



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)



<p>What's the Company's Contribution?</p>	<ul style="list-style-type: none">• 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)
<p>References</p>	<ul style="list-style-type: none">• Miba Sinter• Bio Austria• Datentechnik• APC• it&tel• CiaoLab• Krauss-Maffei Kunststofftechnik