



CHANGE LIGHT-LY[®]

TRANSFORMATION MANAGEMENT ⊕ PROJECT MANAGEMENT ⊕ INTERIM MANAGEMENT



RESPONSIBILITY



PROFITABILITY



SUSTAINABILITY

FOR A SUSTAINABLE FUTURE OF EUROPE'S ELECTRONICS INDUSTRY



CHANGE LIGHT-LY



PROJECT
MANAGEMENT



TRANSFORMATION
MANAGEMENT



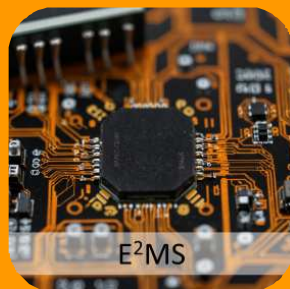
INTERIM
MANAGEMENT



COMMUNICATION SYSTEMS



AIRSPACE SURVEILLANCE



E²MS



SENSOR TECHNOLOGY



TECHNICAL SERVICES



LIGHTING

RESPONSIBILITY \oplus PROFITABILITY \oplus SUSTAINABILITY



PROJECT
MANAGEMENT



TRANSFORMATION
MANAGEMENT



INTERIM
MANAGEMENT

FOR ELECTRONICS MANUFACTURING – HARDWARE & SOFTWARE DEVELOPMENT

YOUR EXPERTISE



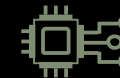
ELECTRONICS
MANUFACTURING



SOFTWARE
DEVELOPMENT



HARDWARE
DESIGN



EMBEDDED
SYSTEMS

Overcoming the language barrier within the team, to customers
or suppliers through trilingualism

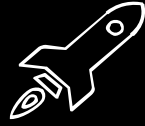


OUR FOKUS:

RESPONSIBILITY ⊕ RENTABILITY ⊕ SUSTAINABILITY



OUR SERVICE FOR YOUR



START-UP



MEDIUM SIZED
COMPANY



SMALL COMPANY

WE UNDERSTAND



CUSTOMER
REQUIREMENTS



COMPANY DNA
& CI



PRODUCT
PORTFOLIO



TECHNICAL
PROCUREMENT



R&D
PROCESSES



TEAM
DYNAMICS



WE CREATE



REDUCED TIME-TO-
MARKET



MORE INNOVATIVE
POWER



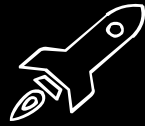
Optimum European
supply chain &
partners



Unique company DNA
& distinctive CI



High quality product portfolio
with strong USPs



START-UPS

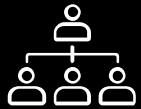


MEDIUM SIZED
COMPANIES



SMALL COMPANIES

YOUR OBJECTIVES — OUR DUTY



FUTURE PROOF
ORGANIZATION



UNIQUE DNA &
PORTFOLIO



MASTER SILO
THINKING



OVERCOME FINANCIAL
DIFFICULTIES



SOLVE INTERNAL
DISPUTES



INVEST IN A
SUSTAINABLE FUTURE



PROJECT MANAGEMENT ⚙ TRANSFORMATION MANAGEMENT ⚙ INTERIM MANAGEMENT

OUR MISSION: YOUR SUCCESS



BUSINESS STAGING

YOUR COMPANY WITH A NEW SHINE

- ✓ Contemporary & conclusive CI
- ✓ Cleaner, more organized premises
- ✓ Highly distinctive company DNA & product portfolio
- ✓ High social media presence
- ✓ Presentations, branded giveaways & brochures to be remembered



TRANSFORMATION MANAGEMENT

FOR A SUSTAINABLE FUTURE

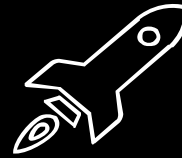
- ✓ Re-defined product portfolio
- ✓ Optimizes team dynamics
- ✓ Maximum usage of company expertise
- ✓ Increased creativity through internationality & diversity
- ✓ Optimizes R&D processes
- ✓ More efficient European procurement



PROJECT & INTERIM MANAGEMENT

RELIEVE YOUR CORE TEAM

- ✓ Create a new department
- ✓ Bridge vacancies
- ✓ Lead a special project or transformation
- ✓ Re-organize a department from scratch
- ✓ Create an international team or supply chain



OUR START-UP SERVICE



IMPLEMENT
PROJECT
MANAGEMENT



CLARIFY DNA &
PORTFOLIO



MASTER SILO
THINKING



TRANSITION FROM
SMALL TO MEDIUM
SIZED COMPANY



CREATE EUROPEAN
SUPPLY CHAIN



WE ARE TRILINGUAL & PROVIDE SUPPORT IN OVERCOMING INTRA-EUROPEAN LANGUAGE BARRIERS – WITHIN THE TEAM & WHEN WORKING WITH PARTNERS, CUSTOMERS & SUPPLIERS.



