



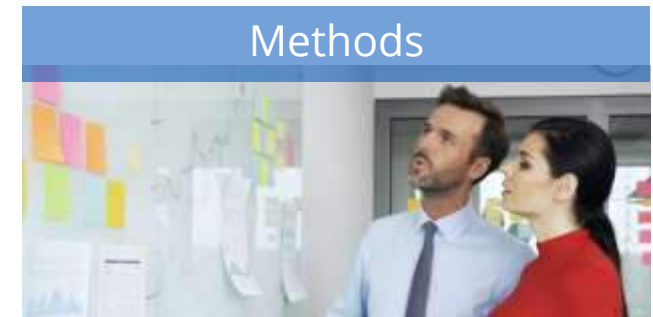
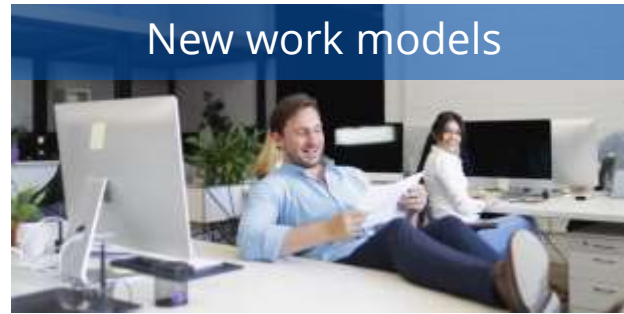
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## Changes – the never-ending construction site

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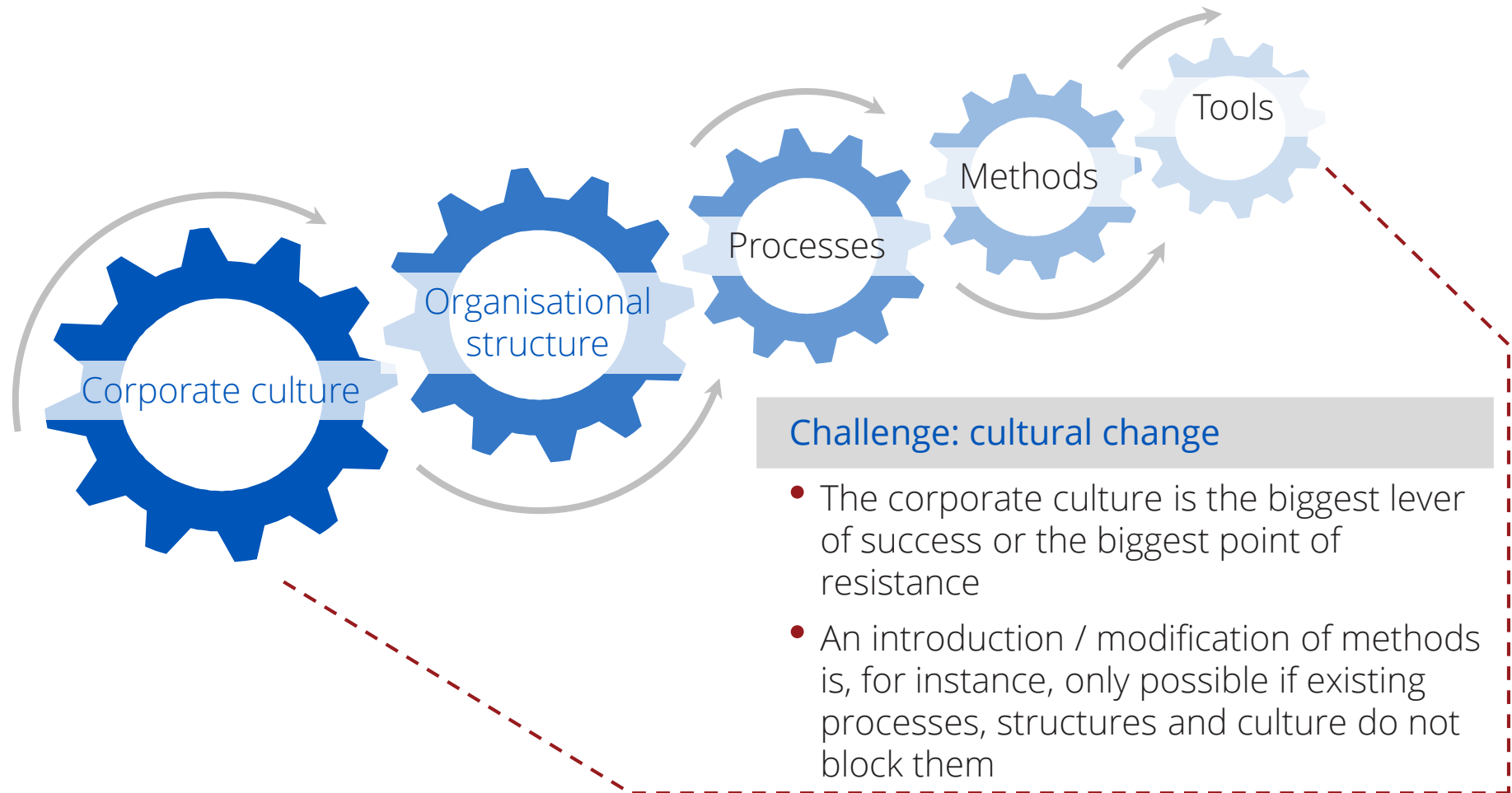
# “Change is the only constant in life” – *Heraclitus of Ephesus*

