

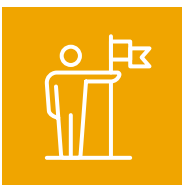


Change management / implementation

Engaging employees and ensuring successful implementation

Too many well-designed and realistic corporate or restructuring concepts fail because of their lack of consistency when it comes to implementation. We take care to avoid this by incorporating essential elements of change management already at an early stage in the analysis phase as well as at the end of the conception phase in order to ensure the successful implementation of the concepts in the future.

In doing so, we focus on three essential success factors



Engaging employees

- Getting staff involved at an early stage, as well as all other stakeholders
- Creating awareness of the need and urgency for change
- Developing trust and team building
- Enabling staff to master new tasks / take on new roles
- Coaching of the managerial staff and the managing directors
- Active communication (information, explanation, dialogue) of the concept, measures and implementation goals to all relevant stakeholders (tailored to the specific recipients)
- Active communication in the implementation process (communicate the status and successes)



Establishing structures

- Setting up a structured organisational change
 - Integrating fixed control loops
 - Establishing project management structures if required
 - Determining and, if necessary, taking over the process driver function
 - Agreeing on common rules of the game
- Operationalisation: defining a plan of action
 - Clear structure of measures and priorities
 - Measurable targets (quantitative and qualitative)
 - Binding time schedule
 - Clearly defined responsibilities and team resources
- Ensuring and, if necessary, assuming the role of process driver
- Anchoring corporate culture

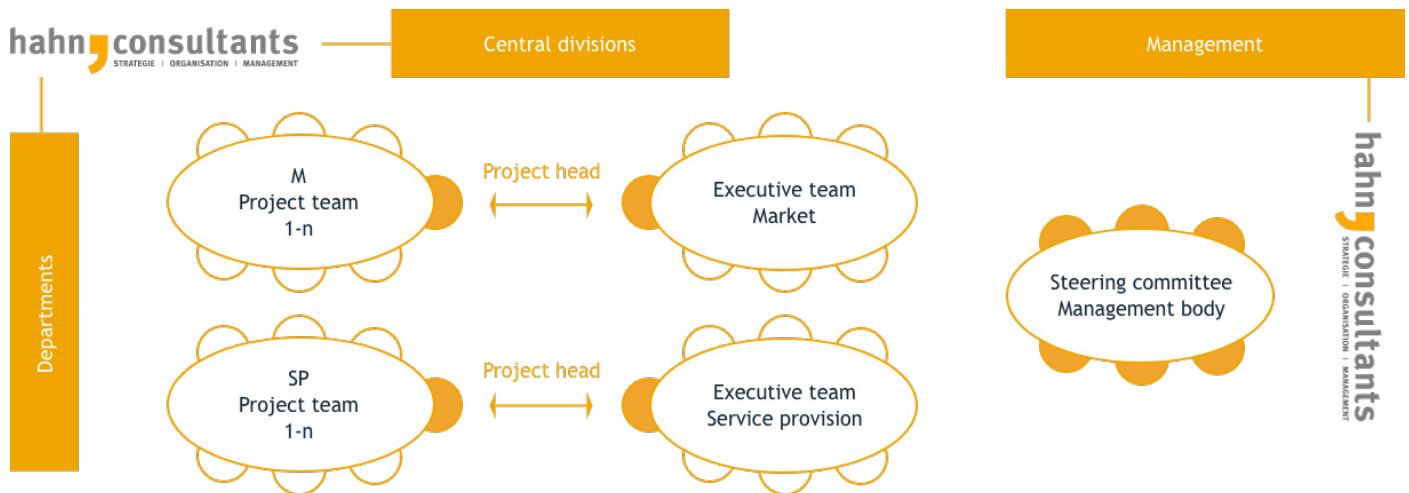


Measuring the implementation successes

- Controlling of measures (time, budget, achieving objectives)
- Financial controlling (overall view of implementation seen in the context of further operational developments)

Depending on the needs and existing competences in the company, we support the implementation process in varying degrees of intensiveness, and always with the aim of gradually enabling the company to assume increasing responsibility for implementing change steps itself.

Designing organisational change to meet the specific needs of the company in the course of implementation:



Process driver function and project controlling by hahn,consultants as well as project management as needed

An overview of our services:

- Setting up a holistic organisational change
- Moderating the control loops and process driver function
- Digital collaboration tools
- Drawing up an action plan and controlling measures
- Financial controlling
- Taking responsibility for or collaborating on selected measures
- Applying methods (workshops, interviews, coaching, training, project management)
- Active communication about the changes / communication concepts

