

stefan hofer

unternehmensberatung & organisationsentwicklung

Developing Organisations and Forming People

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fundamentals

Sales Revenue

=

Business Success



Sales Revenue not spent

=

Profit & Power



Marketing + R&D expences

=

Future Success

you profit from:

Cost saving and increased revenue

Strategy



- Concentration on value adding factors and opportunities
- Identification of risks and opportunities

Organisation



- Increased efficiency through improved processes
- Standardisation and pooling of resources (e.g. IT)

Controlling-System



- Uniform processes, reports and internal control systems
- Economies of Scale

Cash & Capital



- Integrated business and investment planning
- Cash and working capital management

you profit from:

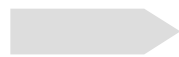
Increased quality

Management



- Information availability to enable management decisions
- KPIs in the value added chain

Processes



- Process documentation, steering of interfaces
- uniform information and communication standards

Functions



- Definition of functional responsibilities
- Concentration on the core activities

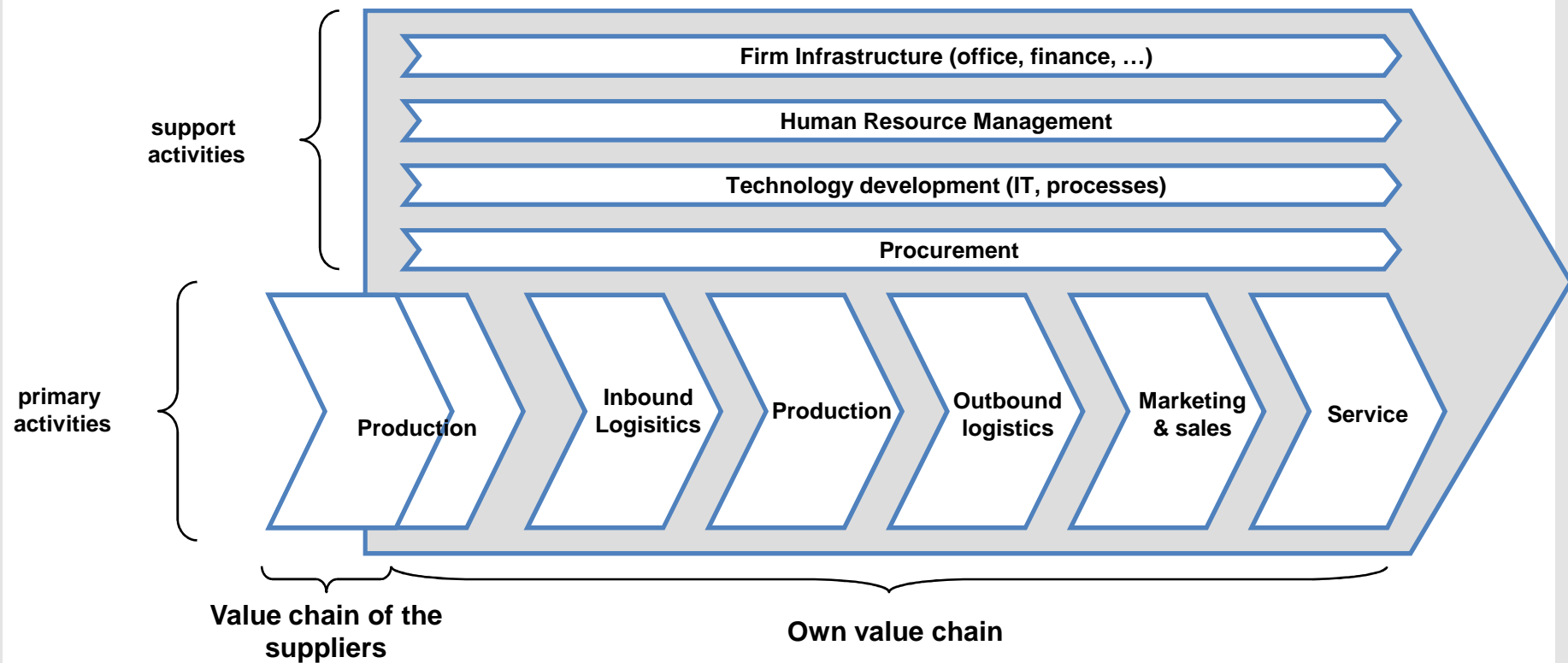
Knowledge



- Uniform and documented knowledge flow
- Exploitation of available knowledge

organisational development

the value chain* as starting point for organisational improvements



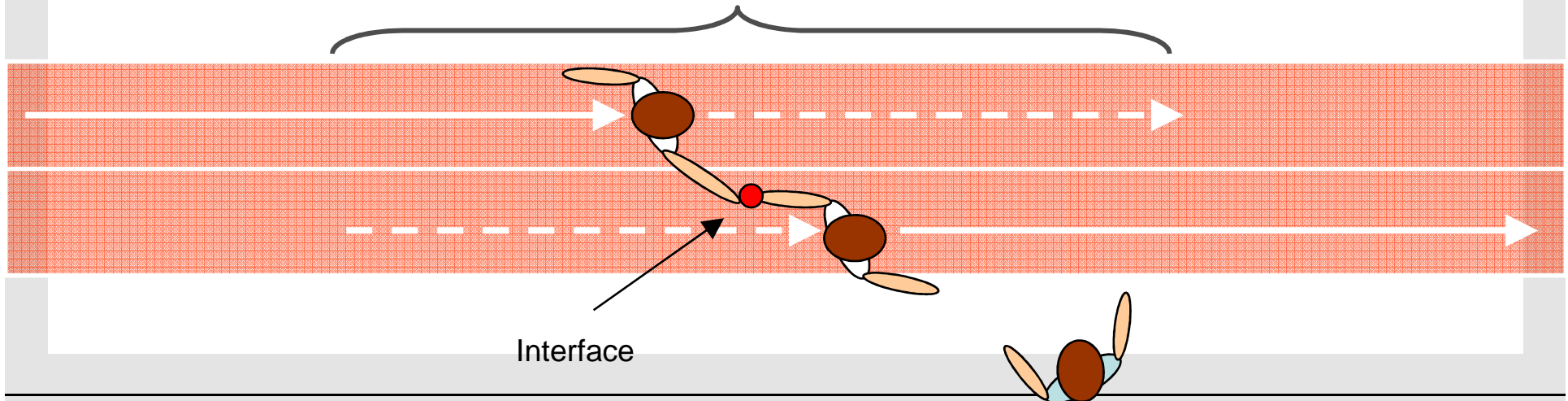
*Michael Porter: Competitive Advantage, 2004, pg. 37

organisational development

The value chain as a torch relay



Handing over = Coordination phase
(dependent on task, information and maturity)



organisational development

The 3 major aspects of organisational development:

1. Process-development:

Process analysis, with concentration on the communication process, process optimisation aligned with the business strategy and the value added chain.