Changes – the never-ending construction site



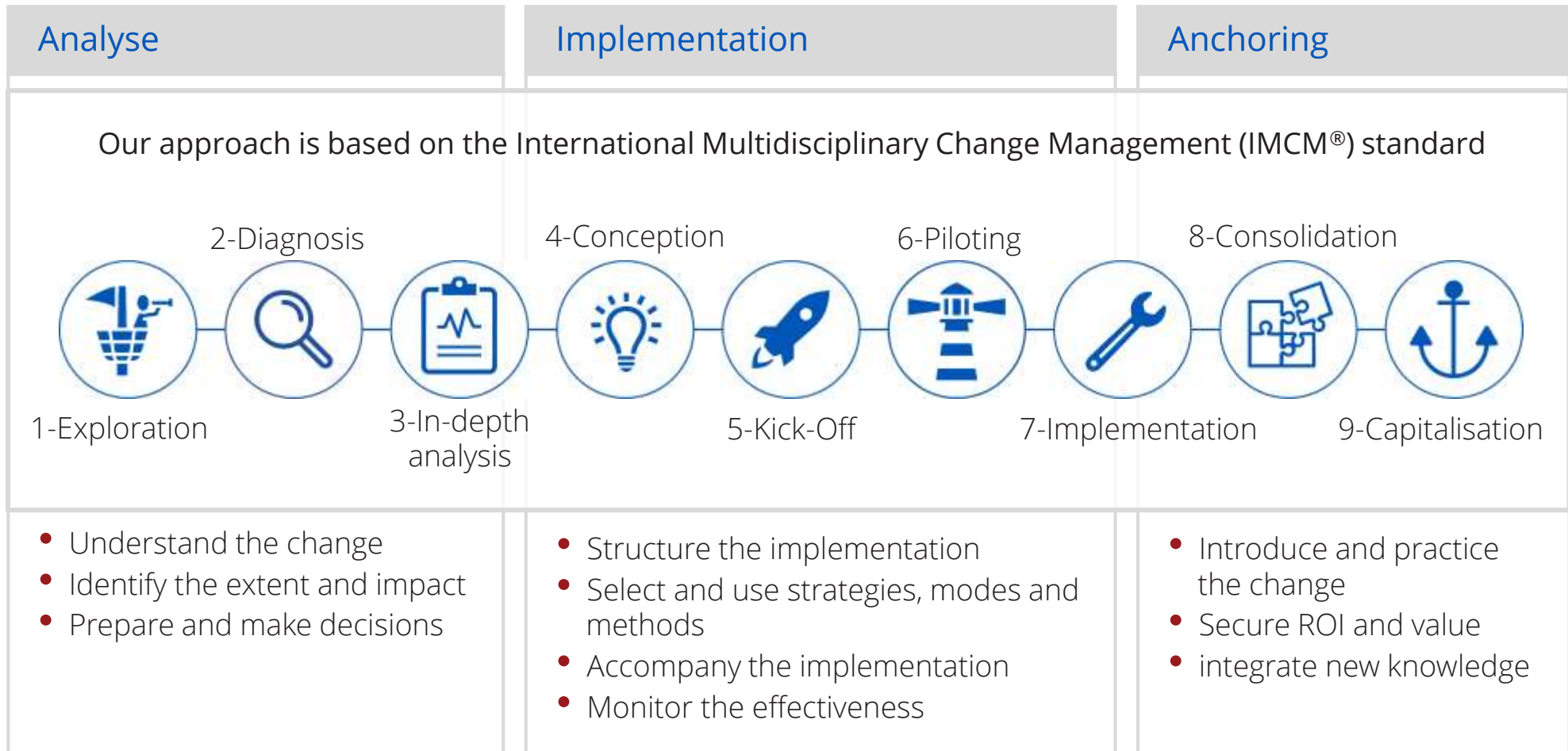
# The biggest and most effective lever is the corporate culture

Changes – the never-ending construction site



# We analyse, accompany and close your construction site

Changes – the never-ending construction site





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From a vision to a real change

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# IMCM® is a science-based, practice-oriented approach

From a vision to a real change

## International Multidisciplinary Change Management (IMCM®)

- IMCM® origins from leading universities like:
  - Sorbonne Paris
  - HEC Liège
  - Université du Quebec
- IMCM® combines proven scientific findings and best practices towards changes
- **amontis** is a member of the ACMC agency and represents the standard and certification in Germany, Spain, South America and Australia



## Our customers have great trust in us (excerpt):



# We analyse the environment, the need and the extent of the change

From a vision to a real change

## Example 1: Digital transformation

- Is it just a hype or a real opportunity for us?
- Do we have to change everything or just improve few things?

### 1 Exploration

- Understanding the context
- Understanding the culture
- Understanding the need

### 2 Diagnosis

- Understanding the impact
- Understanding the intensity
- Understanding the extent

## Example 2: Work 4.0

- How big is the change for us?
- How high are the stakes and winnings?

### 3 In-depth analysis

- Understanding the human aspects
- Understanding economic aspects
- Understanding feasibility

## Example 3: Diversity

- Who are the stakeholders?
- What are the risks and opportunities?
- What are the benefits and the ROI?





# We provide guidance during the implementation

From a vision to a real change

## Example 4: Skills & Qualifications

- What are the priorities?
- What are we going to do?

### Kick-Off

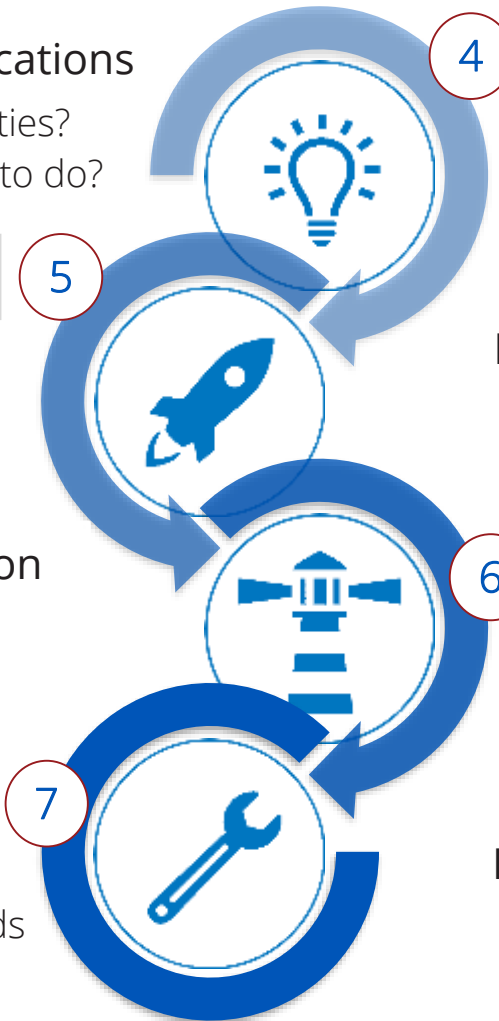
- Preparing the implementation
- Team-building
- Conducting the kick-off event

## Example 6: Methods implementation

- How can we test the implementation?
- How can we practice the change?

