

Empowering Future Readiness

Cultural
Transformation

Lern-Architektur
und Leadership
Development

Talent- und Nachfolge
Management



Transformation Management AG Introducing ourselves



TMAG-Team
St. Gallen, München, Wien 2023

Our self-understanding

We support our costumers in successfully designing

- ≡ Cultural Transformation
- ≡ Learning Architectures for Organizational Excellence
- ≡ Leadership Development as well as
- ≡ Strategic Talent and Succession Management

Integrative, comprehensive, company-specific and industry-independent, for profit and non-profit organizations.



We are...

- ≡ clear in what we say and do!
- ≡ inspiring with our solutions!
- ≡ effective in our approach!

Our expertise

In over 20 years and more than 150 successfully completed projects we have become experienced specialists in all aspects of our core topics.



We can assess what is useful, pragmatic and realistic.

Above all, we also know the stumbling blocks and risks in the concrete implementation in the organizations.

We have clear conceptual ideas on our core topics, but we do not sell standard solutions.

Together with our clients, we develop the necessary and appropriate process elements and formats. Our clients rate this as one of our particular strengths.

Our range of consultancy services



Our range of consultancy services

Cultural Transformation

Transformation Alignment

Topics

- ≡ Organizational diagnosis
- ≡ Organizational Excellence Model
- ≡ Organisation Designs
- ≡ Visions – Workshops
- ≡ Guiding principles and values
- ≡ Proactive Stakeholder - Management

Occasions

- ≡ Cultural Transformation – readiness for the future
- ≡ Reorientation, integration and merging of business units
- ≡ Merging of companies (small and medium enterprises)
- ≡ Integration of start-ups
- ≡ Reorientation of organizations; Designing corporate identity
- ≡ Implementation of guiding and foundational principles, new tools, processes etc.

Transformation Architecture

- ≡ Transformation Architecture: systemic, customized
 - ≡ behaviour, communication
 - ≡ processes and structures
- ≡ Program management
- ≡ Quality assurance and success measurement
- ≡ Transformation facilitation identification & education
- ≡ Transformation – storytelling, communication concept



Transformation Implementation

- ≡ Project management
- ≡ Operative process management to ensure results
- ≡ Supervision and coaching
- ≡ Support of Soundingboard
- ≡ Communications work
- ≡ Team development
- ≡ Team-Maturity-Check®
- ≡ Facilitation – workshops
- ≡ Transformation - workshops

Our range of consultancy services

Learning Architecture and Leadership Development

Learning Architecture

Topics

- ≡ Formats, settings, methods and tools for
 - ≡ individual learning
 - ≡ social learning
 - ≡ organizational learning
- ≡ Design of learning environment
 - ≡ customized
 - ≡ digital, analog, virtual, present, synchron, asynchron
- ≡ Accompanied learning journeys
 - ≡ Basecamps
 - ≡ Check-ups
 - ≡ Learning-Session
 - ≡ Study-Buddy-Systems
 - ≡ HOT-Sessions
 - ≡ Hackathons
 - ≡ Coaching, sparring, peer-sprints
 - ≡ etc.

Strategic Competence Development

- ≡ Strategic competency model
- ≡ Leadership Impact Model
- ≡ Shaping strategic leadership processes
- ≡ Best-Practice-Tools of leadership processes (customizing and implementation)
- ≡ Leadership-Readiness for the Future - Readiness Check
- ≡ Future Skills, Future Competencies
 - ≡ Identification
 - ≡ Screening
 - ≡ Upskilling, reskilling
- ≡ Future Lab



Leadership Development

- ≡ LEAVOR® Program – Learning Adventure for Business Excellence
- ≡ Managementsimulation Future Mind®
- ≡ Sparkling moments of leadership
- ≡ Meta-competencies, -potentials
- ≡ Learning concepts for top/senior management
- ≡ Team-Maturity-Check®, Business – Excellence-Team (BET)
- ≡ Formats: Learning Sessions, Podcasts, Learning Nuggets, Check-ups etc.
- ≡ Individual and team coaching,
- ≡ Sparring
- ≡ Mediation
- ≡ Leadership resumé, Impactful Leadership

Our range of consultancy services

Talent and Succession Management

Talent and Succession Alignment

Topics

- ≡ TMI – Talent Management Index®
- ≡ Strategic key positions
- ≡ HR - Quick Check
- ≡ Vision: Talent and Succession Management
- ≡ PRYSMA Model®
- ≡ Strategic competency model (L.I.M.)
- ≡ Identification of potentials
- ≡ Succession Risk Matrix
- ≡ Learning architecture

Talent and Succession Architecture

- ≡ Customized implementation roadmap to build a strategic talent and succession management
- ≡ Leadership and expert careers
- ≡ T&SM Dashboard: Succession Risk Landscape
- ≡ Succession-Screening, Succession decisions
- ≡ Passage-Management
- ≡ Design of customized high-potential development programs

