



TRANSFORMATION
St.Gallen München MANAGEMENT
AKTIENGESELLSCHAFT

Ready for new perspectives

Leadership

Transformation
Management

Talent Management

The Transformation Management AG A Short Introduction

TMAG-Team
St. Gallen, Munich 2020

TMAG

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Our Self-Conception



We support our customers in designing successful transformation processes and in strategic human resources management: customized to the organization and sector independent, for profit and non profit organizations.

Our customers appreciate our expertise and strength.

We are ...

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

The Transformation Management AG Introduces Itself

Our Expertise (I)

Throughout the last years the TMAG team has arguably developed to the most experienced specialists all around the topics of Transformation Management, Talent- and Succession Management as well as Leadership-Development.

The basis of our competence is a broad variety of transformation and development projects with our customers in Germany, Austria and Switzerland.

Additionally, with our international benchmark research study „Talent Management on Trial“ we developed a compelling expertise in Talent- and Succession Management. This is the most current and probably also the broadest Talent Management study in the D-A-CH countries: more than 300 organizations (of which 70% are DAX30-, ATX- and SMI-organizations) have put themselves to the test.

The core of the research study is the **Talent Management Index®** developed by us. It allows to differentiate best practices in Talent Management from general HR-Development..

The Transformation Management AG Introduces Itself

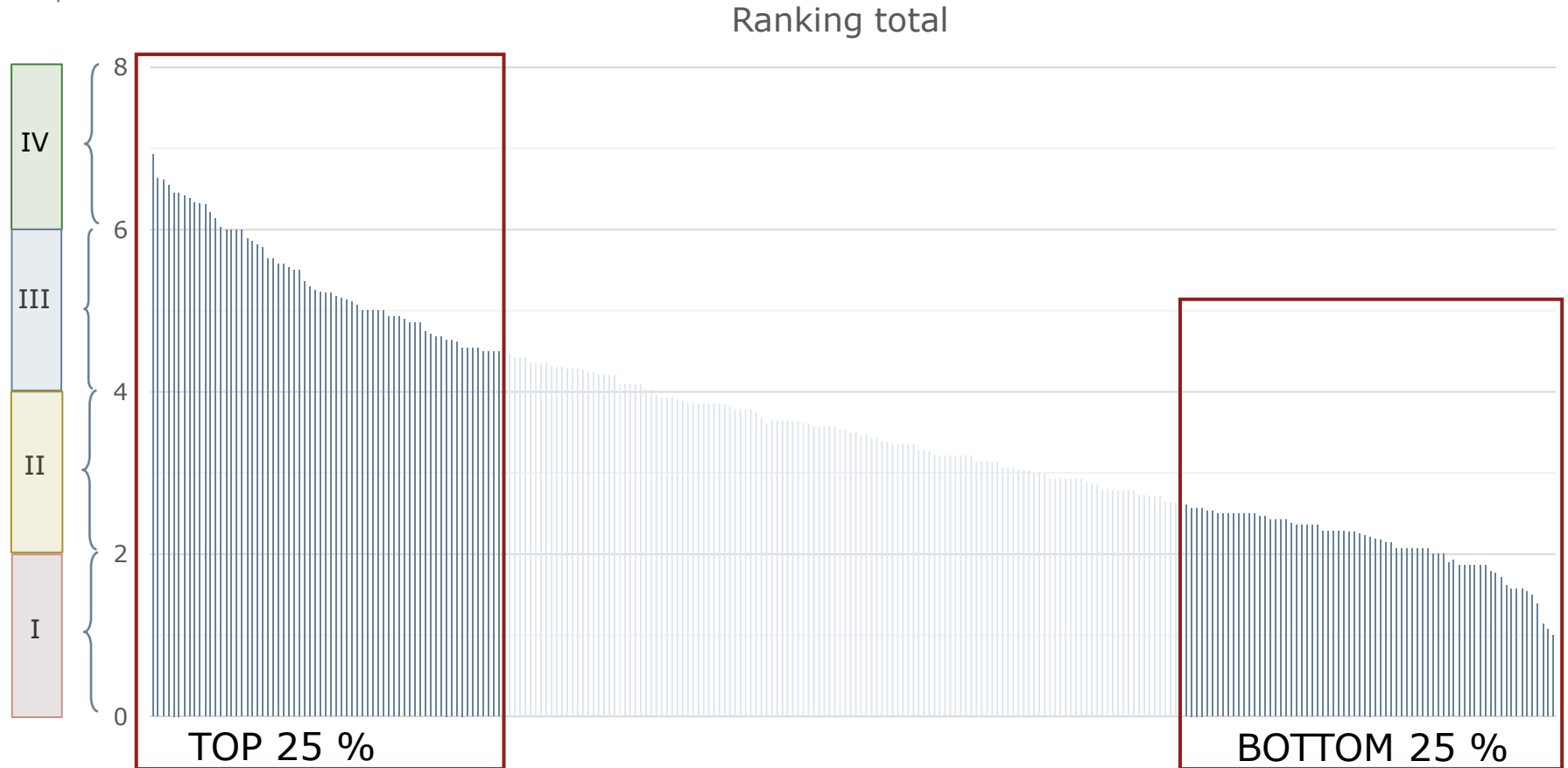
Industry Overview of our Research Study

Finance	BAWAG PSK, Deutsche Bank, R+V, ERSTE GROUP, Baloise, VOLKS BANK AG, talanx, RTV, winterthur, CSS, SwissLife, ZURICH, Haspa, Munich RE, HypoVereinsbank
Services	FLF, Raport, Rödl & Partner, BERNER Group, DKSH, Adecco, steria mummert consulting, bwin, VORWERK, REWE, KUONI, MIGROS, ACC, VIE
Industry	ebm papst, RATIONAL, LAPP GROUP, BOEHLERIT, frauenenthal, vossloh, Eagle Burgmann, Lenze, VAMED, +GF+ OSRAM, NOVOMATIC, SIEMENS, KÄRCHER, ABB, ZEISS, GE, OLYMPUS, STORZ, AIRBUS, Dräger, Rosenberger, swarco, HANIEL, MED*EL, KION, INORDEX, phoenix, PALFINGER, ZIMMERMANN
Packaging	SEMPERIT, REHAU, greiner, STI GROUP, Constantia, greiner packaging, ottobock, ALPLA
Consumer goods	Mobilia, adidas, VORWERK, HABA, Baller, AUSTRIA JUICE, Miele, FABER-CASTELL, STABILO, Ermi