### Implementation

- Implementing the concept
- Implementing the chosen methods
- Leading the change



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### Conception

- Understanding priorities
- Developing a procedure
- Choosing suitable methods

## Example 5: Software implementation

- Which activities have a higher priority?
- How do we start?

6

### Piloting

- Choosing an area for piloting
- Testing the hypotheses
- Adapting the procedure

## Example 7: Sourcing

- Successive implementation in all areas
- Guidance by the change-team

# We help you to anchor the change in the day-to-day practice

From a vision to a real change

## Example 8: Resilience

- How do we help people to adopt and get used to the new habits?
- How do we avoid „relapses“?

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## Consolidation

- Promoting learning
- Reducing the effort
- Promoting the adoption of the change

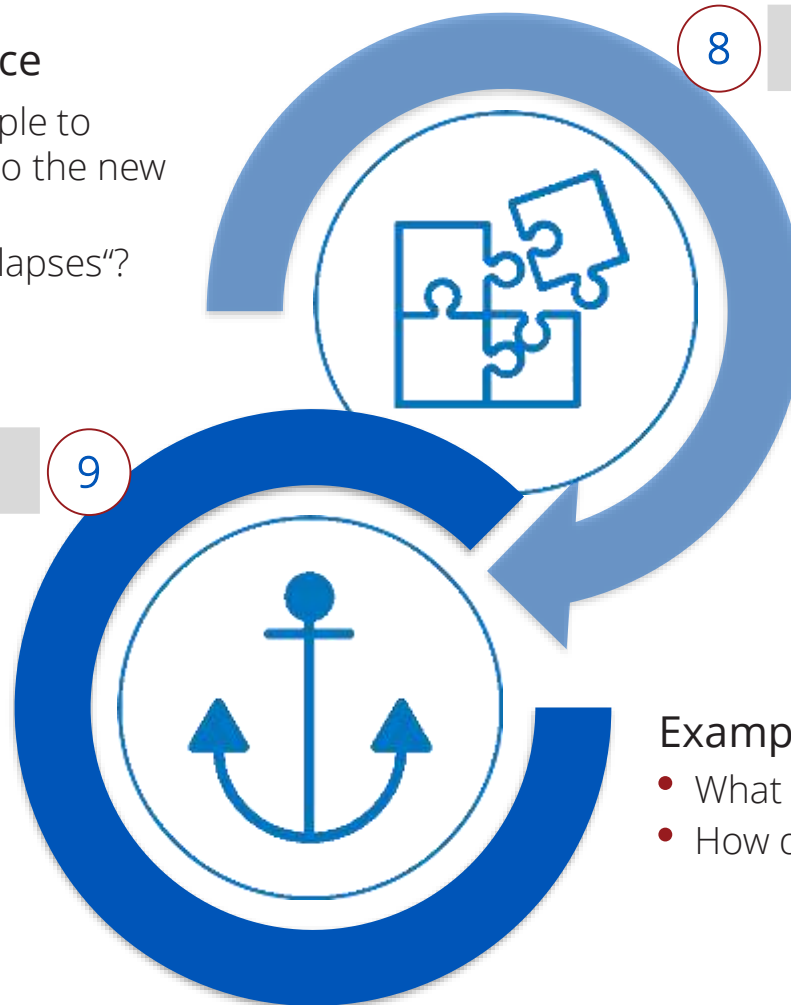
## Capitalisation

- Closing symbolically
- Securing the results
- Evaluating the process and the results
- Improving continuously

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## Example 9: Sustainability

- What added value did we achieve?
- How do we live and develop the change?





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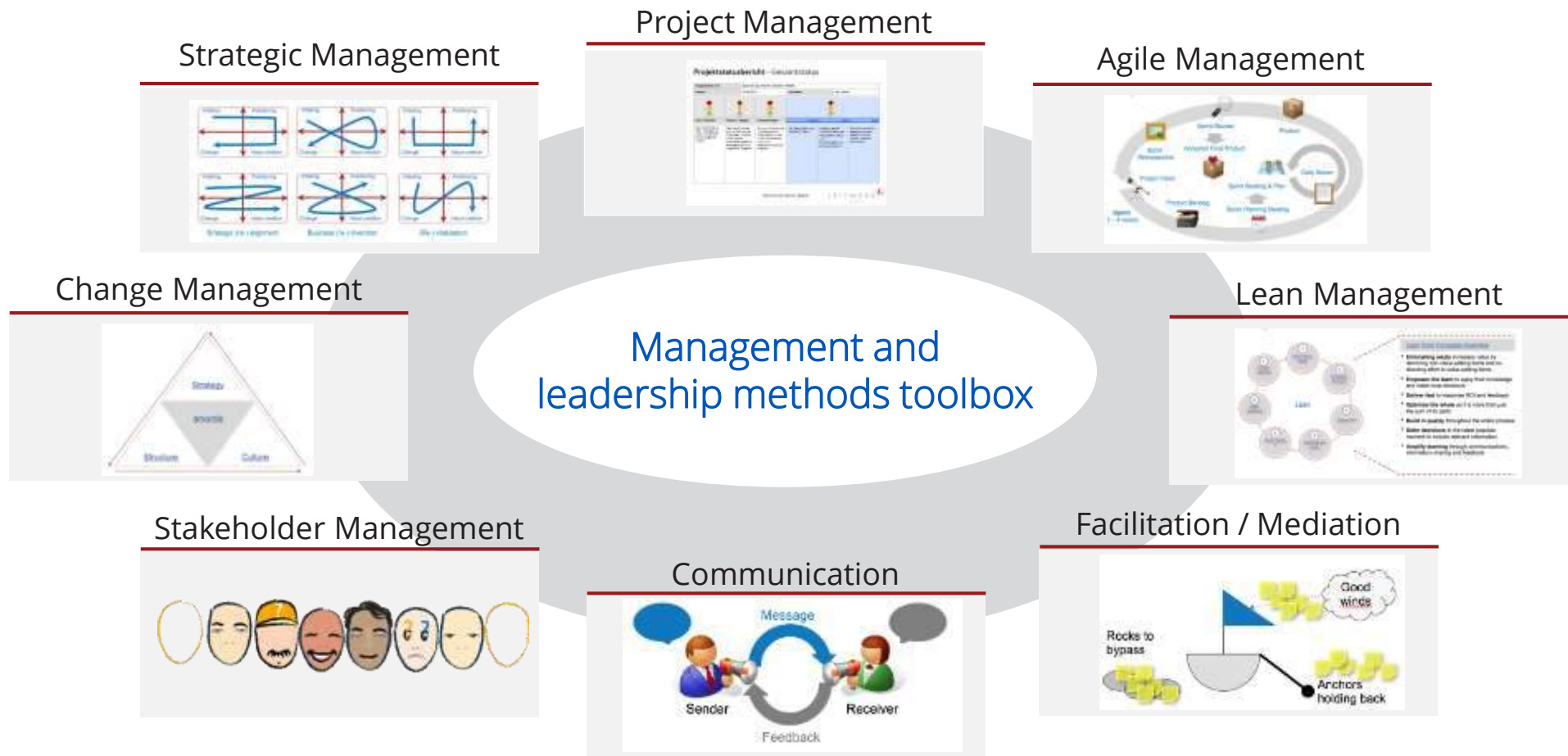
Transforming strategies and ideas into actions

