Your partner
...for organizational development
“As a successful International Management- and Implementation Consultancy, our experienced consultants strive for the success of our clients and have done so for nearly 20 years worldwide. This includes professional guidance as well as attendance from blueprint to effectively realizing the given task, guaranteed due to vast experience in areas we are knowledgeable in.

We are only satisfied, when our customers are successful.

I like to compare what we promise our customers to what you would expect from an experienced mountain guide, who doesn’t only sell the roadmap, but who is guiding his hikers, on account of his own experience, even through hardship situations, safely to the set goal and the achievement of success.”
Active for you in projects worldwide.

The IMIG Group has company and representative offices in Leonberg/Stuttgart (Germany), Charlotte (USA), Villach (Austria), Prague (Czech Republic), Shanghai (China), Nanjing (China), Delhi (India), Seoul (South Korea) and Tokyo (Japan).

We are able to deploy our international teams locally for our clients to offer efficient access to our consulting services.

We are located where our performance is needed.
We acquire excellent solutions through Innovation and Teamwork.

Das Besondere an der Arbeit bei IMIG ist, dass der Erfolg des Kunden immer im Vordergrund steht und hierfür nicht nur Konzepte entwickelt werden, sondern stark zielorientiert und nachhaltig an der Umsetzung gearbeitet wird. Working at IMIG is outstanding, because the success of our clients is always the main objective. For this we don’t just develop concepts we also implement them targeted and lasting.

Christian Pfingstl - Consultant, IMIG Stuttgart

Arbeiten bei der IMIG ist für mich, von vielen jungen, aber auch erfahrenen Kollegen täglich zu lernen und sich selbst dabei kontinuierlich weiterzuentwickeln. For me, working with IMIG is daily learning from lots of young, but also experienced colleagues while constantly improving myself.

Lisa Lang - Marketing, IMIG Stuttgart

During my previous career, I was able to gain extensive know-how in the fields of engineering and the viability of a corporation. I really appreciate that I was given the opportunity to present and advance IMIG in the United States.

Cyril Berg - VP Operations, IMIG Charlotte

Knowledge is a measure, but practice is the key to it. Excellent work atmosphere at IMIG for sharing knowledge and experience.

Alice Yang - Office Assistant, IMIG Shanghai

IMIG is down-to-earth, international and action-oriented. Here I’m able to specifically expand my expertise and to operate in forward-looking projects with our self-developed methods.

Dennis Mayer - Consultant, IMIG Stuttgart
Das wichtigste Führungsprinzip bei uns im Unternehmen und in Kundenprojekten ist: Erwarte und fordere nicht; was Du nicht selbst bereit bist zu tun.

Dr. Matthias Hartmann - CEO, IMIG AG

IMIG helps to set up the unbridled level of confidence and experience and we deeply believe we have the ability to bring our clients ahead and maximize their value.

Liang Yang - VP Operations, IMIG Shanghai

Das wichtigste Führungsprinzip bei uns im Unternehmen und in Kundenprojekten ist: Erwarte und fordere nicht; was Du nicht selbst bereit bist zu tun.

The most important leadership principle for our company and for our client projects is: Don’t expect others to do something you are not willing to do yourself.

Dr. Matthias Hartmann - CEO, IMIG AG

我喜欢构建IMIG中国业务并始终接受来自于市场和客户的挑战，当企业能够建立卓越思维，这对我们将是一个巨大的奖励。

I love to build the China business of IMIG and to have new challenges from customers and markets all the time. It is such a reward to see when companies transform to excellence in thinking.

Salvatore Giammaria - CEO, IMIG China

Die hervorragende Zusammenarbeit zwischen unseren Beratern und unseren Kunden an internationalen Standorten zu unterstützen, bringt immer wieder neue Ansätze zur Verbesserung der Verwaltungsabläufe bei uns selbst und bei unseren Kunden hervor.

Corinna Hartmann - Verwaltung, IMIG Stuttgart

Japan and Germany are leading technology sites especially in the fields of Future Management. We impart this know-how in close cooperation with our customers.

Kazuo Ooiwa - CEO, IMIG Japan
The IMIG Group has long-term experience of structuring and improving business processes as well as company positioning and focus.

**Working with IMIG means:**

- creative ideas
- efficient design of concepts
- consequent implementation
- holistic approach
- customized solutions
- involvement of employees

Our customers are small and medium-sized enterprises and large international corporations in the following sectors:

- Automotive/-supplier
- Machinery and Plant Engineering
- Consumer Products
- Medical Technology / Pharmacy
- Process Industry
- IT / Service Industry

We do start our activities with you and your teams exactly where you are right now, as we always do adapt our services to your specific needs.

