Expert knowledge
from the field.

Solutions in transformation, digitalization, AI integration and HR.

7

Areas of
expertise

25+

Years of practical experience

15+

Top tier clients

m.

Solutions in transformation, digitalization, AI integration and HR.

Our mission is to support companies in successfully mastering change and optimally positioning their organization for the future.

We offer tailor-made solutions to maximize the performance and efficiency of your organization. As a lead consultant with a CEO background and C-level HR expert with 25 years of experience, we specialize in the areas of transformation, digitalization, AI integration and human resources.

Use and benefit from our joint expertise to achieve your corporate goals and shape the future of your company.

Dr. Ingrid Meixner

Dr. Thomas Meixner

Satisfied customers.
Companies from start-ups to large corporations.

...and more.

Our range of services.
The solutions we offer you.

| INTERIMS MANAGEMENT	DIGITALIZATION	IMPEDIMENT ANALYSIS	ORGANIZATIONAL DEVELOPMENT
Safeguarding relevant know-how.	Increase performance and resilience.	Reduce tensions with with suppliers.	Shaping reorganization together.
CHANGE MANAGEMENT	TRANSFORMATION MANAGEMENT	WORKS COUNCILS	AGILIZATION
Managing change successfully.	Mastering transformation with confidence.	Partnering with works council through times of change.	Remain competitive in the future.

Interim management.
Securing relevant know-how.

Temporary assumption of management tasks with a focus on agile and digital transformation.

As interim managers, we take on temporary tasks in your company to manage transition phases and ensure continuous leadership and stability.

Our focus is on maintaining and improving **operational processes during periods of change or reorganization.**

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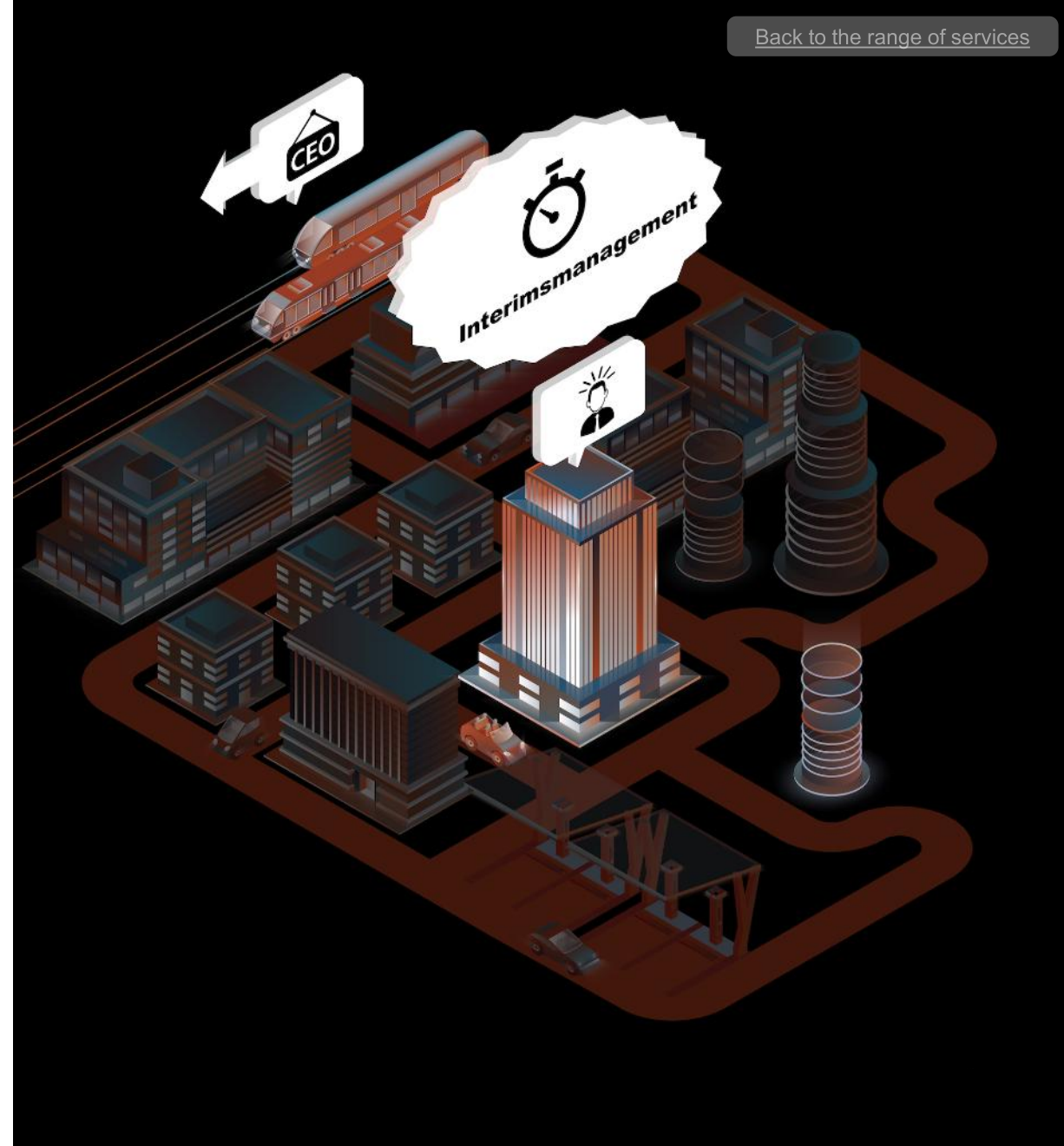
Interim management. Temporary assumption of management tasks with a focus on agile and digital transformation.