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# We apply proven approaches and tailor them to your needs

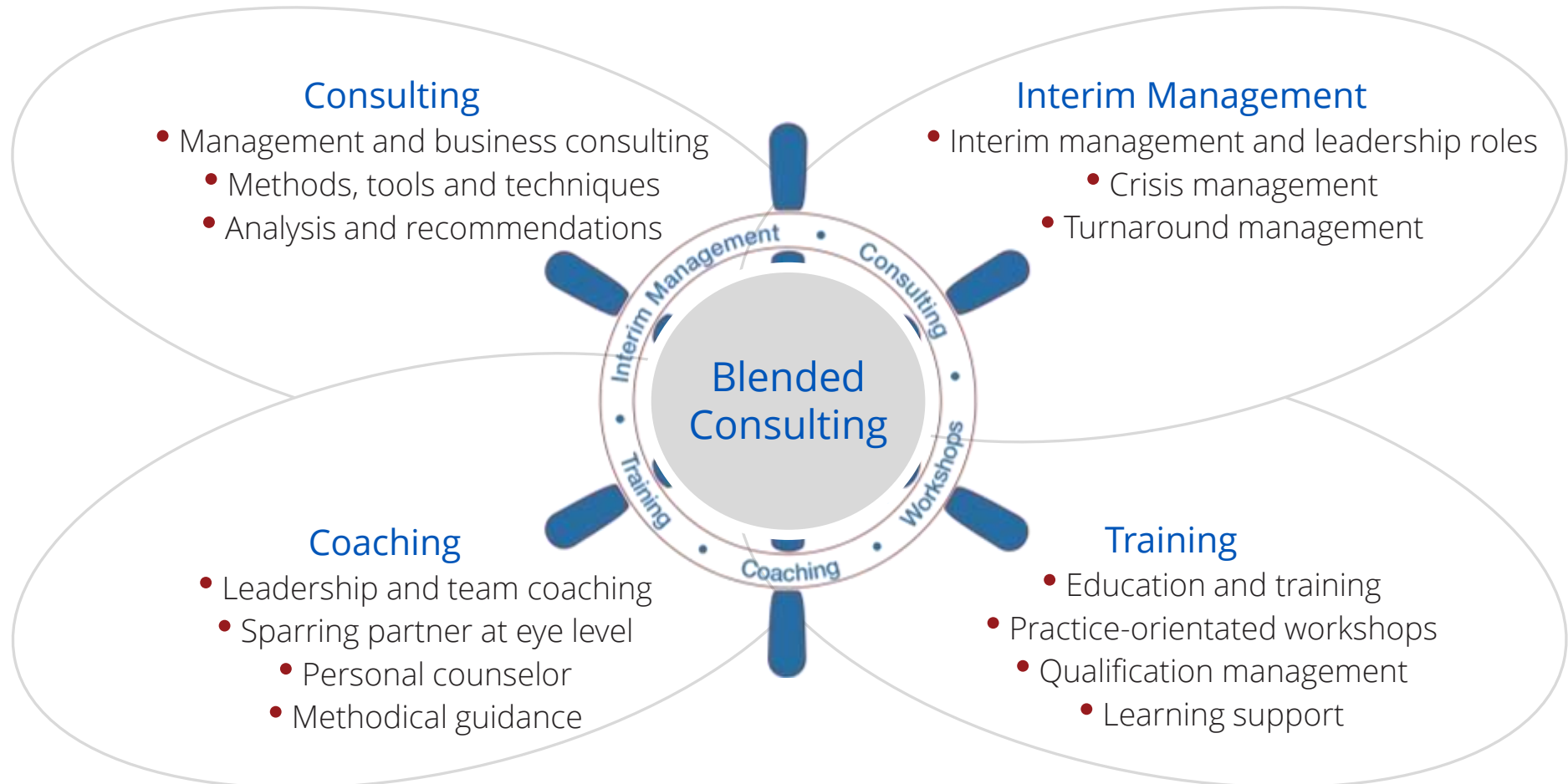
Transforming strategies and ideas into actions

Not every problem is a nail, so we master a whole range of tools:



## We support you using the following formats – also as a „blend“

Transforming strategies and ideas into actions



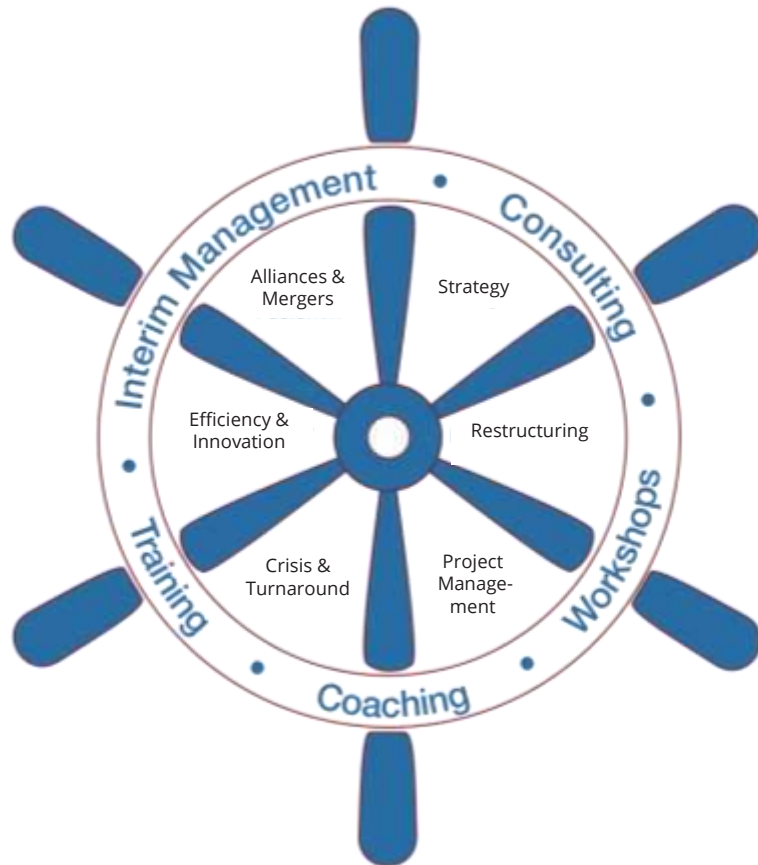
## We develop practical strategies and translate them into projects

Transforming strategies and ideas into actions

Change, portfolio and project management



“Turning strategies into actions is our speciality”



### Strategy & strategic management

- New / disruptive business models
- Objectives, missions and visions
- Business analysis
- Scenario development
- Strategy development
- Positioning
- Value creation
- Portfolio creation (product / project)
- Risk and opportunity management
- Leadership and change

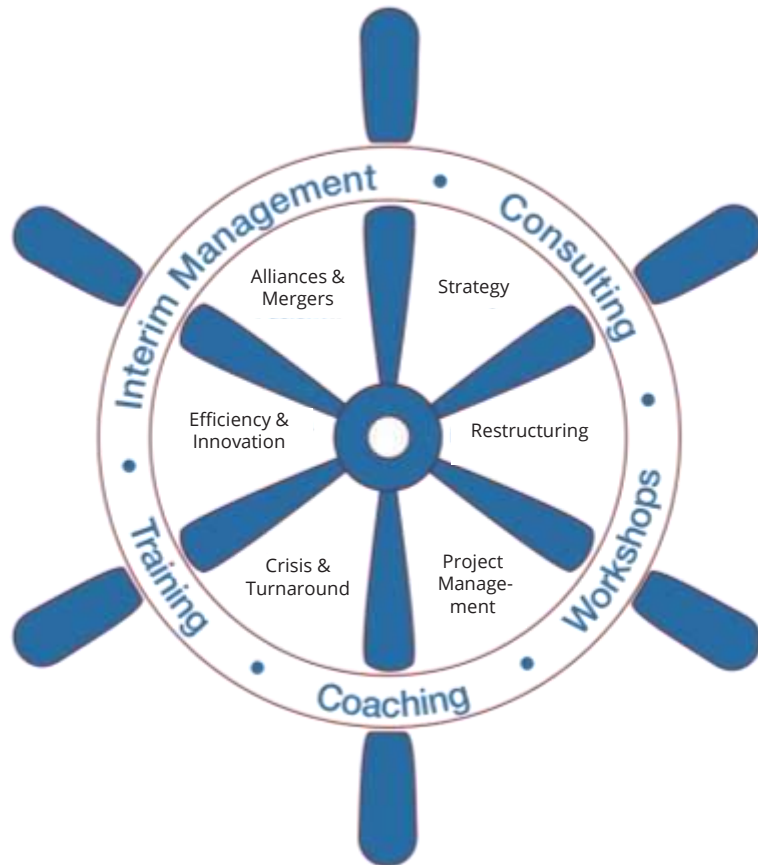
## We develop effective new structures and make the transition

Transforming strategies and ideas into actions

Change, portfolio and project management



“Turning strategies into actions is our speciality”



### Restructuring

- New work models
- Flexible work organisation
- New leadership models
- Digital transformations
- Desksharing
- Process analysis
- Process modeling
- Crisis management
- Reorganisation