We are only satisfied, when you are successful.
We consider both the identification and implementation of measures for profitable growth as well as the development and deployment of optimized workflows and structures for logistics, production, innovation, sales, management and personnel processes.

We combine future-, result- and implementation-orientation to an optimum solution for our customers. We can as well claim that we improve our services and ourselves steadily.

With our qualified technical and management experts our service comprise the segments Consulting, Coaching, Training and Implementation as our main substantive subjects.

**Our main substantive focus is:**

- Strategy & Innovation Management
- Business Excellence
- Supply Chain Management & Location Planning
- Lean Operation & Layout Planning
- Organizational Development & Competency Management

Further information and materials to our substantive focus and to our other services you will find at: [www.imig-ag.com](http://www.imig-ag.com) or contact info@imig-ag.com or scan:
Defining the right strategy is key to the success of any business. Many companies still rely on cumulating the projected sales volume and costs for the next years to see where they end up.

While this approach has its justification, we take the approach of working together with our customers to understand the business environment and to define scenarios for profitable growth.

These scenarios are then used to determine the strategic direction and prioritise the actions for the years ahead.

Equally important is aligning innovation management and business processes to ensure sustainable growth. Instead of cost competition we develop with our customers new services, business areas and market segments.
Our services include:

- **Innovation Management**
  Applying creativity techniques, ensuring the innovation pipeline is systematically managed, ideas brought to market

- **Business Strategy**
  Identifying the key business drivers of profitable growth, defining scenarios, establishing the necessary actions to secure long term success

- **Innovation Roadmap**
  Systematically defining the window of opportunity for technologies, products and services to be brought to market

- **Portfolio Management**
  Analyzing the market offerings, planning and managing the lifecycles of products, services and market segments

- **Strategic Early Detection**
  Defining trends likely to have a major impact on future business growth

Further information and materials to Strategy & Innovation Management and to our other services you will find at: www.imig-ag.com or contact info@imig-ag.com or scan:

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**Selected References:**

- Hermes Abrasive Material GmbH & Co. KG
- teamtechnik - Machinery & Equipment GmbH
- Robert Seuffer GmbH & Co. KG
- Jacob GmbH
- Trumpf GmbH & Co. KG
- Continental AG
- Johnson Matthey Plc
- Roche Pharma AG
- Elektror Airsystems GmbH
- MS Industry AG
- Legrand GmbH
- KSB AG
Business Excellence consists of establishing not just the technical competencies but also the ability to drive and lead change as a core competency within the enterprise. This is essential in order to be able to react effectively to changes in fast moving markets and due to macro economical situations.

An important role is the application of success oriented leadership principles, where cause and effect relationships are clearly monitored and a rigorous implementation of the business strategy through operative measures is measured in short interval control loops. Implementing Business Excellence is not achieved by copying others or designing posters with attractive mottos. It requires an understanding of the individual situation and a corresponding design of the implementation approach.

Key to success is to get your employees exited by using and applying the new working principles and methods.

Selected References:
Hella KGaA Hueck & Co.
teamtechnik – Machinery & Equipment GmbH
Gerresheimer AG
E.G.O. Blanc and Fischer & Co. GmbH
WMF Group GmbH
Continental AG
BSH Home Appliances GmbH
Elektror Airsystems GmbH
Optima Packaging Group AG
Leoni AG
Robert Bosch GmbH
Lear Corporation
Our services include:

- **Top Management/Leadership Coaching**
  Strategic and operative leadership to achieve high business performance

- **Visual Management**
  Introduction and use of the „Large Room“ (Obeya), alignment of the Vision and Strategy (Hoshin Kanri) to manage the business with focus on key tasks and core processes

- **Change Management Competence**
  Early recognition of the requirement for change and active, target oriented leadership of the change processes

- **Multi Project Management**
  Efficient use of agile methods to perform the project successful to the point

Such as Excellence in the following areas:

- **Innovation, Research & Development**
- **Sales & Marketing**
- **Operation (Production, Logistics, Quality, Purchasing)**
- **Administration**
- **Supply Base & Supply Development**
- **Business Processes**

Further information and materials to Business Excellence and to our other services you will find at: [www.imig-ag.com](http://www.imig-ag.com) or contact info@imig-ag.com or scan:
In the face of Industry 4.0 and global markets with high volatility the competitiveness of the own enterprise is determined not just by its own performance but also by the planning of the global manufacturing footprint and the performance of the parties involved in the supply chain. Only if the interaction of all entities involved in the overall value chain is perfectly aligned and the actual and future market requirements are either met or exceeded the optimal utilization of the potential given will happen.

