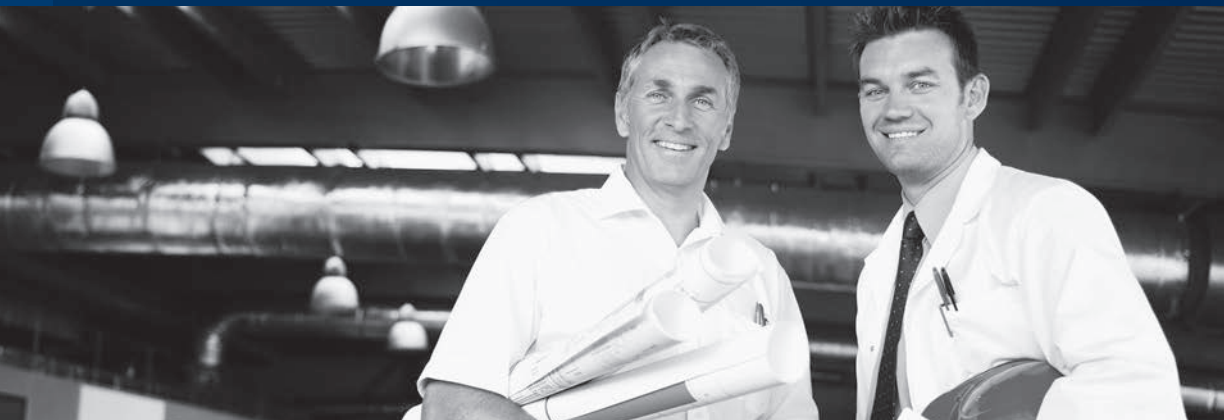


# LEAN TRANS FOR MATION



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INSIDE EVERY COMPANY THERE IS AN EVEN BETTER ONE

**STAUFEN.**

# In today's VUCA\* world, it's mostly the traditional companies that are facing significant challenges

International competitors are catching up technologically and securing market shares in established markets.

Markets are transforming – the results: corporate structures are increasingly under pressure when it comes to costs, pricing and innovation

Increased internal complexity due increasing diversification and customer-specific solutions (lot size 1)

Short delivery times become a decided competitive advantage in markets that are becoming increasing similar from a technology standpoint.

A lack of qualified technicians and an ageing workforce means measures have to be put in place to transfer and retain knowledge (mentor mentee principle).

Younger employees expect management to behave differently and expect a different corporate culture.

Traditional structures reach their limit when they encounter high degrees of complexity and rapid change.

Post-sale product-related services and service offerings that span the product's lifecycle are becoming increasingly important.

The evolution from product to system provider requires new structures and qualifications.

New players are pushing their way into established value chains and attacking existing business models

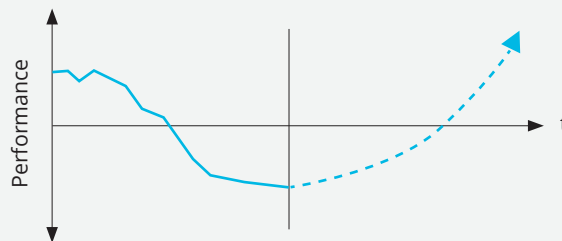
Many traditional companies find themselves in a period of transformation. They have to adapt their organizations and processes to changing market and competitive conditions. Their managers and employees have to be empowered to take an active part in helping to shape this transformation sustainably.

\* (V=Volatile, U=Uncertain, C=Complex, A=Ambiguous)

# The typical baseline situation of many companies:

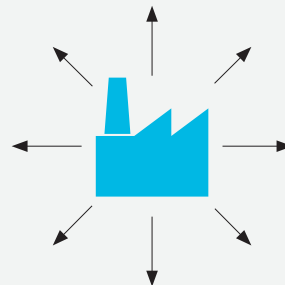
## 1st objective: Back to success

- Negative QCD\* situation
- Crowding out by competitors
- Team demotivated by the



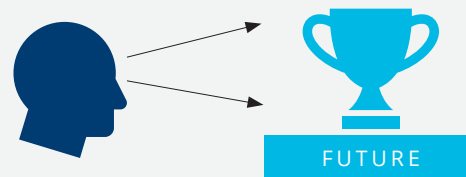
## 2nd objective: Successfully manage growth