| Our challenges	Our approach in practice	Benefits
1 **Rapid relief**.	• Active operational and strategic release of existing employees during periods of stress.	Introduction of new impulses and new solutions.
2 **Complex transition phases**.	• Management of transition phases by experienced interim managers.	Ensuring stability and continuity in critical phases.
3 **Driving innovation**.	• Driving innovation through external knowledge in a targeted and flexible manner.	Increasing the efficiency and quality of implementation by exploiting potential and expert knowledge.
4 **Managing growth.**	• Acceleration of project implementation through immediate operational readiness.	Speed on the priority topics.
5 **Leading transformation.**	• Managing the change process, which includes structural, process-related or cultural changes.	Secure competitive advantage.

Digitalization.
Increasing performance and resilience.

To sustainably increase your company's business performance and resilience, we work with you to develop a holistic implementation strategy.

This means that we not only **implement technologies**, but also ensure that **employees develop** the necessary skills and **understanding** of the digital **changes.**

Planning includes identifying digital opportunities and challenges, defining clear goals and milestones. We also consider the integration of **artificial intelligence (AI) as a key component**.

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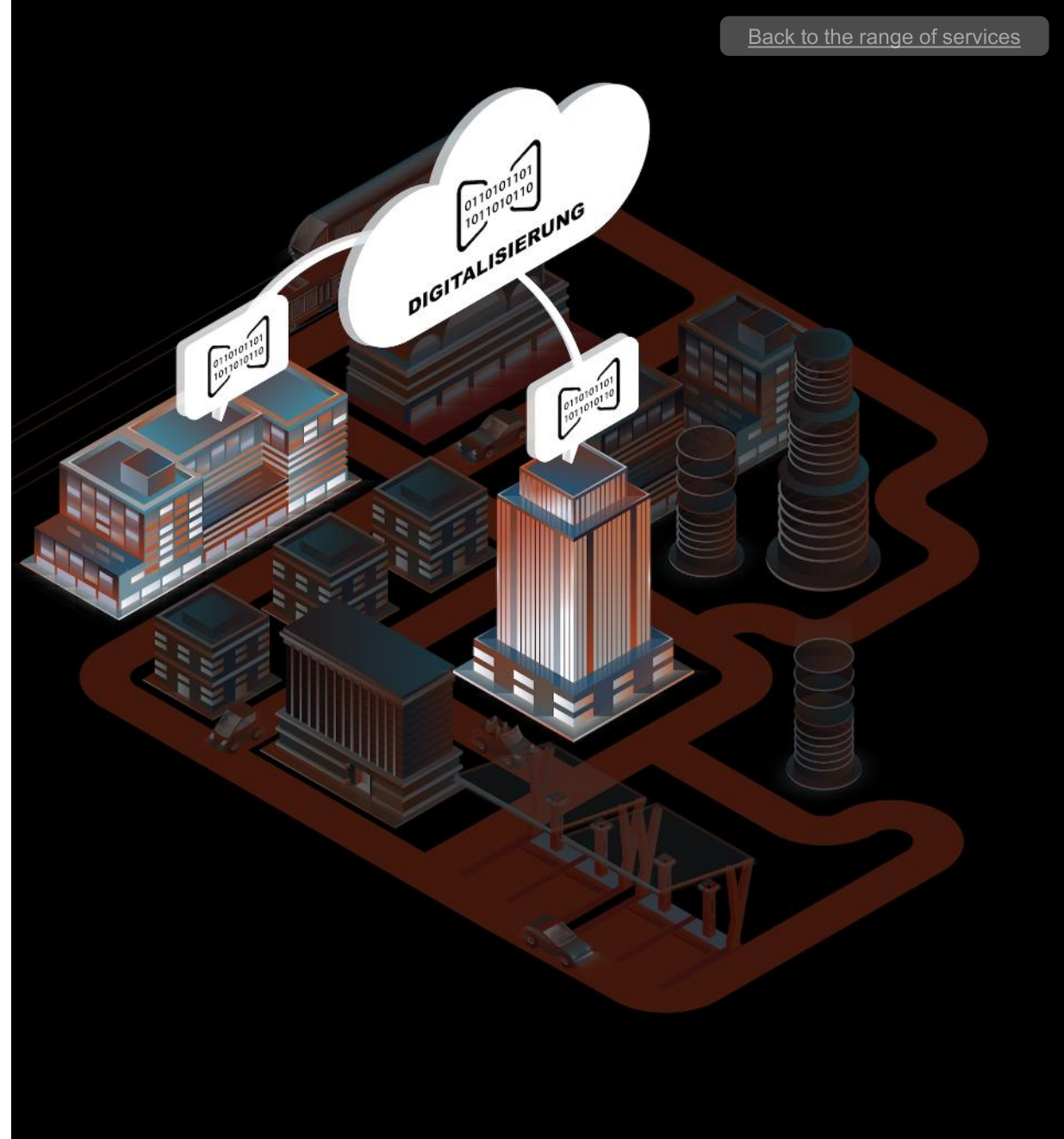
Digitalization. Sustainable implementation - ensuring employee acceptance and continuous process improvement.

