



YOUR PARTNER FOR **PROJECT** AND **CHANGE**

PROJECT MANAGEMENT, CHANGE MANAGEMENT, ORGANISATIONAL DEVELOPMENT, PMO



AYXANO PORTFOLIO AND CUSTOMERS



REFRA^{TECHNIK}



HITACHI



AIRBUS

NOKIA



4 PILLARS FOR SUCCESSFULL PROJECTS AND CHANGE

CHANGE

KEY FOR YOUR SUCCESS

Define and implement the best strategy to align the goals for all key stakeholder and secure the clout power of your **organisation** by focusing on high maturity levels.

Minimize complexity and continuously increase the maturity level in all areas by focusing on usable, effective **methods** and lean, efficient **processes**.

BASIS FOR YOUR COMPETITIVENESS



PULS BEAT OF YOUR COMPANY

Promoting the competence and ability of your **employees** by effectively aligning career paths, professional development and performance management.

Enabling high performing teams and secure transparency through digitization based on efficient systems and intuitive tools in an integrated infrastructure.

EFFICIENCY ENGINE FOR YOUR TEAMS

PROJECT

Successfully realize your projects without ifs and buts



Project manager

Organisational- or IT-Projects, small or large, local and global.

Experienced professionals make your projects shine.

Methodology suitable for teams – classic, agile, hybrid, best-fit.

Project pilots

Helping hand in the back and bodyguard in difficult situations.

Support and Coaching for your PMs and Teams.

Save learning and growing in your own real project.

Project rescuer

Project assessments bring up the right focus points.

Development of recovery plans that really work.

Implementation of all measures by professional experts.

PMO

From project office to global project portfolio management.

Setup of your PMO structure and develop your teams.

PMOaaS scalable for fast results and lasting success.

Secure the pole position and minimize time for pit stop

Recruiting

▶ Finding, promoting and long term binding of the best talents.

▶ Role specific career paths and training programs.

▶ Create powerful teams.

Knowledge assets

▶ The best methods for your teams and projects.

▶ Lean processes for your organisation and project handling.

▶ Pole position through a learning organisation.

Systems & Tools

▶ Integrated systems and easy to implement solutions.

▶ Intuitive tools scalable for your needs and easily adaptable .

▶ Digitization without any scareiness.

Training

▶ Project accompanying workshops for sustainable success.

▶ Winning time by working and learning on your real.

▶ High recognition through certifications.

Inspiring and winning customers with top products

Standardization

▶ Prepare for maturity check on ISO and DIN standards.

▶ Support for certifications and audits.

▶ Project management aerospace, automotive, organisation.

Test management

▶ Deep expertise especially in IT-Projects.

▶ Implement state of the art test methods and processes.

▶ Build high performing infrastructure with systems and tools.

Methodology

▶ Implement simple methods and lean processes.

▶ Agile approach for fast results and continuous improvement.

▶ Sustainable adoption through professional change management.

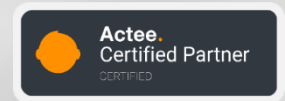
Infrastructure

▶ Selection and implementation of modern solutions.

▶ Atlassian tool-suite for integrated processes and cross linked data.

▶ Test-Driven-Development, DevOps, CI und CD.

Successfully change and drive adaption



Change Manager

Professional practitioners and certified experts.

Take the scariness out of your change projects.

To plan and successfully realize your strategy.

Change Pilots

Support and coaching for your change managers.

Helping hand in the back and bodyguard in difficult situations.

Safe competency development in your running projects.

Implementation

Certified partner of Prosci ADKAR and Actee.

Up to date methods, processes and tools for lasting success.

From implementing new systems to organizational restructuring.

Gamification

Learning playfully with fun in competitive gaming environment.

Experience action and reaction in learn what works best.

Preparation for the realization of your changes.

Practice orientation – learning from and with real experts

Project

Project accompanying seminars for your managers and teams.

Reduced costs, sustainable learning results, fast adoption.

Tangible results and progress for your projects.

Change & Project

Integrated project- and change management.

Combining agile and systemic methodology aspects.

Successful projects and change implementation.

Leadership

Leadership competence for successful project managers.

New momentum for leaders independent of any hierarchy.

For motivated teams and successful projects.

Communication

Effective, winning communication internal and external.

Arguing better, convincing faster, increase motivation.

Competent handling of modern communication tools.

competencies

Long practice experience and a team of highly qualified partners
Project management, test management, methods, processes, tools and systems
Organisational development, change management and talent management

focus

Passion for People, Power for Projects
People and teams as people make projects successful
Scalable methods and processes, high performing systems and intuitive tools

goals

Safeguard the success of your employees, your projects and your company
Inspire our customers and partners with successful projects
Combine best practices with opportunities from innovative approaches and ideas

values

Honesty, openness, reliability and transparency are our basis for success
Partnering with customers on eye level – we care, we take ownership
Hands-On - No excuses, just get it done

You want to know more



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