

Strategy Clarification

- Vision, mission
- Where are we now
- Where do we want to go
- Critical success factors
- Defining strategy
- Translating strategy into plans
- Balanced scorecard

Shaping the Organization

- From strategy to org structure
- Types of organization structures
- Strength - weakness
- Evaluation of the org structure
- Functions central vs. decentral
- Accountability mapping

Business Process Reengineering

- Process mapping
- Analyzing overlapping functions
- Analyzing throughput time
- Analyzing processing time
- Analyzing manpower
- Process reorganization
- Defining decision levels

Organizational Effectiveness

- Analyzing management efficiency
- Analyzing labor efficiency
- Finding reserves in the organization
- Development potentials
- Developing reorganization projects
- Managing resources
- Managing change

Jobs, Roles

- Jobs, roles, people
- Job families
- Role descriptions
- Defining job purpose
- Key accountabilities
- Performance measures
- Job requirements

Salary Management

- Job evaluation, grading system
- Position, pay, performance
- Total remuneration
- Fix and variable pay
- Long range incentives
- Benefits
- Pay analysis
- Pay model
- Pay policy
- Performance oriented pay

Management Development

- Training needs analysis
- Job requirements
- People know-how, competencies
- Gap analysis, training needs
- Knowledge management
- Management development program
- Training delivery
- Training evaluation

Performance Management

- Motivating, engaging people
- Key performance indicators
- Organizational, department and individual performance

- Performance planning
- Coaching
- Performance evaluation
- Feedback
- Linking pay to performance

Competency Management

- What are competencies
- Competency based performance
- Competency modeling
- Identify competencies
- Management competencies
- Team competencies
- Define competency scales
- Position and person profile
- Matching position and person

Career Pathing

- Job levels and job requirements
- Career pathing
- Human capital diagnostic
- High potential analysis
- Finding top talent
- Talent management
- Career development program
- Monitoring, measurement

Workforce Planning

- Personnel planning methodology
- Performance analysis
- Labor efficiency
- Define headcount, qualification
- Wage bill
- Action-oriented workforce planning
- Benchmarking

Change Management

- Work culture and performance
- Analyze current work culture
- Define future work culture
- Identify needs to change
- Enable management to change
- Planning and implementing change
- High performance environment
- Consolidate and sustain results

Communication

- Intentions, messages
- Communicating with influence
- Selection of the group to address
- Communication channels
- Channel efficiency
- Measuring efficiency

Budgeting / Controlling

- Strategic and operational controlling
- Cost transparency
- Business planning, budgeting
- Cost planning, consolidation
- Profit-loss calculation
- Measures to improve profitability
- What-if analysis

Project Management

- Defining projects
- Project management activities
- Project planning and design
- Time, cost, scope
- Objectives, expected results
- Executing, monitoring, controlling
- Project management tools

EXPERIENCE

- ❑ Strategy clarification
- ❑ Shaping the organization
- ❑ Business process reengineering
- ❑ Production management
- ❑ Supply chain management
- ❑ Human resource management
- ❑ Workforce efficiency
- ❑ Budgeting / Controlling
- ❑ Project management

PHILOSOPHY

- ❑ We focus on your business
- ❑ We deliver complete solutions responding your problems
- ❑ We transfer modern management know-how
- ❑ We concentrate to add real value to your business
- ❑ We contribute to your organizational efficiency and business success
- ❑ We help you generate change and sustain achieved results

SECTORS

- ❑ Industry
 - machine
 - automotive
 - electronic
 - telecommunication
 - pharma
 - food
- ❑ Trade
 - retail
 - FMCG
- ❑ Services
 - finance
 - transport
 - utilities
- ❑ Public service