Our challenges

1. **Technological complexity.**

2. **Employee acceptance.**

3. **Strategic implementation.**

4. **Data management.**

5. **Continuous improvement.**

Our approach in practice

Technology selection and integration:
- Carrying out a needs analysis
- Selection of suitable digital tools

Training and change management:
- Development and implementation of training courses.
- Supporting employees through the change

Strategic planning and implementation:
- Development of a clear digital roadmap
- Definition of goals and milestones

Data and knowledge management:
- Establishment of knowledge/data mgmt. systems
- Training employees in best practices

Continuous improvement:
- Introduction of regular evaluations
- Adaptation and optimization of digital processes

Benefits

Faster and more efficient processes through suitable technologies and reduction of workload and error rates.

Improved employee competence and increased ability and willingness of employees to accept digital change.

Future-proof positioning of your company as a digital pioneer in the industry.

Effective knowledge management by ensuring the preservation and transfer of critical corporate knowledge.

Continuous improvement of digital processes and adaptability to changing market and company requirements.

Impediment analysis.
Reducing tensions with suppliers.

Identification and removal of obstacles that impair the effectiveness and efficiency of cooperation between companies and their suppliers.

As an external mediator, we bring **objective perspectives and specialized problem-solving methods** to the collaboration. Thanks to our neutral position, we can **effectively mediate between the parties, reduce tensions and initiate sustainable improvements.**

The aim is to ensure a smooth and productive partnership. On request, we can accompany the implementation of measures following the analysis.

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with

Impediment analysis. Elimination of obstacles that impair the effectiveness and efficiency of cooperation with suppliers.

Our challenges	Our approach in practice	Benefits
1 **Waste of service provision**	**Analysis of the status quo:** • Review of documents provided and assessments for root cause analysis	Initial stocktaking and creation of an individual questionnaire for individual interviews.
2 **Weakened trust and communication barriers**	**Individual interviews:** • Interview both parties using the list of questions created in the previous step	Pain points in the team are known, potential for improvement has been identified.
3 **Inconsistent processes and procedures**	**Derivation of measures:** • Causes for pain points from the interviews are backed up with measures and coordinated	Uniform process standards and monitoring are re-established to ensure quality and delivery times.
4 **Technical and/or methodological deficits**	**Focus on skills and knowledge transfer:** • Deficits in the team are discussed openly • Deficits are addressed with measures on both sides.	Increase in technical competence and optimization of methodological approaches.
5 **Joint design of cooperation as a team**	**Identification and implementation of measures:** • Monitoring the implementation of measures • Joint target definition and team-building events	Strengthening team spirit - more effective collaboration and greater satisfaction.