PROJECT MANAGEMENT ⊕ TRANSFORMATION MANAGEMENT ⊕ INTERIM MANAGEMENT

DEPENDING ON THE WORKLOAD OF YOUR TEAM, WE OFFER ALL OUR SERVICES AS:



CONSULTANY

WE ANALYZE — YOU IMPLEMENT

- Extensive analysis
- One-off report as a working basis for the future of your company
- Pure consulting activity
- No relief for your core team in the operational business

JOINT IMPLEMENTATION

WE ANALYZE FOR A JOINT IMPLEMENTATION

- Consulting & operational activities
- Partial relief of your core team during the implementation of the transformation
- Coordination, joint reviews and regular reporting

INDEPENDENT INTERIM MANAGEMENT

WE IMPLEMENT YOU BENEFIT

- Independent analysis & operational activities
- Extensive relief of the core team in the implementation of the transformation or in the operational business
- Regular reporting & adaption

YOUR BUSINESS STAGING BENEFITS



DNA & PORTFOLIO



- ✓ Increased interest in new digital company appearance & products
- ✓ Fresh appearance of the premises conveys an impression of adaptability and change
- ✓ Easier purchasing decision thanks to clear USPs

TEAM & TEAM DYNAMICS



- ✓ Increased motivation and identification with the company's DNA
- ✓ Better focus due to clearly visible company portfolio
- ✓ Less distraction by clutter and detours

PROCESSES & DOCUMENTATION



- ✓ Increased efficiency due to more organized premises
- ✓ Easier access to daily used tools & equipment
- ✓ Essential documentation can be provided more quickly

YOUR TRANSFORMATION MANAGEMENT BENEFITS



DNA & PORTFOLIO

MORE VISIBILITY & RECOGNITION

- ✓ Common, deep understanding of the company's DNA & product goal
- ✓ Clearly defined customer benefits & USPs
- ✓ Optimal use of your company's strengths for the product portfolio
- ✓ Distinctive DNA & strong portfolio for greater visibility
- ✓ International company profile



TEAM & TEAM DYNAMICS

MORE INNOVATIVE PRODUCTS

- ✓ Your management can focus on strategy while your team evolves
- ✓ Increased creativity & efficiency due to improved team dynamics
- ✓ Greater innovation from an empowered team
- ✓ Shortened time-to-market through better collaboration
- ✓ Increased quality & customer satisfaction



PROCESSES & DOCUMENTATION

MORE PROFITABILITY

- ✓ Increased efficiency with the help of tools individually tailored to the company
- ✓ Streamlined processes tailored to your business needs & team skills
- ✓ Enhanced transparency & improved documentation quality
- ✓ Technically aligned procurement process
- ✓ Efficient onboarding process for faster integration

YOUR PROJECT & INTERIM MANAGEMENT BENEFITS

DNA & PORTFOLIO

YOU WILL PROUDLY PRESENT

- ✓ Your future-proof portfolio
- ✓ In-depth understanding of the company's DNA, product goals and customer benefits
- ✓ Optimal use of your company's strengths for the product portfolio
- ✓ International visibility through targeted marketing with unique DNA & products
- ✓ Your international network with great innovative strength
- ✓ International visibility with a strong digital presence

TEAM & TEAM DYNAMICS

YOU CAN RELY ON

- ✓ Improved team dynamics and KPIs without loss of time for management
- ✓ A team which continues to develop independently thus increasing creativity & efficiency
- ✓ More innovative power due to a strong, diverse & international a team
- ✓ Shorter time-to-market thanks to better collaboration and increased innovative strength
- ✓ Development of a positive corporate culture that radiates outwards and harnesses synergy effects

PROCESSES & DOCUMENTATION

YOU WILL BENEFIT FROM

- ✓ Vacancies are reliably covered
- ✓ Processes & organizational structure are improved independently
- ✓ A strong technical European supply chain is implemented
- ✓ New international teams are established and integrated into your existing workflows
- ✓ Language barriers are mastered
- ✓ New tools are implemented holistically and independently