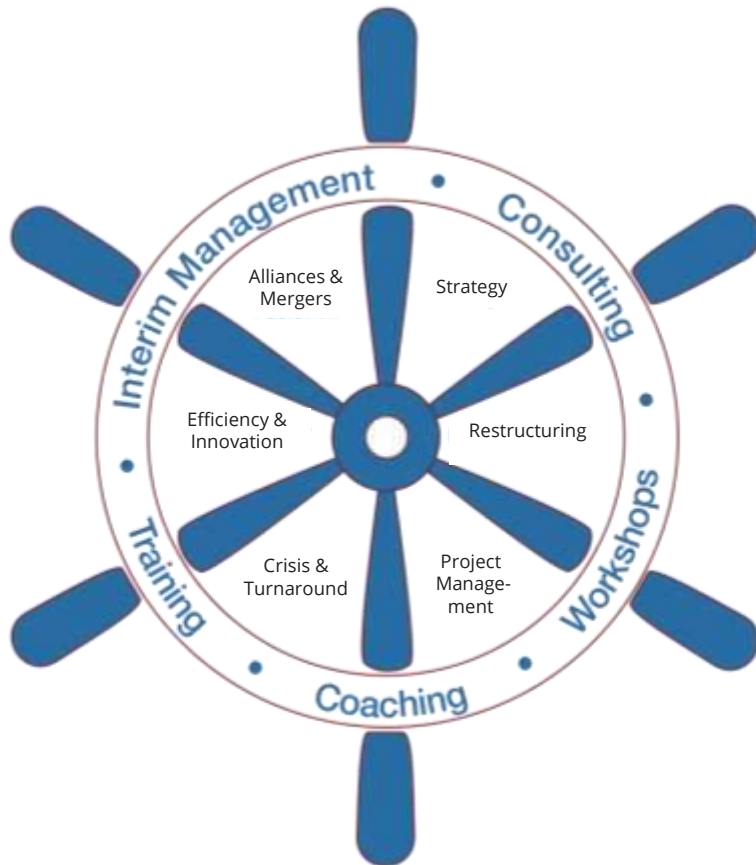
## We use projects and project portfolios to structure the initiatives

Transforming strategies and ideas into actions

Change, portfolio and project management



“Turning strategies into actions is our speciality”



### Portfolio & project management

- Analyses, reviews and audits
- Organisations and governance
- Philosophies, methods and infrastructures (agile, hybrid, predictive), incl. certifications (PMI®, Scrum, Prince2®)
- Operational project management
- Crisis and turnaround management
- Risk and opportunity management
- Leadership and communication
- Stakeholder management



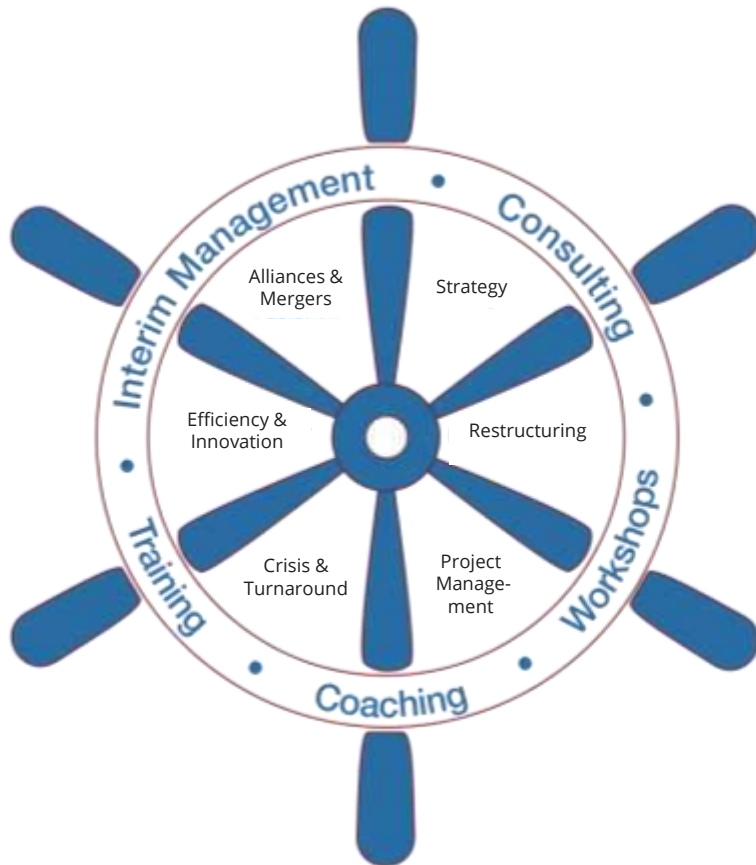
## We support you in fostering your efficiency and innovation

Transforming strategies and ideas into actions

Change, portfolio and project management



“Turning strategies into actions is our speciality”



### Efficiency & innovation

- New business models
- New working models
- Ideation and creative processes
- Design thinking
- Digitalisation of workflows
- Lean management
- Sourcing and sustainability
- Circular economy
- Diversity management

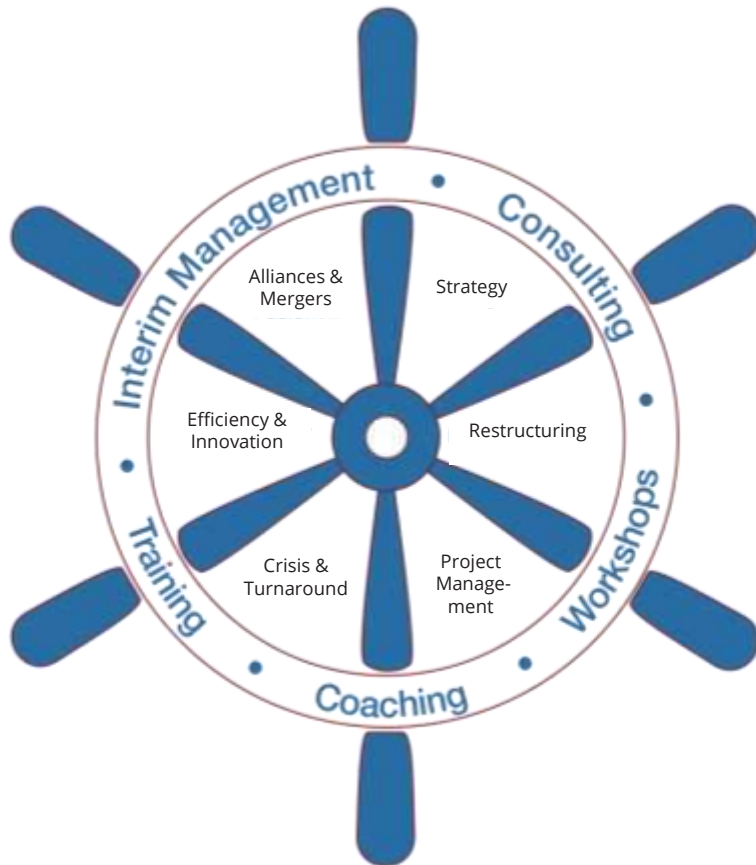
## We help with mergers and the harmonisation of corporate cultures