Organizational development HR-IT.
Shaping reorganization together.

Develop a high-performance organization with our support.

Our organizational development services aim to strengthen your corporate culture and **provide strategic and operational support for internal reorganization.**

Together with the works council, we develop management and cultural change strategies, design internal communication strategies, implement reorganization programs, train managers, promote the involvement of employees in decision-making processes and realign processes.

decision-making processes and **realign processes.**

Proven in

Organizational development HR-IT. Develop a high-performance organization with our support.

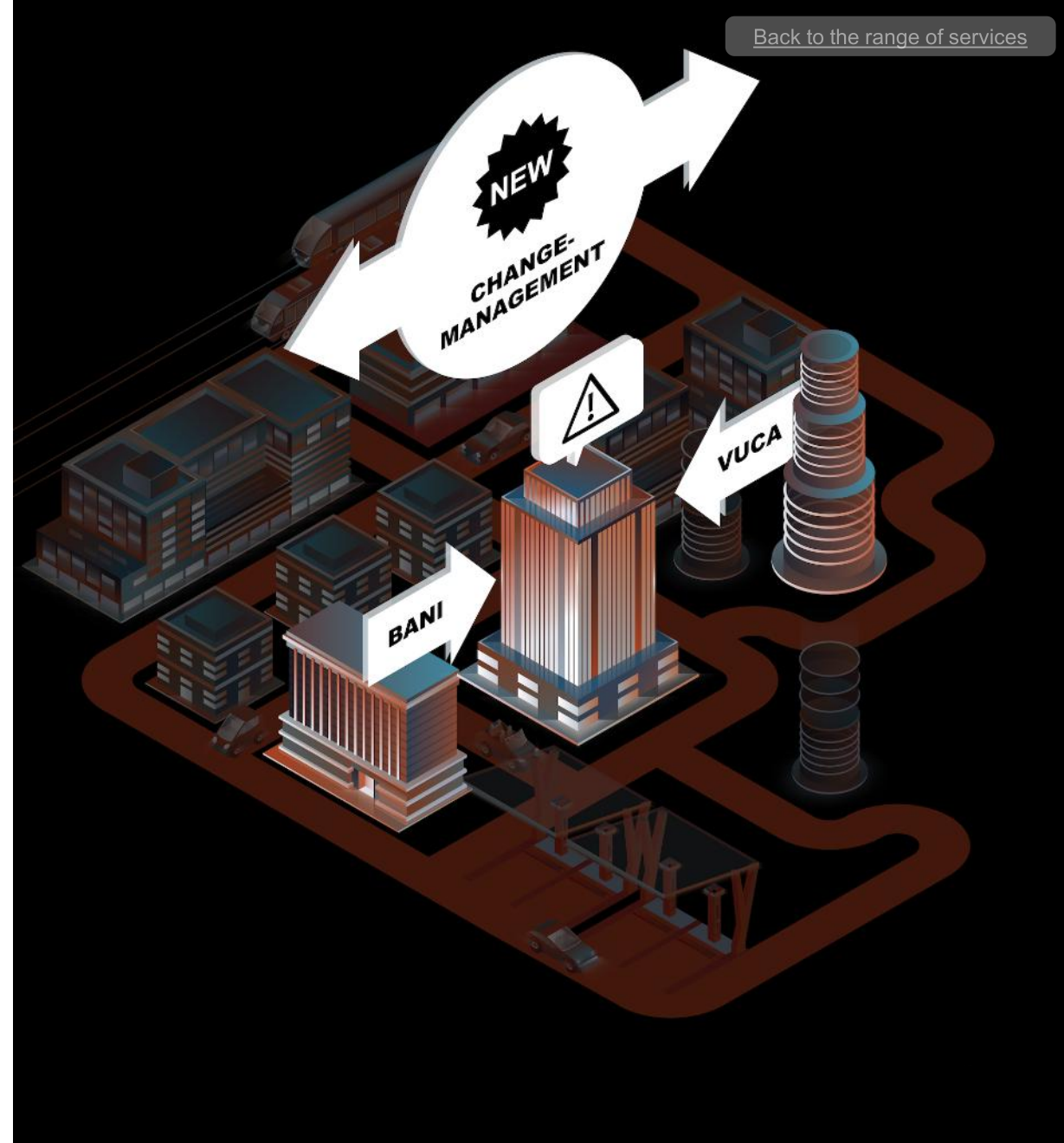| Our challenges	Our approach in practice	Benefits
1 **Works council management**.	• Ensuring operational and strategic compliance with the Works Constitution Act.	Experienced strategies for timely implementation.
2 **Jobs and condition mapping.**	• Ensuring operational and strategic compliance with labor law.	Operational and strategic support and / or concrete implementation.
3 **Change management**.	• Creation and implementation of employee, team and organizational support in the change process.	Further development of teams and employees in the reorganization process.
4 **Communication plan**.	• Supporting complex communication with management, works council and employees.	Promoting a transparent approach and strengthening the corporate culture.
5 **Corporate culture**.	• Strengthen and improve existing values and behaviors.	Creating a positive, supportive and performance-enhancing working environment.