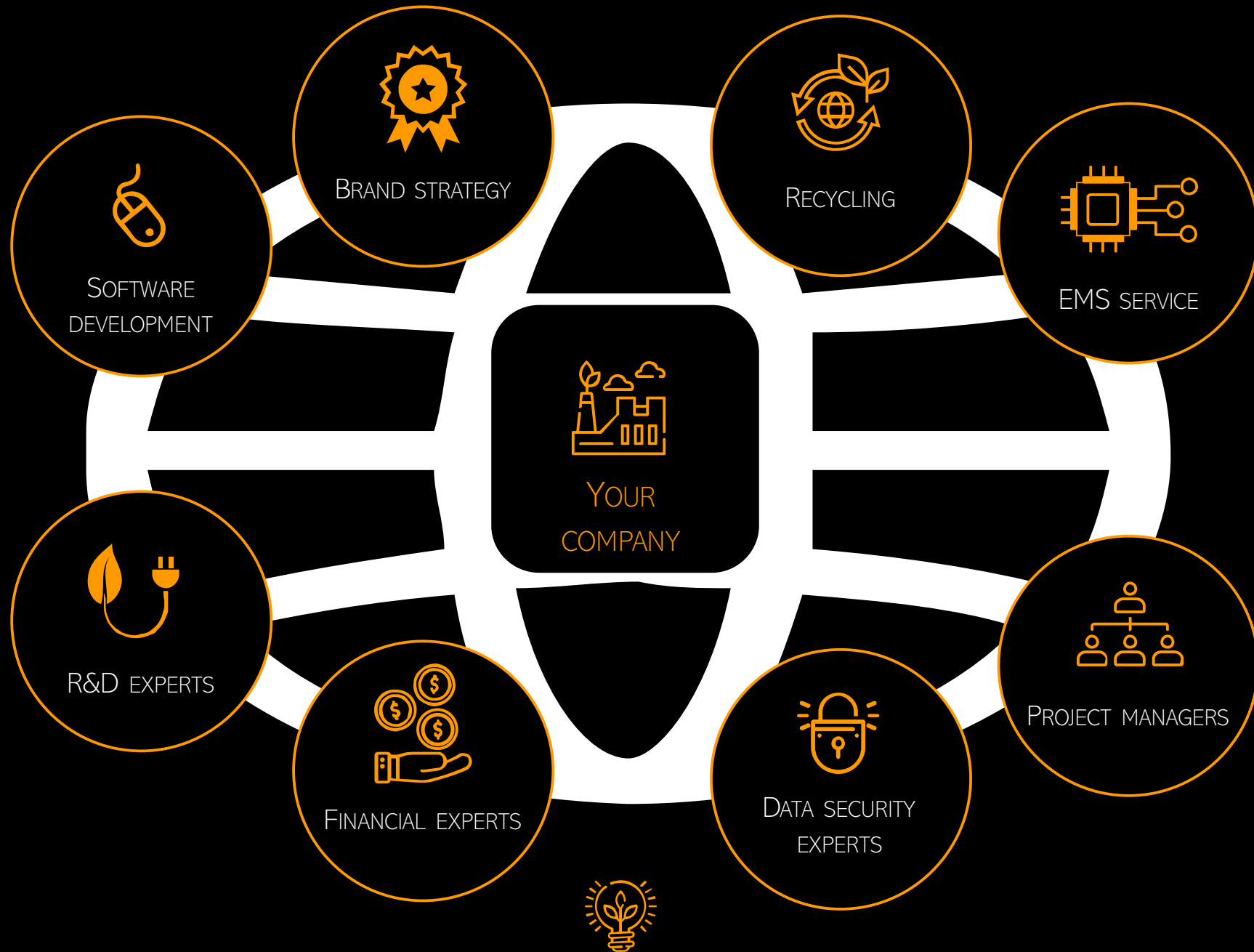
WHAT DO WE DO DIFFERENTLY?

- ✓ We connect numbers, data and people and understand the team dynamics behind the financial, time and qualitative KPIs.
- ✓ We know: Profitability and growth result from creativity, authenticity and people who trust in their abilities.
- ✓ We put people in positions where they can make the best contribution to the project outcome.
- ✓ Hybrid approach: digital & analog - remote & personal.
- ✓ We regard change as something positive and convey this mindset to your team.

