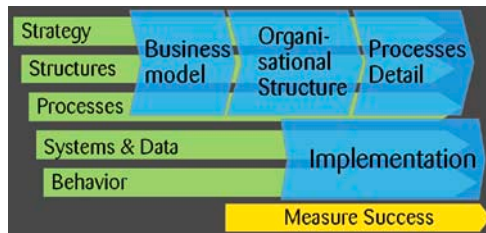


For companies to succeed in business, it is becoming increasingly important for them to follow or even anticipate dynamic changes. Zühlke has experience in innovative industries and can help you to undergo demanding changes in good time.

Consulting Development Integration

# Organisational Development



## Implementation and success measurement

Our experience shows that implementation is the crux of each organisational development project. You can count on our expertise in this regard. We produce materials that vividly and tangibly depict the new organisation, its functional mechanisms and the responsibilities of each individual. We work together with you to devise appropriate communication and training plans and even implement them if you desire. Acting as coaches and process moderators, we assist you in achieving the goals you have defined and point out the need for any corrective measures.

## Seeking new approaches together

A continual improvement process is important and boosts efficiency. But do all entities in a company really operate as effectively as possible? Economic, ecological, technological or social changes require that companies discard old business practices and seek new ones. Change is only achieved if old structures are torn down and the stakeholders become actors in the process, dedicated, responsible and ready to assume their new roles in an altered environment.

## Reliable, flexible process model

Zühlke has a tried-and-tested procedural model for organisational development and uses only consultants with many years of practical experience. We adapt the procedure to fit your individual situation and needs. Even when painful cutbacks are required, we seek innovative and constructive solutions instead of taking the standard bulldozer approach. We promote innovation and increase efficiency in system, hardware and software development processes. Those are our strengths. We also work carefully to assure optimum cooperation between Marketing, Development and Production in product innovation. After all, major organisational adaptations are often necessary when platform and module strategies are adopted.

## Advantages for you

- Management and technology: You profit from our unique blend of management experience and technical expertise. Our solutions take into account the market as well as product logic.
- Project experience: With the expertise we have gained from a large number of projects, we can introduce best practices that will steel your company for the challenges of the future.
- Impartiality: We act as objective moderators in the change process to prevent special interests from shaping or blocking change.
- Innovation: Zühlke has a reputation for providing innovative and constructive suggestions that effectively reduce the fears and resistance among employees that often accompanies dramatic change.
- Success: We assist you with implementation to make sure that you can attain the goals you have set.

Contact us if you sense a growing need for dramatic change. We are happy to suggest a change approach to fit your situation.



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