Change management.
Making companies more resilient.

Navigate change successfully with our proven expertise and establish a culture of agility and continuous improvement.

We offer change management consulting, specializing in **navigating companies through change**. Our focus is on empowering organizations to proactively shape change and overcome resistance. Through tailored strategies and proven methodologies, **we support you in implementing new processes, technologies and behaviors** to make your organization more resilient and adaptable in the long term.

Proven in

Change management. Manage change successfully with our proven expertise and establish a culture of agility.

| Our challenges	Our approach in practice	Benefits
1 **Resistance to change**.	• Implementation of targeted communication strategies to promote transparency and trust.	Reduced resistance and increased acceptance of change.
2 **Unclear objectives**.	• Development of clearly defined goals and measurable milestones.	Improved orientation and focus in the change process.
3 **Lack of leadership skills**.	• Training and coaching of managers in change management skills.	Stronger and more effective leadership during the transformation.
4 **Limited resources**.	• Efficient resource planning and allocation to avoid bottlenecks.	Optimal use of available resources and minimization of downtime.
5 **Cultural barriers**	• Promotion of an open and agile corporate culture.	Increased flexibility and adaptability of the organization.

Transformation management.
Mastering transformation with confidence

Manage transformations autonomously - we accompany you on your path to success with digital strategies and coordinated HR measures.

We offer transformation management consulting to **guide companies through any kind of change process**. Our approach includes the introduction of agile methods and digital solutions to increase adaptability, efficiency and innovation.

We focus on **optimizing structures and processes and support managers and teams** to ensure a successful and sustainable transformation.

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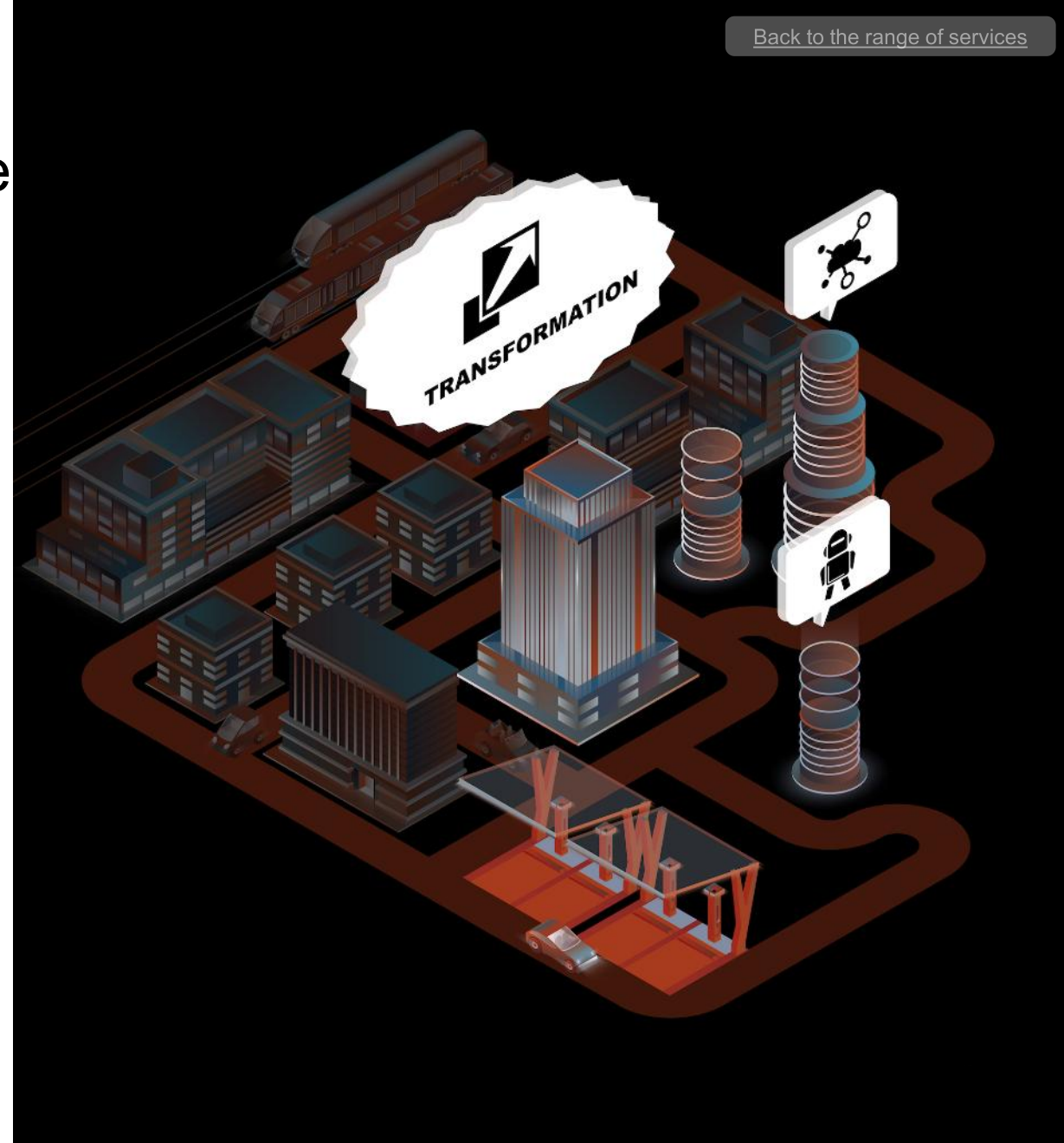
Transformation management. Manage transformations autonomously - we accompany you on your way with digital strategies and HR measures.