2. Organisational -development:

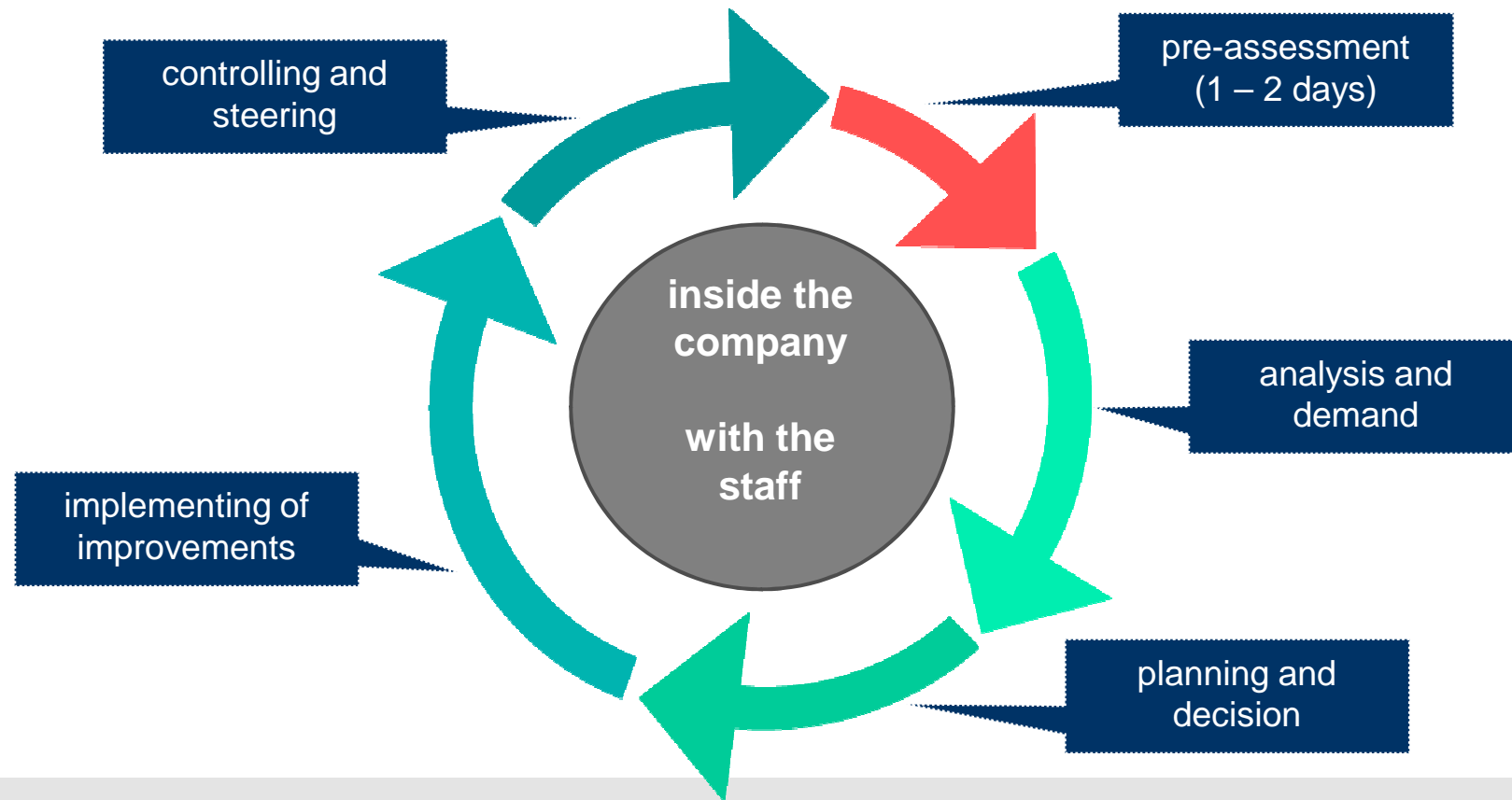
Improvement of organisational structure and group dynamics aligned with the business strategy. Settling any issues between department or persons.

3. Trainings:

Based on the findings and results from points 1 & 2, specific trainings might prove necessary.

organisational development

Common Goal and Commitment



experience + versatility = success

17 years of experience in organisational development

- Quality assurance
- Project management
- Production management
- Sales and business development
- Finance & controlling

Qualifications

- BsC. Mechanical and Print Engineering
- Quality management
- Marketing
- Personality and organisational development
- MBA Finance & Controlling

References

- **GyD Iberica – Credit Cards:**
Introduction of a Quality assurance system according to ISO 9000 (production doubled and waste reduced to one third within 1½ years)
- **Noe Pressehaus – Printing Shop:**
Introduction of an electronic order management system
- **Eder – Surface Technology:**
New market appearance and stock management
- **Austria Card – Credit & ID Cards:**
Business Development for ID Cards in CEE
- **Dimoco – Mobile Payment:**
Development and documentation of processes and organisation, insourcing of the accounting system and introduction of a cash management and a controlling system (revenue +40%, ROS from 1,8% to 5,5% in 3 years with the same no. of employees)

regular maintenance:

Ability is nothing without opportunity!*



Here is your opportunity!

* Napoleon B.