Talent and Succession Implementation

- ≡ Succession planning at top management levels
- ≡ Identification of proxy, successors, surrogate
- ≡ Performance management in the talent process
- ≡ Education and further training HR experts: Talent Management Certificate®
- ≡ Supervision, coaching, sparring



How we collaborate



- ≡ We assemble our customers' in-house knowledge, our experience and our broad knowledge in our core topics and jointly develop customized and implementable overall concepts.
- ≡ Together we find the optimal approach and the right pace to sustainably anchor these central topics in organizations.
- ≡ By means of supervision, open feedback, management and team coaching, we provide the security to achieve qualified results.
- ≡ If required, we also take on operational tasks in initiatives and projects that we accompany to advance the appropriate measures in the organization.

Customer Statements



„Driving, demanding and persistent, TMAG has prepared our managers for disruptive, volatile times, uncertainty and complexity.

With a fine feeling for the culture of southern Germany and the ability to pick up the managers where they stand, TMAG quickly creates acceptance and a basis of trust. At the same time, it always has an open ear for our problems, which it addresses with flexibility, creativity and a sympathetic portion of humanity.”

Jana Schmidt, Head of Human Resources M-net Telekommunikations GmbH



„Never a dull moment.”

„The collaboration with TMAG promotes you to take a step away from your usual thought patterns and invites you discreetly but inevitably to question and reflect upon your actions and their impact. We always had the feeling that they were truly interested in our development and that they would never let us give up. They were strict but empathetic!”

Alfred Bernhard, C.E.O. at Würth-Hochenburger

Customer Statements



Transformation Management AG has been with us since 2013. Their concept promised to prepare us and our managers for turbulent times. Yet neither they nor we ourselves knew how turbulent the times were to become: Three different company names with three different strategies and three different management teams in a period of four years illustrate this forthright.

Despite these dynamics and numerous reorganizations, we have been able to improve the quality of our services, achieved our targets and positioned ourselves as a reliable partner in a constantly changing environment. Thanks to TMAG's understanding of our requirements, its conceptual thinking, its sensitivity to people, situations and economic needs and, not least, making visible of our behavioral patterns made and continue to make TMAG's consulting processes so effective for our company.



The collective development initiatives with our managers have already left a lasting impact. We are clearly moving towards a more open corporate culture with a higher level of "functional intimacy" in and among the organizational units.

Dr. Roman Necina, VP Process Development and Technical Services, Baxter/Baxalta/Shire Austria

Customer Statements



What to do?

umdaschgroup ...when you are the CEO of a very successful corporation but already know that the current leadership culture is not sufficient to master the challenges of the future or rather to remain No. 1 in a global market. From here there are many possibilities.



We have chosen to work with the team of Transformation Management under the leadership of Prof. Graf because we have had already worked in good collaboration with them in the field of Talent Management, where in fact the groundwork for a successful future-oriented leadership culture lies.

We needed something that shows us the current behavioral patterns quickly and offers us an objective representation of ourselves. At the same time, we wanted to show how new and other behavioral patterns of leadership can be more effective in order to increase performance significantly. We were able to develop this on the basis of the „ LMC –Future Mind“ and have implemented it for all our global managers.

This can only work when the CEO himself is ready for change and is aware that he was and is also part of this past culture. Courage and a certain amount of risk willingness are necessary as the outcome is difficult to assess in advance. What I and all managers had to learn is that it is not a fast process. Changing corporate cultures takes as long as it took to create the former culture.

The sustainability of this process „LMC –Future Mind“ with professional support is significant!

We have found this sustainability with Mr. Prof. Graf and his team from "Transformation Management St. Gallen" who are specialists in changing corporate cultural. Thank you again for this wonderful support!

Jürgen Obiegli, Chief Executive Officer, Doka Group

Customer Statements



The Rombach Group is an over 80-year-old family-owned organization active in several divisions of the media sector.

The organization is now led by the third generation of the family, therefore continuity in change. This is precisely what characterizes the collaboration with the consulting group Transformation Management AG. We have been working with the management board member Mr. Prof. Dr. Stephan Laske for over 30 years in several matters and at different levels of intensity.

The keys to success are openness, trust and personal appreciation on the one hand and professional consulting competence in business, organizational and interpersonal topics on the other hand. The question for practical solutions is combined with questioning the concerned people, which also has a quite challenging note to it. Reflection and self-reflection are key components of their consulting approach, which leads to conviction, motivation and ultimately satisfaction of the managers.



We can only highly recommend the Transformation Management AG.

Andreas Hodeige, Managing Director at Rombach Druck + Verlagshaus GmbH & Co. KG

Customer Statements



ATU

"I started the course to become an academically certified talent manager in May 2021 and successfully completed in 2021. The practical content of the course, the exchange with other colleagues and the feedback from TMAG were very helpful. As part of the course, I was allowed, among other things, to design an internal talent program, which is already in a very successful implementation phase at ATU. I received very positive feedback from the participants of this talent program, all the way up to the management.