Our challenges

1 **Adaptation to agile methods.**

2 **Transition execution.**

3 **Adaptation of HR strategies.**

4 **Communication and engagement.**

5 **Continuous improvement.**

Our approach in practice

Introduction of agile methods:
- Readiness check to assess agility
- Definition of support streams for support

System migration and implementation:
- Validation and adaptation of technologies
- Real-time monitoring and derived control

Implementation of new HR measures:
- Transformation-supporting HR changes
- Targeted HR programs for managers and teams

Communication and engagement:
- Informing employees about changes
- Conducting workshops and meetings

Managing continuous improvement:
- Introduction of regular evaluation cycles
- Optimization of the transformation processes

Benefits

Increased adaptability in the transition phase through basic requirements to increase flexibility and responsiveness

Secure control of the client side and ensuring correct implementation including monitoring and documentation.

Improved employee engagement and promotion of employee participation and motivation through targeted HR measures.

Clear communication by ensuring effective communication during the transformation.

Sustainable improvement through continuous optimization and adaptation of processes for long-term success.

Works councils
Legally compliant implementation.

Support and negotiation with the works council during change processes

We support change processes in close **cooperation** with the works council - particularly in the case of **reorganizations** or the **introduction of new IT systems** - **company agreements, regulatory agreements and reconciliation of interests**. Our aim is to develop viable solutions that take into account both business requirements and the perspective of the employees. **We focus on trusting cooperation** and **pragmatic feasibility** for both sides.