- Increasing process and product complexity
- Tighter cost situation
- Less identification with the company and lack of company transparency



## 3rd objective: Ready for the future

- Maintain costs while increasing revenue
- Be ahead of the competition (QCD)
- Guarantee stability, transparency and integrity

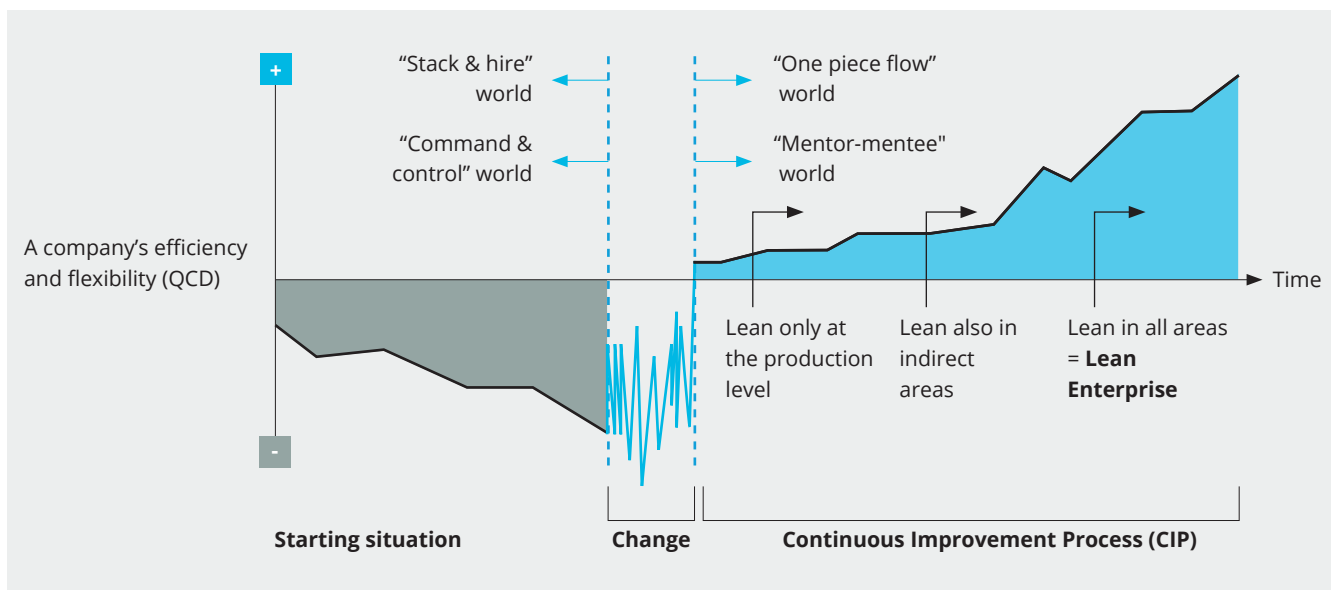


\*QCD = Quality, cost, delivery

# Making lean transformation successful

Many organizations have already implemented lean management with great success. In the last few years, lean approaches were initially implemented primarily in the fields of production and logistics, but increasingly, also in the areas of development, distribution, purchasing and along the entire order processing workflow, right through to service. Deciding factors included process and leadership competence, as well as the ability to think and act holistically. However, many businesses failed miserably when it came to establishing processes that would give them a competitive edge and instilling a performance-driven corporate culture in which improvement is exemplified by management and employees.

## Becoming a learning organization in three steps



### What was overlooked here or done wrong?

On the path to lean transformation, the goal of which is company-wide, top performance, we essentially differentiate between two phases: Change and the continuous improvement process (CIP). Change poses a big challenge to a business and is the deciding factor between success and lack thereof. In this case, it is essential to recognize which factors determine success.




## Our conviction:

# Process excellence requires management excellence

We firmly believe that there is room for improvement within every company. This doesn't only apply to companies that are dealing with big problems, it also applies to organizations that have achieved excellence. We enable management and employees to successfully implement a sustainable culture of change within their own organization and to benefit from this to achieve top performance. For this to happen, we work primarily with lean principles and methods, because decades of experience have shown us that these have proven to be the best foundation on which to build continuous improvement within the company. Managing and working in accordance with lean principles eliminates waste, increases the productivity of your organization and improves the quality of your products.