Building Industry	BILFINGER, Internorm, Wienerberger, VEGA, Schindler, umdaschgroup, HILTI, OTIS, RIEDERBAU, STRABAG, AFG Arbonia-Forster-Holding AG
Engineering	KRONES, SMS SIEMAG, rosenbauer, OPTIMA, BRUCKNER GROUP, BIZERBA, ENGEL, FESTO, KSB, WITTENSTEIN AG, ANDRITZ, KÖRBER, SKF
Metal-working Industry	eos, WALTER, Aurubis, voestalpine, SALZGITTERAG, saarstahl, DILLINGER HÜTTE, plansee, Heraeus, RHEINMETALL, facc
Automotive Industry	EJOT, DRAXLMAIER, LEONI, KIRCHHOFF AUTOMOTIVE, DAIMLER, Mubea, brose, BENTELER, Audi, kiekerl, KOSTAL, ZKW, DEUTZ, SCHMITZ, Webasto, KROMBERG & SCHUBERT, DURA, BOSCH, MAGNA, Ford, BMW, VW, PEAC, KICKER
Utilities	SMA, RWE, Verbund, EVN, RheinEnergie, ENERGIE AG, EnBW, VATTENFALL, Salzburg AG, VSE, e-on, WATTENFALL, GASAG, OMV, bp, Stadtwerke Augsburg, BKW, CWW, swb, LINZ AG, E, DEW21, EWE
Logistics	DB, BAHN, Deutsche Post DHL, DACHSER, Diebstahl, DIE POST, SBB CFF FFS, Post, PANALPINA
IT/ Telecommunication	Deutsche Telekom, SAP, e-plus, WINCOR NIXDORF, RECHTE, IBM, TELE, arvato systems
Chemistry/ Biotechnology	Bayer, LENZING, TEVA, K+S, Baxter, BRENNTAG, SIEGWERT, syngenta, AIR LIQUIDE, BOREALIS, MESSER, huber, Jungbunzlauer, WACKER, Beiersdorf, Roche, Boehringer Ingelheim

The Transformation Management AG Introduces Itself

Benchmarking with the Talent Management Index®

maturity / point
level / value



The Transformation Management AG Introduces Itself

Our Expertise (II)

Our consulting experience from the past 20 years and the knowledge we have gained from our contemporary study have been consolidated in **more than 100 projects**. This gives us the necessary confidence to assess the usefulness of different approaches for the respective Transformation processes, Talent- and Succession Management measures as well as Leadership Development initiatives of our customers.

We can assess what is helpful, pragmatic, and realistic. We are particularly aware of the obstacles and risks during the implementation.

Obviously we do not want to keep our expertise and experience to ourselves. We certainly have clear conceptual ideas of our topics. Nevertheless we do not sell standard solutions. Together with our customers we develop necessary and suitable process elements. Our customers rate this as our particular strength.

The Transformation Management AG Introduces Itself

Our Expertise (III)

We know that next to Best Practice–Know How in designing strategic Talent Management, Talent Management rises and falls with the organization's leadership quality.