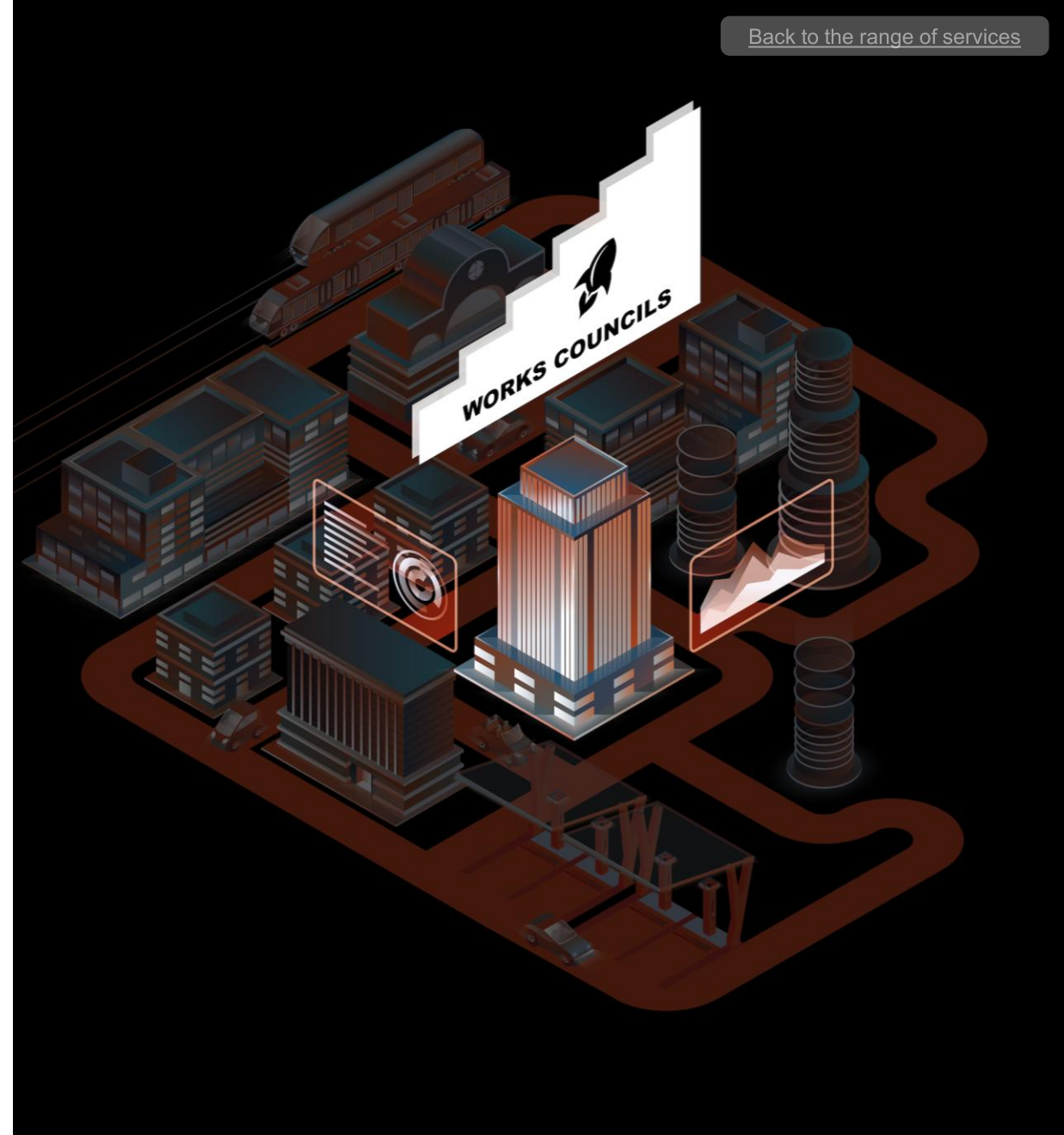
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Works councils. Develop a high-performance organization with our support.

Our challenges	**Our approach in practice**	**Benefits**
1 Works council management.	• Transparent communication with clear decision-making channels - preparation of regulatory agreements and works agreements.	Legally compliant and binding implementation of change projects.
2 Introduction of new systems.	• Moderation and mediation of coordination processes.	Avoiding delays and developing viable solutions.
3 Dealing with tensions.	• Development of communication formats to strengthen the culture of participation.	Constructive handling of critical situations - sustainable dialog between management and works council.
4 Transformation to agile structures.	• Translating strategic objectives into concrete operational measures.	Reduction of resistance and development of common objectives.
5 Company agreements.	• Documentation of the changes in sustainable agreements.	Promoting acceptance of new working models and processes.

Agilization.
Remain competitive in the future.

Become agile and flexible to meet the demands of the modern market - we can help you.

We make your company more flexible, responsive and efficient. With a **comprehensive "Agility Analysis & Needs Assessment"**, we enable the development of customized solutions for your company.

Our customized agilization package enables you to respond faster to market changes, increase productivity and create a dynamic work environment **that fosters innovation.**

