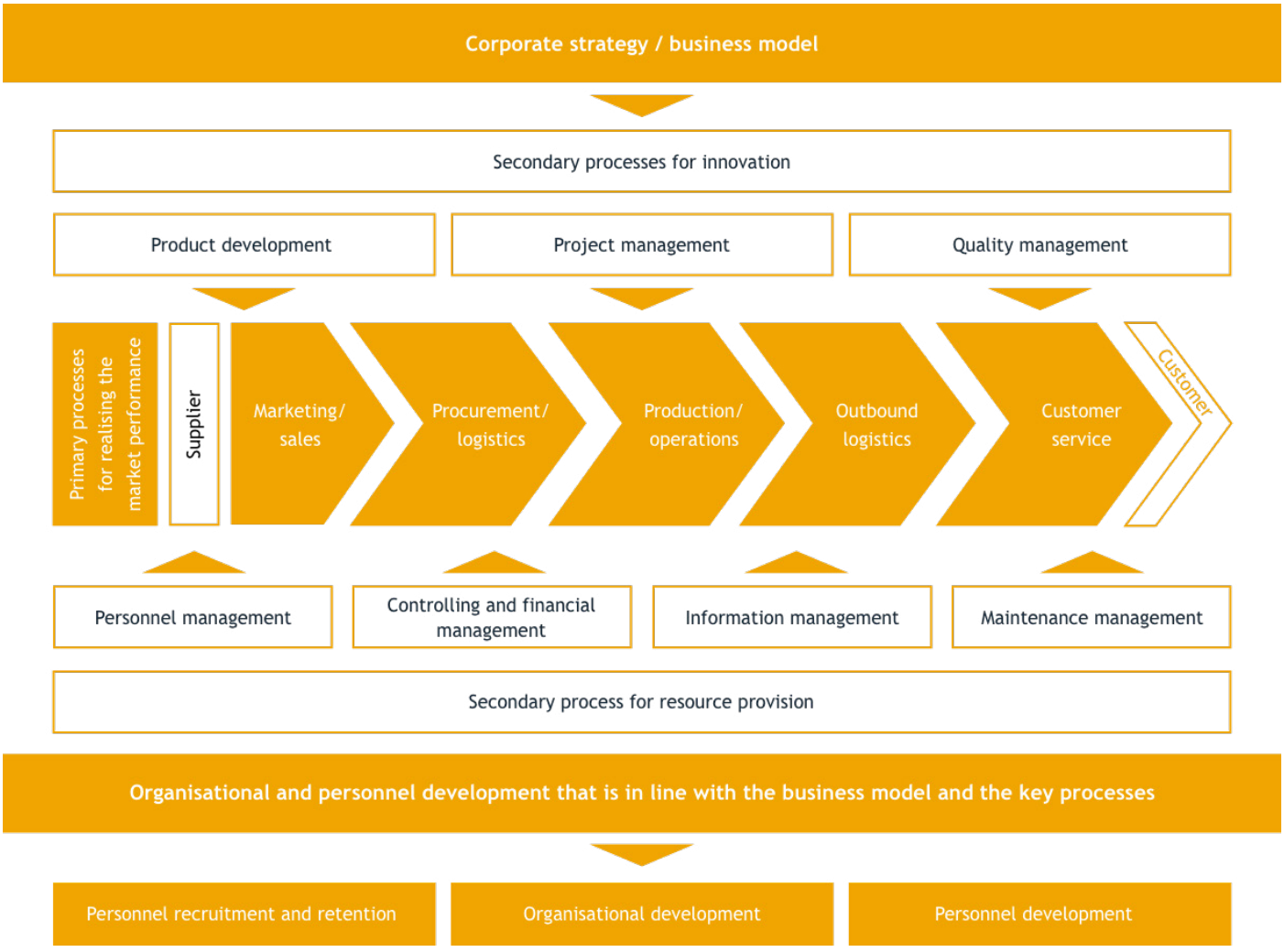
Process and organisational development

Corporate management through process and organisational development

Process and organisational development appropriate to the business model as part of active corporate development

The consistent alignment of business processes and the organisational structure with the requirements of the market and the corporate strategy coupled with the associated performance measurement are fundamental components of active corporate development and as such of a functioning business model.

Process and organisational development



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Successfully managing change situations means establishing effective and efficient processes and structures and regularly questioning and amending them with regard to the changing market environment as well as further developments in the corporate strategy. To this end, the business processes are purposefully aligned with the corporate strategy - the primary processes are thereby defined and designed to achieve the required market performance, and the secondary processes are put in place with the aim to innovate and make resources available. The same holds true for the alignment and further development of a functional organisation that consistently supports the process flow, e.g. by avoiding interfaces between those involved in the process flow and/or by defining such interfaces with minimal friction, without thereby losing its clout. In this context, it has proven successful for us to pragmatically build on the existing know-how of the company's staff in the first step and to utilise it in a targeted manner in the processes in line with their qualifications. The second step is to set up a systematic organisational and personnel development system that makes it possible to eliminate gaps in the functional structure of the organisation through the further development of existing employees or by adding qualifications through targeted personnel recruitment, and to develop steadily towards a theoretical optimum. Alongside professional qualifications, the motivation of the people involved is a decisive factor for the effective and efficient functioning of the structure that has been formed and that is still developing. This means that within the framework of personnel development, not only the alignment of professional qualifications but also the personal ideas of employees with those of the company must be implemented as a continuous process in the company.

At their request, we accompany our clients all the way to the realisation of the goals we have set together and we measure ourselves based on the results. The goal is the goal and not the way to it – it just needs to be the right way!

An overview of our services:

- Process analysis and optimisation
- Process reorganisation
- Supply chain management
  - Sales planning and sales management
  - Distribution and procurement management
  - Production planning and control
- Delivery performance optimisation
- Organisational analysis and design
- Structural reorganisation
- Personnel development
- Personnel recruitment and retention
- Planning of personnel requirements
- Communication & information systems
- Implementation and adaptation of ERP systems that support business processes
- Optimising cost accounting, calculation and controlling structures
- Strategy and optimisation: recognising and seizing opportunities

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