Because improvement is a continuous process and requires a willingness to change habits, processes and behavioral patterns, right from the outset we structured our academy to focus on the professional training of managers and employees. Our consultants will work with you to ensure that your operating results and your cashflow develop sustainably and in a positive manner. And they will also see to it that your company is positioned for process and functional excellence. They come armed with valuable competence gained through working with benchmark companies and numerous lean consultations, they shoot from the hip and keep their sleeves rolled up. Go "lean" with Staufen.

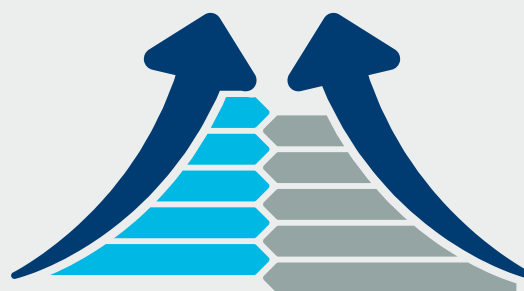
### Lean transformation – factors for success

-  If you **don't have a problem**, you **don't need a solution**.
-  You can't **delegate lean**.
-  Make your **vision a reality**.
-  If you don't hear it and don't see it, it doesn't exist.
-  First, we develop the **people**, who then develop the **machines**.
-  Visible **success** is the **best proof**.
-  Thinking **holistically** is key.
-  If you don't **change your** behavior, you won't have a learning organization.

#### EMPLOYEES

- Coaching**  
management
- Transferring**  
responsibility
- Training**  
Tools and methods
- Developing**  
a lean understanding
- BestPractice**  
visits

Sustainably practiced  
culture of change



COMPANY

#### PROCESSES

- Roll-out**  
in the company
- Implement**  
the pilot
- Define**  
the roadmap
- Develop**  
the ideal picture
- Analyze**  
the initial situation

## We support you with:

experienced consultants and coaches who have already led companies to achieve peak performance.

extraordinary implementation and coaching competence in Shop Floor Management.

a network of more than 70 BestPractice partners, who can provide you with valuable insights into successfully transforming to lean.

decades of lean management experience, ensuring that you will achieve measurable and effective profit-loss results.

an academy with several years' worth of success: more than 3,000 workshop participants qualified and trained annually.

### How you benefit:

- Shortest delivery times
- Excellent quality
- Minimal costs
- Enthusiastic employees and management
- Highly motivated
- Ability to react to changed conditions
- Cooperative and responsible dealings with customers and resources

„Once the decision was made to transform the company to lean, Staufen AG was brought in as a strategic partner, playing the role of facilitator, moderator and coach, to sustainably support the cultural shift across the entire organization.“

Peter Woletz, Head of Assembly, MAQUET GmbH

„Lean Transformation helps guarantee that, in the future, we will also secure our leading position on the international market. We see Staufen AG as an important partner on this path.“

Klaus-Hasso Heller, Geschäftsführender Gesellschafter, Arzener Maschinenfabrik GmbH

„Within 12 months, the competencies of the entire Staufen team and the individual strengths of the consultants contributed positively to the development of our key indicators. We have decided to continue to work with Staufen to guarantee that our transformation remains sustainable.“

Didier Pflieger, VP Alstom Germany & Austria, ALSTOM Transport Headquarters

# About us

Staufen AG is a lean management consultancy and academy.

For more than 20 years, we have been providing consultant services and training to companies and their employees. Worldwide.

We believe that inside every company there is an even better one.

Our passion is to unearth this better company and to help it establish a sustainable culture of change.

## Facts & Figures

260 Employees

13 Branch offices

14 Languages

300 Projects annually

3000 Training participants annually

70 BestPractice partners



How we work: We enable companies and employees – using an integrated, sustainable and systematic approach.



**SEE:** Thanks to our 70 BestPractice partners, you will get up close and personal with lean transformation and benefit from knowledge sharing with management and employees.

**LEARN:** Our Academy will provide you with the lean know-how you need to sustainably establish lean in your organization.

**ACT:** Our integrated concepts, quick project success and effective profit-loss results will have you convinced.

**LIVE:** Go & See, i.e. daily on-site management ensures sustainability and continuous improvement.

## CONTACT



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