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with
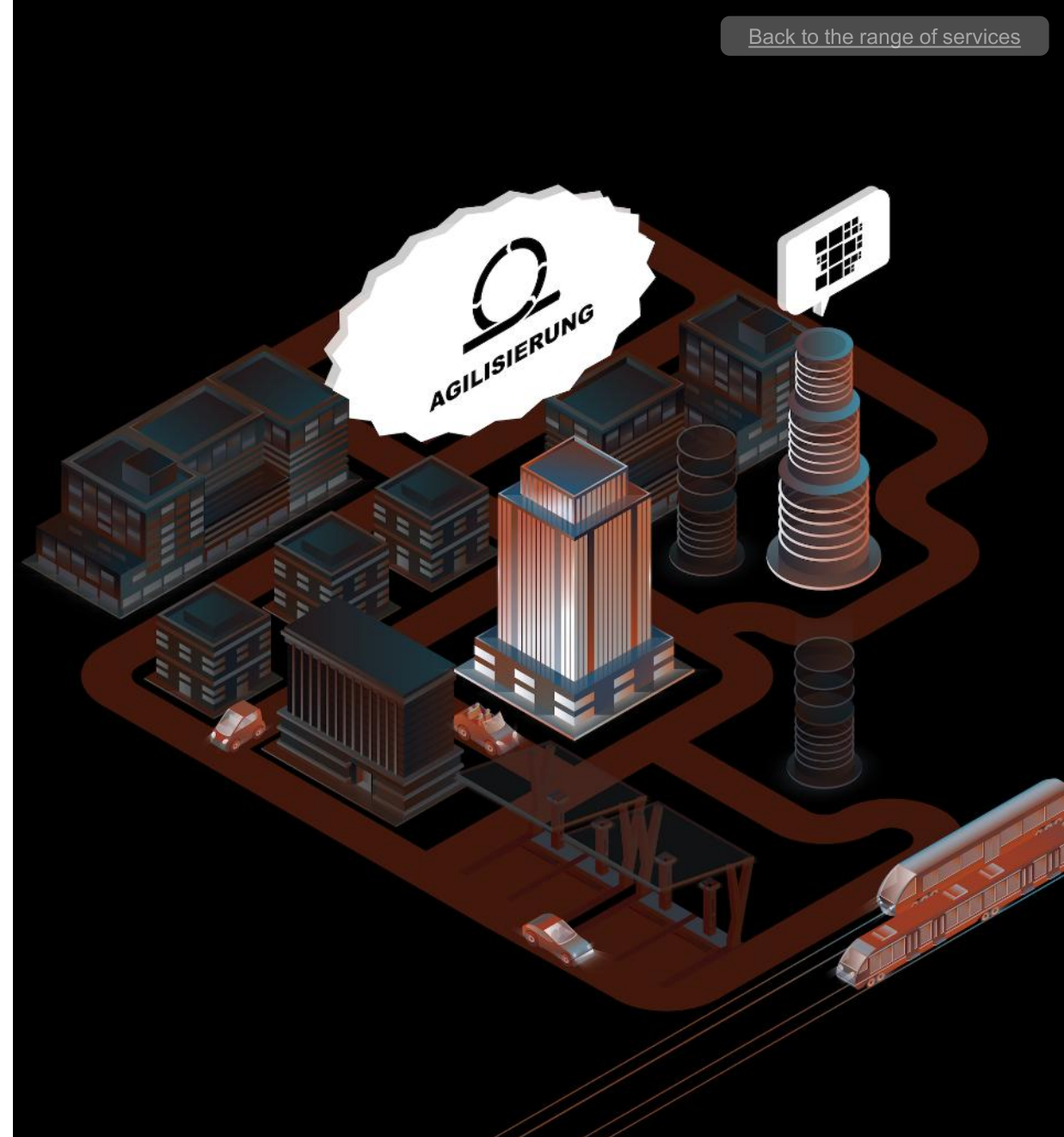
Agilization. Become agile and flexible to meet the demands of the modern market - we can help you.

Our challenges	Our approach in practice	Benefits
1 Increase flexibility in the company	**Recording the status quo:** • Carrying out a comprehensive needs assessment • Identification of potential for improvement	Basis for designing flexible structures and processes in order to establish agile frameworks and processes in departments and teams.
2 Introducing agile methods	**Introducing agile methods:** • Gradual introduction of agile frameworks • Supporting the teams with agile coaches/experts	Initiate agile transformation to improve innovation and team collaboration.
3 Involve employees	**Employee participation:** • Involving employees in decisions • Workshops to promote the agile mindset	Improved employee engagement through higher employee motivation and participation.
4 Increase efficiency, create clarity	**Process optimization:** • Introduction of agile methods such as SCRUM • Regular evaluation and process adjustment	Effective requirements management through optimized processes that lead to faster and better results.
5 Continuous improvement	**Introduction of feedback loops:** • Retrospectives for regular review • Further development of agile processes	Long-term success and competitiveness through continuous optimization.

Please contact us
with us.

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