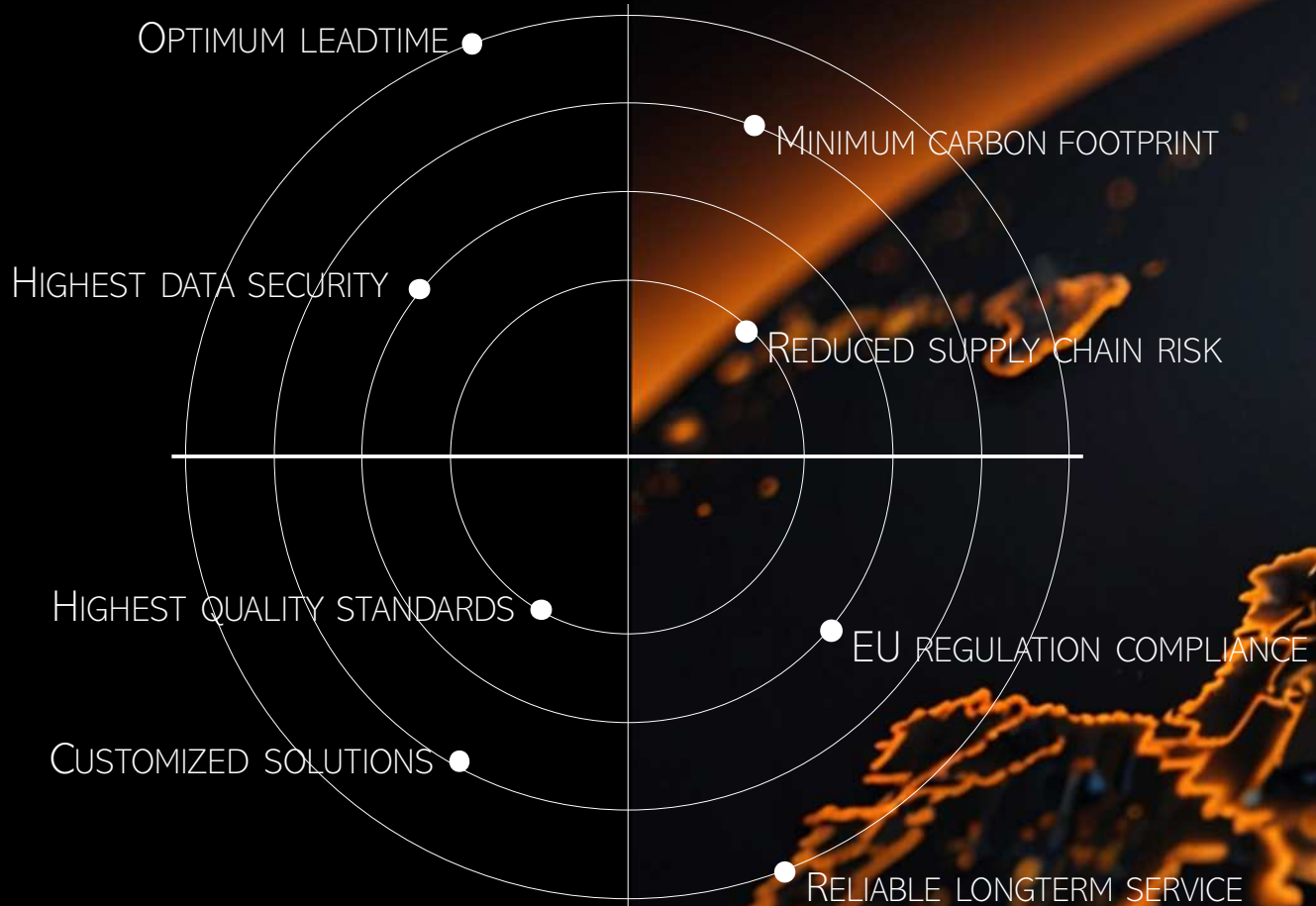


RESPONSIBILITY ⊕ PROFITABILITY ⊕ SUSTAINABILITY

WE CONNECT TO SUCCEED



PRODUCTS & SERVICES #PROUDLYENGINEEREDINEUROPE™



THE NETWORK FOR A
POSITIVE MINDSET WITHIN
THE EUROPEAN
ELECTRONICS INDUSTRY

POWERED BY



WWW.CHANGE-LIGHTLY.EU



HOW TO APPROACH TRANSFORMATION?



PREPARATION IS EVERYTHING!



I cannot finish the job because I don't have the right tool.

I cannot buy the right tool because I need to finish the job to have the time and money required to buy the tool.



„If I had 6 hours to chop down a tree, I would spend the first four sharpening the axe.“

Abraham Lincoln



I cannot finish the job on time because the axe is blunt.

But I have not time to sharpen the axe because I have to finish the job, first.