Leadership in the sense of „readiness for the future“ is the third field of competence of TMAG. Here, the design of a learning architecture with a reasonable mix of synchronous and asynchronous, digital, analog and virtual settings, which fits exactly to our customers needs, lies in the core of our expertise.

Our clear picture of successful and qualified leadership in the future is based on the Leadership Impact Model (L.I.M.). It helps our customers to create an adequate framework for the development of a focused and effective Leadership Culture.

Our Portfolio - Overview



Our Portfolio

Area: Transformation Management

Transformation Orientation

Transformation Architecture

Transformation Implementation

Topics

- | | | |
|---------------------------------------|---|--|
| → Organizational diagnosis | → Customized Transformation Architecture | → Project management, operational process steering |
| → High Performance-Organization | → Project structure | → Supervision |
| → Organization design | → Process-planning in detail | → Chaperonage sounding board |
| → Strategy-/Case for Action-Workshops | → Change-Facilitator identification and development | → Communication activities |
| → Vision - Workshops | → Change - Story, communication concept | → Management of change - workshops |
| → Stakeholder - Management | | |

Occasions

- Culture transformation – readiness for the future
- Digitalization
- Reorientation, integration and merger of organization areas
- Merger of organizations (small and medium sized companies)
- Reorientation of SMOs; shaping of organizational identity
- Implementation of vision, mission, principles, new tools, processes etc.

Our Portfolio

Area: Leadership Development

Leadership Basics

Leadership Processes

Leadership Trainings

Themen

- Leadership Principles
 - Mission development
 - Competency model; Leadership Impact Model
 - Leadership balance
 - Management of development passages
 - New Manager Assimilation
 - Planning and management of career paths
- Best Practice-Tools of leadership-processes (customizing and implementation)
 - MbO and employee appraisals
 - Employee-, staff and talent conferences
 - Leadership readiness for the future
 - Leadership readiness check
 - Virtual leadership
 - Virtual team management
 - Learning adventure for business excellence
 - Learning Sessions
 - Coaching (individual, groups)
- Learning architecture
 - customized
 - digital, analogous, virtual, presence, synchronous, asynchronous
 - LEAVOR®-Program – learning adventure for business excellence
 - Management simulator Future Mind®
 - Sparkling moments of leadership
 - Meta competencies
 - Learning concepts for to-management
 - Team Maturity Check and High-Performance-Team-Management
 - Learning Sessions

Our Portfolio

Area: Human Resources Management

Human Resources strategisch

Human Resources operativ

Human Resources Special Topics

Themen

- | | | |
|--|--|---|
| → HR - Vision / Governance | → HR-Cockpit | → Intergenerational change in family firms |
| → Agile HR-Organization | → Succession-Risk-Landscape | |
| → HR-Business Model | → Succession-Screening, Succession Decision | → Management of Succession processes within first and second level leadership |
| → HR - Quick Check | → Onboarding processes | |
| → Learning Architecture - digital, analogous, virtual, presence, synchronous, asynchronous | → Job-Profiling | → Key Performance Indicators in Human Resources Management |
| → Strategic Talent- and Succession Management | → Development Center, Simulator „Future Mind“® | → Team Management on first and second leadership levels |
| → Competency Models (L.I.M.) | → Assessment Center | → Professional Management of Offboarding processes |
| → Job Architecture | → Leadership Processes | → Mediation (groups, individual) |
| → Performance Management | → Team Maturity Check | |
| | → Professionalization of HR staff | |

Working together with our Customers...

- With company internal know how of our customers, our experiences and our broad expertise in our core subjects – Transformation Management, Talent- and Succession Management and Leadership-Development – we design customized and realizable concepts (co-creative collaboration).
- Together we come to the ideal approach and the appropriate pacing for the sustainable implementation of our solutions.
- With our supervision, our feedback and our management- and team-coaching we provide confidence and achieve qualified results.
- If required we undertake operative tasks of implementing appropriate activities within the customer organization.

We work with organizations from all industries and sizes ... (extract)



Key Figures of TMAG

- Established in 1998 as Transformation Consulting Group – München GmbH
Location: Fürstenrieder Straße 279a , D-81377 München
- 2003 foundation of Transformation Consulting Group St. Gallen GmbH
Location: Hüttenwiesstraße 39, CH-9016 St. Gallen
- 2009 rebranding in Transformation Management AG
Location: Zürcherstrasse 202, CH-9014 St. Gallen
- 8 consultants in the core team, 15 in the extended network
- All employees in the core team have completed at least a Business University degree and have accomplished a systemic training program.
- All employees in the core team have multiple years of experience in consulting international organizations, small and mid-sized organizations as well as non-profit organizations.
- For selected topics we include experts from our network into the projects.



Ready for new perspectives

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