New business processes with electronic workflow and faster communication will be established and will lead to adjustment of the business models in all sectors. We expect to see the development of new customer-supplier relations along the value chain.

Significant improvements of the efficiency and effectiveness of the production and the supply chain will be achieved with the right configuration of the value-creation network.

Selected References:
ContiTech AG
Elektrolux Home Appliances GmbH
Claas KGaA
Freudenberg SE
Leoni AG
nobilia Works GmbH & Co. KG

BSH Home Appliances GmbH
Heidelberger Printing Machines AG
ZF Friedrichshafen AG
Volkswagen AG – Bentley
Mercedes-Benz
Honeywell Germany Holding GmbH
Our services include:

- **Design of Production Systems and the Supply Chain**
  Evaluation of the conditions for using Industry 4.0, design of the entire process chain based on the SCOR®-Method, Agile Manufacturing, Lean, EFQM, e-Workflow

- **Supplier Management and Supplier Development**
  Systematic, best fitting configuration of the relationships within a supplier platform, considering targeted development of the suppliers so that they can completely fulfil the requirements

- **Manufacturing Blueprint/Location Planning**
  Design of worldwide manufacturing networks with the establishment of the necessary competencies at the different locations and allowing flexibility to achieve market requirements

- **Evaluation and Optimization of Value Chain Systems**
  Assessment of the status quo and potential considering the effectiveness, the extent to which the system has been established within the company and the possibility of improving sustainability and implementation of improvement measures

- **Production Relocation**
  Relocation of manufacturing processes to increase competitiveness under consideration of „Total Cost of Ownership“ (TCO)

Further information and materials to Supply Chain Management & Location Planning and to our other services you will find at: www.imig-ag.com or contact info@imig-ag.com or scan:
High performance and continuous improvement have long been part of day-to-day work in manufacturing and logistics. Without on-going improvements successful production is barely imaginable.

Meanwhile the optimization of administrative processes has been included in the continuous improvement process to use untapped potential along the whole order processing procedure.

Missing transparency with many ill-defined interfaces, which are main drivers of waste, is leading to exercise in time spent for searching, waiting and queries.

Our approach is to apply the Lean Philosophy with the focus on customer orientation, elimination of waste, right first time, continuous improvement, including new innovative solutions such as Industry 4.0.

Selected References:
ContiTech AG
Elektrolux Home Appliances GmbH
Claas KGaA
Leoni AG
nobilia Works GmbH & Co. KG
Hella KGaA Hueck & Co.
Heidelberger Printing Machines AG
BSH Home Appliances GmbH
F. Reyher GmbH & Co. KG
SMS Siemag AG
Our services include:

- **Introduction and Implementation of Lean**
  Increasing the effectiveness and efficiency of manufacturing and order processes by applying the Lean Philosophy and approach including the appropriate methods and tools.

- **Layout Planning**
  Optimization of the spatial arrangement for the logistic and manufacturing areas and incorporating the workplace systems in the office supported with 3D-modeling (Rapid Prototyping and also Lego®) and involving the production teams.

- **Standardization and Self-Organization**
  Implementation of 5S to reduce waste caused by searching, waiting, etc. as the basis for self-organization of teams.

Such as:

- **Value Stream Design and Value Stream Management**
- **Improvement of Quality**
- **Work Organization**
- **Continuous Improvement Process**

Further information and materials to Lean Operation & Layout Planning and to our other services you will find at: [www.imig-ag.com](http://www.imig-ag.com) or contact info@imig-ag.com or scan:
Organizational Development & Competency Management

Companies try to bring together in their organizational structures the frequently complex internal and external requirements in a manageable form. This frequently results in a level of complexity, which hinders rather than helps the key business processes and results in non-value adding activities, which are unnecessary and a cause of frustration.

Large scale Change Management Projects are necessary in order to affect any changes to the organization. This approach is no longer suitable in today's world of dynamic markets, high levels of internationalization and the multifarious communication methods, both within and outside an enterprise. Additionally there is an expectation that these methods should result in fast and efficient decision-making.

