

MECHANICAL AND PLANT ENGINEERING IN TRANS FORMATION



TOP PERFORMANCE IS THE GOAL -
LEAN TRANSFORMATION IS THE WAY.

STAUFEN.

Mechanical engineering is facing a major challenge...

Competitors from Asia are catching up technologically and are securing market shares in established markets.

Markets are transforming – Rising pressure from corporate customers when it comes to cost, price and innovation.

Increased internal complexity through growing diversification and customer-specific solutions (lot size 1).

Short delivery times become a decided competitive advantage in markets that are becoming increasingly 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.

Digitization is changing value chains and requires significant investment.

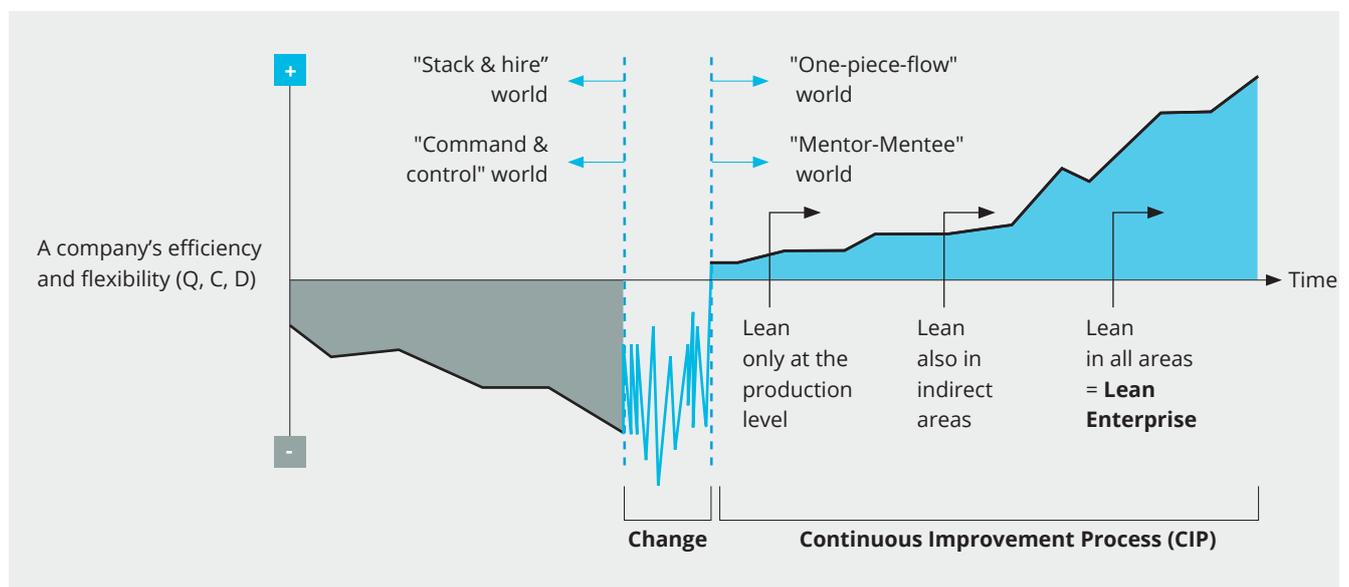
In brief: Mechanical engineering is in a period of transformation. It has to introduce restructuring at the organizational and process levels and adapt to changing market and competitive conditions. Management and employees have to be qualified so that they are ready for this change.



Making lean transformation successful in mechanical and plant engineering

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 when it comes to lean transformation

Process optimization and leadership culture go hand in hand

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 see 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. Become "lean" with Staufen.

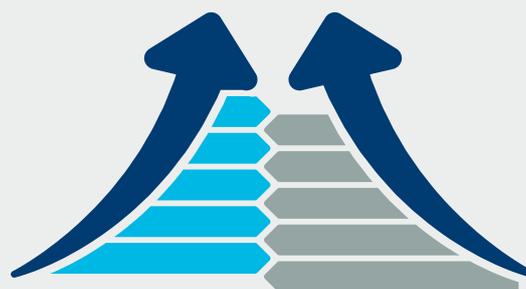
Lean transformation – factors for success

-  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**.
-  Think **holistically**.
-  If you don't **change your** behavior, you won't have a learning organization.

PEOPLE

- Coaching CIP trainers
- Transferring responsibility
- Training in methods and tools
- Developing a lean understanding
- BestPractice visits

Sustainably practiced culture of change



CORPORATION

PROCESSES

- Roll-out in the company
- Realizing the pilot
- Define the roadmap
- Develop the ideal picture
- Analyzing the initial situation

Staufen knows and “does” mechanical engineering

Selected references from the field



What our customers are saying:

“Lean transformation helps guarantee that in the future, we will also secure our leading position on the international market.”

**Klaus-Hasso Heller, Managing Partner,
Arzener Maschinenfabrik GmbH**

“The path is the goal, and along the path we continue to discover new things that we can do better.”

**Dr. Guido Hegener, Manager,
EMAG Maschinenfabrik GmbH**

“The total reorganization of our sites (...) was tied with the introduction of shop floor management, which allowed us to deal with all the changes and to guarantee that our changes would be sustainable. At the same time, we found ourselves in the position to develop and improve our leadership excellence.”

**Hubertus Köhne, COO of Production,
AGCO GmbH**



Facts & Figures

50	million Euros in revenue
260	employees
13	branch offices
14	languages
300	projects an- nually
3000	training participants annually
70	BestPractice partners

We have been providing consultant services and training to companies for 22 years. World-wide.



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