RESPONSIBILITY, PROFITABILITY & SUSTAINABILITY

We value the symbiosis of responsibility and profitability in a sustainable context.

We are convinced that electronics companies with a responsible and respectful culture can operate and develop profitably and sustainably.

The prerequisites for companies and employees are

- ✓ Lifelong willingness to learn
- ✓ Ability for self-criticism
- ✓ Adaptability & willingness to compromise
- ✓ Openness and tolerance
- ✓ Willingness to treat each other with respect
- ✓ Acceptance of and adherence to rules in the awareness that these are necessary

RESPONSIBILITY

Responsibility means being attentive, careful and respectful towards your environment and yourself.

It means paying attention to the signs of developments and changes, interpreting them correctly and using them to our mutual advantage.

Acting responsibly means being aware of our actions and their consequences and feeling obliged to rectify our mistakes if we head into the wrong direction.



IMPROVE YOUR KEY PERFORMANCE INDICATORS

- ✓ Keep People Inspired
- ✓ Keep People Innovating
- ✓ Keep People Interested
- ✓ Keep People Indulged
- ✓ Keep People Intrigued
- ✓ Keep People Independent
- ✓ Keep People Included

They will automatically improve your qualitative, financial, and timely KPIs!



Everyone knows their financial KPIs and knows how to change them through financial measures.

The key to success is to understand the team dynamics behind the KPIs

and connect them to the organization behind the KPIs in order to improve them.

CHANGE IS MORE THAN JUST RE-STRUCTURING



C OMMITMENT
H OPE
A MBITION
N OVELTIES
G OALS
E MPATHY



- Change is complex
- Change is about people
- Change is about changing yourself, your attitude and your habits
- Change is about having ideas, taking the courage to share and implement them.
- Change is about trust: Trust in ourselves and the people around us.



- Change is a challenge and difficult to begin with
- Change means: Thinking and going beyond where we are.
- Coaching = More holistic solutions to personal and professional challenges
- Broaden your horizon
- No change without leadership, no leadership without trust
- Every change starts within ourselves.



CHANGE IS TRANSFORMATION
TRANSFORMATION IS ADAPTABILITY

CONCERN	→	COMMITMENT
HESITANCY	→	HOPE
ANXIETY	→	AMBITION
NEGLECT	→	NOVELTIES
GUILT	→	GOALS
EMERGENCIES	→	EMPATHY



DIVERSITY

We admire and welcome all kinds of diversity:

- Neurodiversity
- Internationality
- Diversity of cultures, languages and skills

We are trilingual and always strive to learn another language or experience a new culture.

We are convinced that the future of society and the economy lies in living and valuing diversity and internationality.



NEURODIVERSITY & INTERNATIONALITY

Our particular expertise lies in neurodiversity and internationality in order to generate maximum creativity and optimal solutions through an optimal mix of different characters and ways of thinking.

Neurodivergent people often think laterally and bring in new perspectives, while internationality ensures that the perspectives of different cultural groups can be taken into account.



WHY CONSULTING & OPERATIONAL SUPPORT?

IT IS ALWAYS EASIER TO LOOK AT PROBLEMS FROM THE OUTSIDE AND FIND A SOLUTION OR GIVE ADVICE.

- That's why we ask our trusted colleagues for advice when we're going round in circles trying to solve a problem.
- That's why friends can inspire us to find new ways in the worst crises.

WHY IS THAT THE CASE?

- The outsider is not as emotionally involved as the person affected.
- He is not confronted with the problem every day.
- Together, these two factors give them the freedom to gain an overview more quickly instead of getting lost in the details generated by a brain plagued by the problem on a daily basis or even losing themselves in catastrophizing about their own situation.



CONSULTANTS CAN SAY WHAT EMPLOYEES CAN'T...

Managers often feel criticized by their own employees when they come to them with a suggestion for improvement. After all, they are partly responsible for the current situation.



YOUR COMPANY'S DNA ENTANGLED

- What kind of problem does your company solve with its products?
- How does it solve the problem?
- For whom does it solve the problem?

In what way do you solve the problem better or differently than others?

Why do you solve the Problem?

- What are you and your team passionate about?
- What is your team's core skill?
- Do you have a purpose of your product/service?

Are there any skills amongst the team that are currently

Can you still see a future for

- Your target group and its problem?
- Your approach to solving the problem?



RESPONSIBILITY ⊕ PROFITABILITY ⊕ SUSTAINABILITY



CONTACT US FOR YOUR SUCCESSFUL TRANSFORMATION!

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