flexible*
          - *cost conscious*
            - *action oriented*

Hand in hand with you we make  
your company more profitable.



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*Understand with the mind.  
Capture with the hands.*