Based on our experience of increasing business ability to change and become more agile, we empower companies to continuously develop their own organization and competencies and develop change management as an internal competency to increase value add across business areas.
Our services include:

- **Diagnosis of Organizations and Competencies**
  Identification and evaluation of blocked potential in the existing organizational structure

- **Competency Management and Management of Value Add**
  Increasing the degree of value add and efficient combination of qualification and decision making competence in all business areas

- **Cross Functional Teams and Process Orientation**
  Allocation of activities and tasks, as well as qualifications and decision making competence within the key processes

- **Organizational Dynamics and Self-Organization**
  Working with simple key performance indicators and organizational models as a basis for continuous improvement of the organization

- **Communication and Information Quality**
  Improvement of the quality of communication and information, rather than the quantity

Further information and materials to Organizational Development & Competency Management and to our other services you will find at: [www.imig-ag.com](http://www.imig-ag.com) or contact info@imig-ag.com or scan:

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**Selected References:**
- Robert Bosch GmbH
- Optima Packaging Group AG
- Claas KGaA
- Continental AG
- Jacob GmbH
- Schneider Electric SA
- Hermes Abrasive Material GmbH & Co. KG
- Sto SE & Co. KGaA
- Lear Corporation
- Jenoptik Optical Systems GmbH
- Elektro Airsystems GmbH
- AMECO - Aircraft Maint. & Eng. Corporation
We train your employees.

We offer various opportunities for continuous development of teams and individuals at our Training Centres. Our training makes use of our practical approach to transferring knowledge as we believe you can only use what you understand. All our training modules are interactive, in order to ensure you can implement what you learned.

Our services include:

- **On-Site Training**
  We adapt our training programs to your specific needs, with participants from your business and at one of your locations. The experience from the training can be transferred directly into practice.

- **Individual Coaching**
  We support Managers and Experts with individual coaching to develop their personal and leadership skills.

- **Best Practice Visits**
  Learn from the best – We regularly offer Toyota-Management Study Tours in Japan as well as organizing visits to individual companies in Europe, USA and Asia.

- **Open Training**
  At our Training Centres in different locations we regularly offer open training modules e.g. for Lean Development, Lean Basics, etc.
• **Individual Management/Expert Coaching**

High Performance in business requires highest performance from Managers and Technical Experts. Our coaches have long experience of international business and can support you with individual coaching.

Further information and materials to our Training Centres and to our other services you will find at: www.trainingcenter.imig-ag.com or contact trainingcenter@imig-ag.com or scan:

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**Selected References:**

- Freudenberg Group
- Optima Packaging Group AG
- Robert Seuffer GmbH & Co. KG
- Continental AG
- Jacob GmbH
- teamtechnik - Machinery & Equipment GmbH
- Hella KGaA Hueck & Co.
- Sto SE & Co. KGaA
- Leoni AG
- Jenoptik Optical Systems GmbH
- Elektro Airsystems GmbH
- CMS Hasche Sigle PmbB
Additional Services from IMIG

Flexibility and the ability to react to bottle-necks where and when they happen is key to today’s business world. As well as consulting activities we also offer our customers different business services as part of our portfolio.

Our services include:

- **Project Management**
  Takeover the project leadership or support the project management if there are too many projects

- **Interim Management**
  Takeover of a position and the operative responsibility in your business for a particular length of time, to cover management changes, unexpected absence of a manager or special strategic tasks

- **Office Services / Shared Office**
  Takeover from defined office activities in your office or in our Shared Office, create and use synergies
• **Expert Leasing**
  Takeover on a job for a particular time period or full or part time, keep things running during a temporary shortage, ensure action items are sustainably implemented

• **Turnaround Management**
  Existence of specific experience and the ability to solve problems and make clear decisions, generate a positive perspective for the future

• **IT Services**
  Efficient adaption and design of workflows, data storage and the supporting of users in the efficient use of applications, provide the technical infrastructure and availability of an IT system

If you have the requirement for further temporary support, we can make you a proposal for your individual solution.

Further information and materials to our Business Services and to our other services you will find at: [www.imig-ag.com](http://www.imig-ag.com) or contact info@imig-ag.com or scan:

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**Selected References:**

- Hermes Abrasive Material GmbH & Co. KG
- Mercedes-Benz
- Continental AG
- Jacob GmbH
- teamtechnik - Machinery & Equipment GmbH
- McNaughton-McKay Electric Co.
- Schreiner Group GmbH & Co. KG
- Porsche AG
- Jenoptik Optical Systems GmbH
- Sinar Photography AG