Transforming strategies and ideas into actions

Change, portfolio and project management



“Turning strategies into actions is our speciality”



### Alliances, mergers & acquisitions

- Strategy development
- Strategic fit analysis
- Development and integration of ecosystems (start-ups)
- Support (pre-deal, deal, post- deal)
- Due diligence management
- Post-merger integration (PMI)
- Pre-merger carve-outs
- Risk and opportunity management
- Cultural transformation

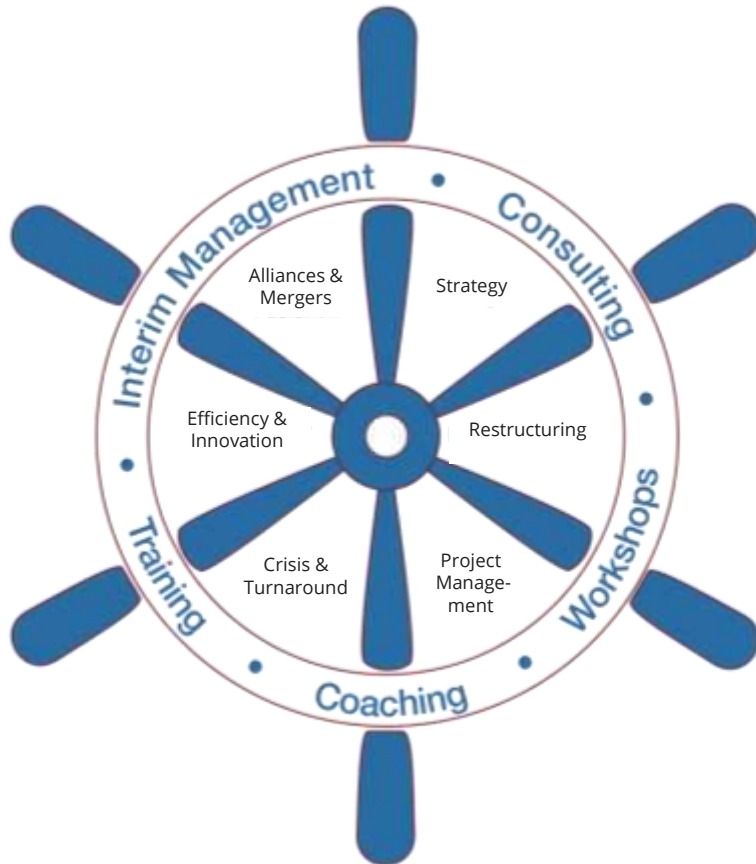
# We help companies to get out of troublesome situations

Transforming strategies and ideas into actions

Change, portfolio and project management



“Turning strategies into actions is our speciality”



## Crises & turnaround management

- Viability analysis of potential strategies
- Setup and management of turnaround project portfolios
- Liquidity-securing and refinancing measures
- Social plan development and negotiation
- Lean management and lean production



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Good to know about amontis

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## We are proud of our renowned customers...

Good to know about amontis

Most of our customers have been working with us for years:



## ...and our alliance of entrepreneurial experts and partners

Good to know about **amontis**

**amontis** is the alliance of entrepreneurial experts.

We are your consultants, interim managers, trainers, coaches for management, in the context of organisational changes and transformations.

- Partners: 28
- Colleagues in partner organisations: approx. 70
- Experts in the alliance: approx. 180



The image features a world map with three regions highlighted in blue: North America (USA), Europe, and Australia. Surrounding the map are logos of various partner organizations and institutions:

- HOUSE OF TRAINING** (USA)
- MANNHEIM BUSINESS SCHOOL** (Germany)
- Citwell** (USA)
- HEC Liège** (Belgium)
- ACMC** (Agence de certification)
- UNIVERSITÄT MANNHEIM** (Germany)
- IFEAS** (Institut Franco-espagnol d'Études Appliquées en Systémique)
- Academies** (Middle East)
- SORBONNE PARIS CITE** (France)
- ESG UQAM** (École des sciences de la gestion, Université du Québec à Montréal)
- Project Management Institute** (USA)
- Collège Polytechnique International** (Canada)
- UNIVERSITÉ LAVAL** (Canada)
- Fraunhofer** (Germany)
- LENTIC** (Technology - Innovation - Change)
- UNIVERSITÉ PARIS DESCARTES** (France)

## Professional certifications foster and reinforce our competences

Good to know about amontis

amontis is:

- a **registered Education Provider (R.E.P.)** of PMI®. As a registered Education Provider, we are audited and authorised by PMI® to offer project management seminars and **issue certificates on Professional Development Units (PDUs)** or **Contact Hours** for the successful completion of a seminar.
- a **Licensed Affiliate** of accredited training organisation (ATO) CONSENSUS Consulting GmbH and is authorised to conduct **PRINCE2®** trainings and examinations.
- an **accredited training organisation** and partner of ACMC for the **training and certification of International Multidisciplinary Change Management (IMCM®)**, along with our partners at the Université Sorbonne Paris Cité, Université Paris Descartes, Université du Québec, Montreal, and HEC Liège.



## Our customers' feedbacks und awards are the testimony to our work

Good to know about amontis

### Our customers say:

"You convinced us very early that the subsidiary still has a chance of survival. In all points, you then managed to bring about the turnaround. **You purposefully involved us and with great skill led the negotiations with the business partners and ministries to success.** It was a pleasure to see the local staff making the turnaround and performing amazingly well. With your work you also became an important role model for the German parent company." – *Shareholder and Sponsor of a Turnaround of the French Subsidiary / Aeronautic Industry*

"Excellent use of language of the trainer, along with his very good preparation, helped me to mature and fix all." – *Participant PMP Exam Preparation Training / Airbus worker*

"The handsome experience of the trainers and wide spectrum they cover provide authentic know-how and a window into the Post Merger Integration reality." – *Participant Airbus M&A Bootcamp / Airbus worker*

amontis was awarded by the Stevie Award 2018 for its "Blended Consulting" approach in the category "Best New Product or Service".





