



### Product Specification & Methodology

- Reinvention usually proceeds as follows:
  - Modeling the new company (values, value proposition, vision, mission, strategy, targets, organization structure)
  - Feasibility study (gap analysis and selection of the processes to be redesigned)
  - Redesign of processes selected and other demands to the new organization
  - Implementation
  - Securing sustainability
- Collateral execution of an *organizational capability audit* in order to secure the company being prepared for the new structure
- The whole process is accomplished by the company's staff, NUTs cares for consequence in implementation and execution
- All members of staff are directly incorporated into the process by appropriate concepts of involvement
- We accept (and call for) mutual responsibility and ask for
  - the guts to embrace new trends and developments
  - securing the consequent execution of the process by
  - making appropriate decisions and sticking to them

### Sense of Urgency – Who Benefits?

- Companies which realize the necessity for a radical change in order to master the challenges of the future
- Managing the change needs an implicitly redesign and a consequent implementation
- Denominator Management vs. Numerator Management: redesign is ranked before shrinking in health, cost cutting programs and/or continuous improvement systems – even if performance will decrease at first in order to skyrocket afterwards (an advancement which never were accomplished with traditional approaches)
- There is the unconditional willingness to follow through
- The company's faith in mastering this change is verifiable
- This kind of change process needs professional guidance in all phases of the project including the implementation of the new structures and for securing sustainability

### Vision – a Clear Idea of One's Future

- A company completely new and in line with future requirements
- Consequent bias and focus towards own vision and market's requirements
- Proud staff - having designed and shaped their future and learned about entrepreneurship they need



### Why NUTs? What Makes the Difference?

- We offer the **best product** with an approved method and competent consultants:
  - Our approach and our methods are reliable and established
  - We care for thoroughgoingness in design of the new structure
  - We take into account the latest and best insights and will integrate them into your business context
  - Our consulting staff represents highest personal and professional competence
  - We know how to involve people
  - The NUTs business transformation process is attractive thanks to its keen approach – as little time consuming as possible, as much as necessary
- We offer the **best overall solution**:
  - Application of change initiative is in line with the focus of sustainability
  - We simply like the customer and its people; we usually handle conflicts and crises by taking into account the mutual trust, respect and reliability
  - The company's staff will be nurtured, challenged and called for developing and implementing the new structures and processes to a large extent on their own
  - We support your initiative to change with top personal dedication and commitment
  - We have enough experience from past successful projects to focus on targets even if there are sudden complications during the process
- We offer the **best price-performance ratio**:
  - There are hardly any project overhead costs; work performed and cleared are traceable for the customer
  - The customer is to decide on the continuation of the process at any time (low entry barrier)
  - We take an interest in the change process' success



What's the Company's Contribution?

- Willingness and ability to change
- Willingness to total change approaches and initiatives
- Challenge previous certainties in terms of business
- Prepared and willing to realign understanding in terms of present behavior, habits and knowledge
- Willingness to go into partnership and finding solutions on its own – just customer solutions are sustained solutions
- There is a discrete and independent potentiality for fundamental decisions and the owner's acceptance
- Total involvement and full support of top management (up to 50% in the design phase) and other essential decision makers
- Establishing a representative and broad guiding coalition
- Securing the resources needed for project work (in addition to the core team which is to be released from work for nearly 100% most of the design team staff members need another 50% to 80% of their working time in the design phase)

References

- MIBA Gleitlager
- E-Werke Wels Kommunaltechnik
- E-Werke Wels Energieanlagenbau
- Fischer Ski