Thus, this course had an absolute added value for me personally, but above all also for my daily work as a personnel developer."

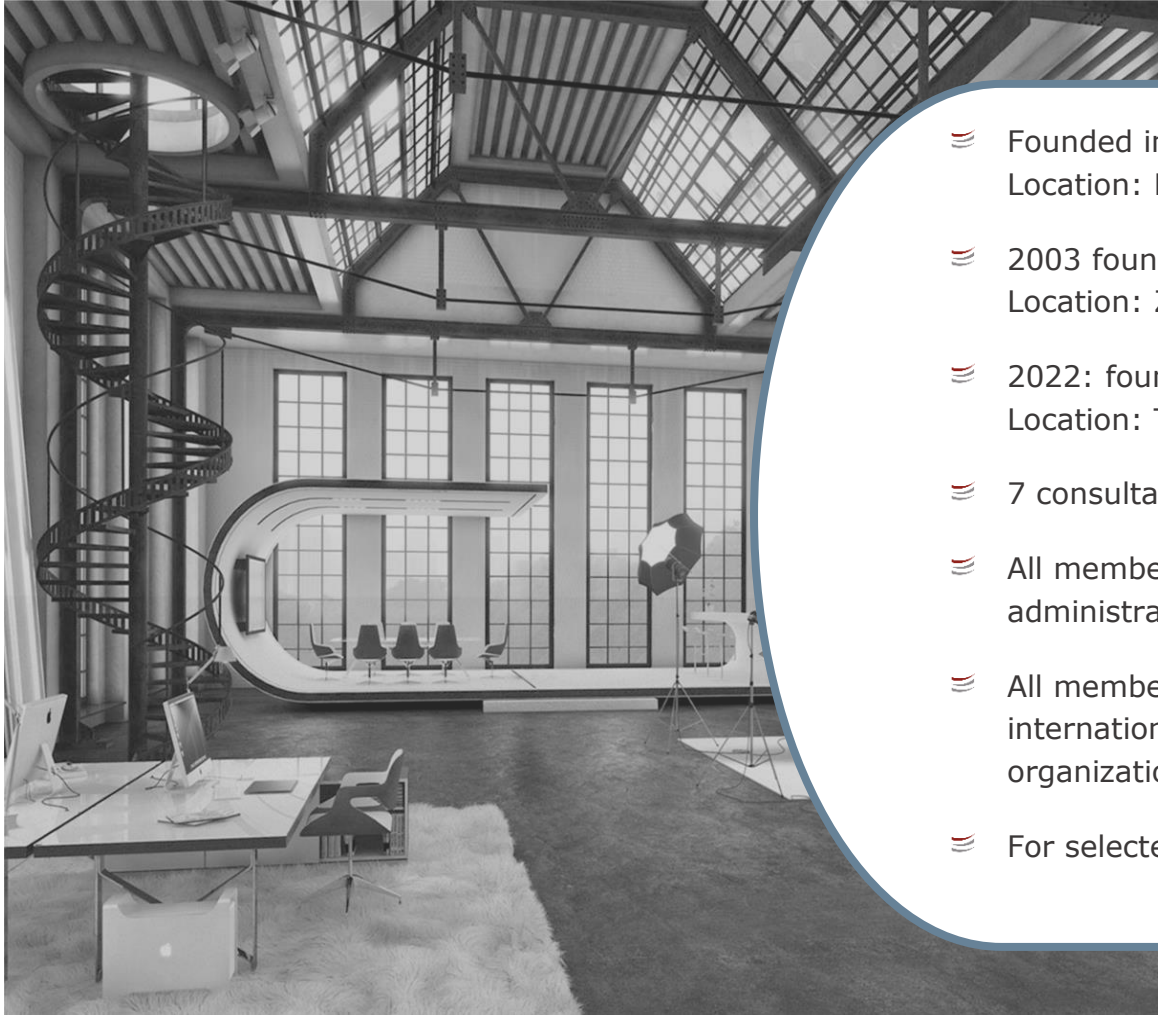
Matthias Hablawetz (ATU Academy)



Extract from our references



Facts about Transformation Management AG



- ≡ Founded in 1998 as Transformation Management GmbH – Munich
Location: Fürstenrieder Straße 279a , 81377 Munich
- ≡ 2003 foundation of Transformation Management AG – St. Gallen
Location: Zürcher Strasse 202, 9014 St. Gallen
- ≡ 2022: foundation of Transformation Management GmbH - Vienna
Location: Tuchlauben 7a, 1010 Vienna
- ≡ 7 consultants in the core team, 15 in the extended network
- ≡ All members of the core team have at least/either a degree in business administration and systemic training.
- ≡ All members of the core team have many years of experience in consulting international corporations, small and medium-sized enterprises and non-profit organizations.
- ≡ For selected topics in projects, we call in experts from our network.



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