## Corporate Social Responsibility

### Good to know about amontis

We are supporting different kinds of projects in several parts of the world and want to make our contribution to a better future.

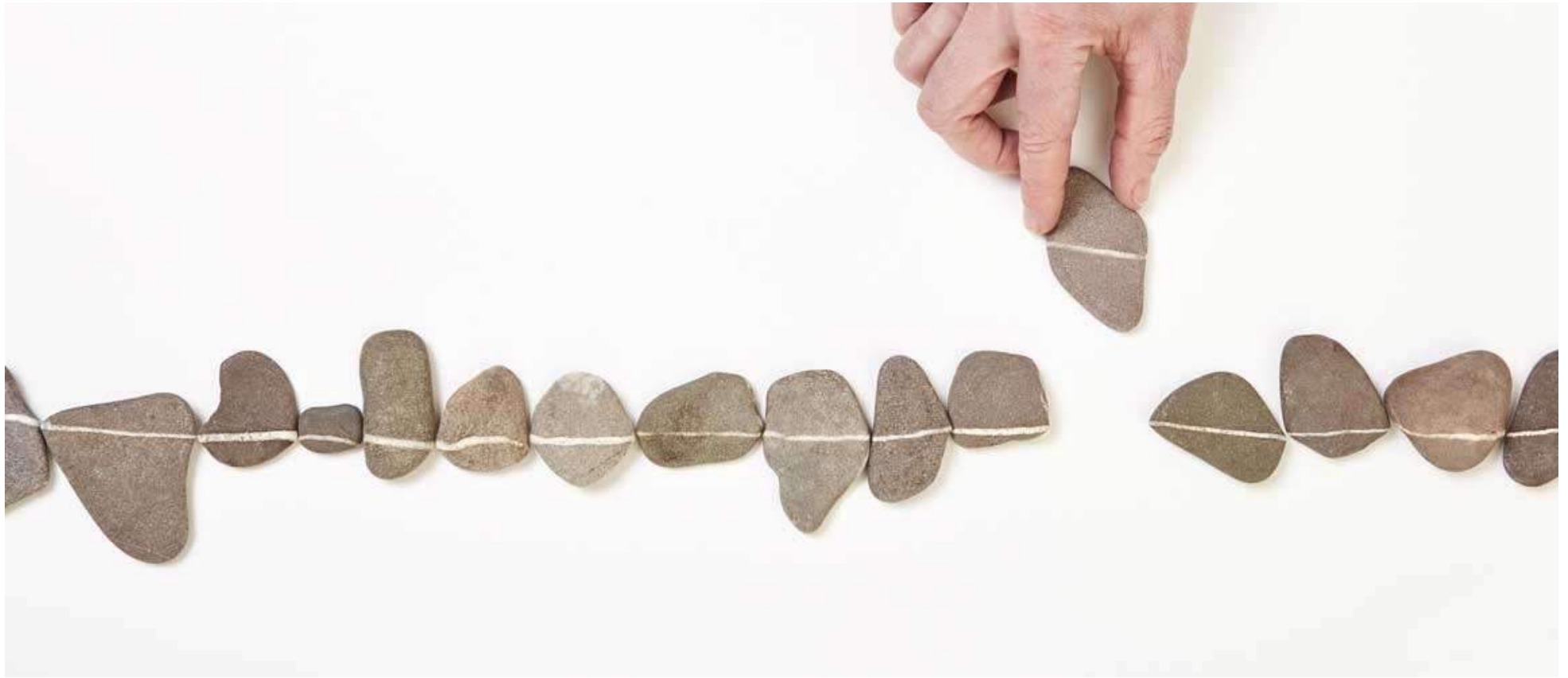
### Education and scientific work:

- amontis supports the scientific work in the field of gender studies (German Foundation for Women and Gender Studies; Feminist Europa - Review of books)
- amontis supports the transfer of knowledge by giving lectures and lectureships at universities (Frankfurt School of Finance and Management, Mannheim Business School, Heidelberg University)
- amontis supports non-profit organisations (such as HeiSDA) and business start-ups by granting them seats for selected seminars for free or at discounted rates and thus facilitates access to important know-how and expertise

### Charitable purposes:

- amontis is committed to sustaining people and the environment through the Fruitful Office programme
- amontis participated in a project to help street children in Ecuador





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It is worth talking to us

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## We are a strong core team with a diverse alliance

It is worth talking to us

### Dr. Roland Dumont du Voitel

- Managing Partner
- PhD in Change Management
- PMP®, PRINCE2®, IMCM®
- > 40 years in project management, change management, crises management & turnaround



### Arlette Dumont du Voitel

- Managing Partner
- Degrees in Economics, Management and Design, Executive MBA
- PMP®, PRINCE2®, ITIL®, PMI®ACP (agile), IMCM®
- > 10 years in project management & > 5 years in change management



### Mathieu Blondeau

- Marketing & Sales Manager
- Degrees in Marketing and International Business
- IMCM®
- Market analysis, marketing, online marketing, sales, logistics



### Uliana Polomana

- Consultant
- Degrees in Organisational Psychology
- CAPM®, PRINCE2®, SCRUM®, IMCM®
- Project management, Scrum Master & P. Owner, change management



### Nils Schäfer

- Junior Consultant
- Degrees in Business Engineering and Ethnology
- CAPM®, IMCM®
- Project management support, work package owner, change management support



### Jenna Sitnikow

- Relationship Manager
- Degrees in Business Administration, e-Business & Management
- PRINCE2®, IMCM®
- Project- & change management support, trainings & events coordinator



+ the alliance of consultants, interim managers, trainers & coaches

## Let's talk together, the first conversation is on us!

It is worth talking to us



It is worth talking to us,  
the first consultation meeting  
is on us!

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## We are looking forward to hearing from you

It is worth talking to us

