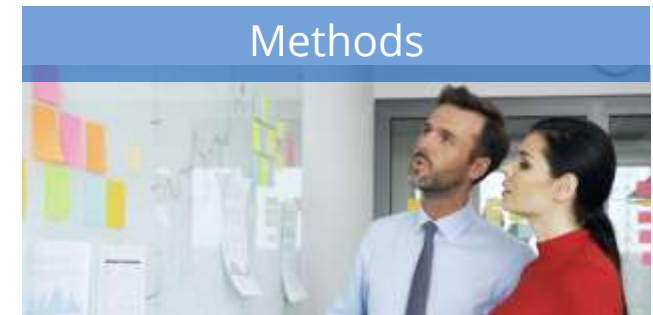
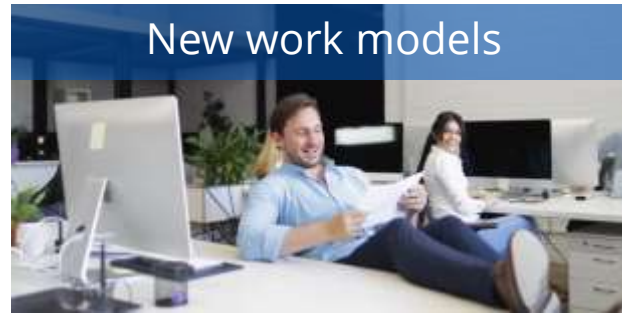




Changes – the never-ending construction site

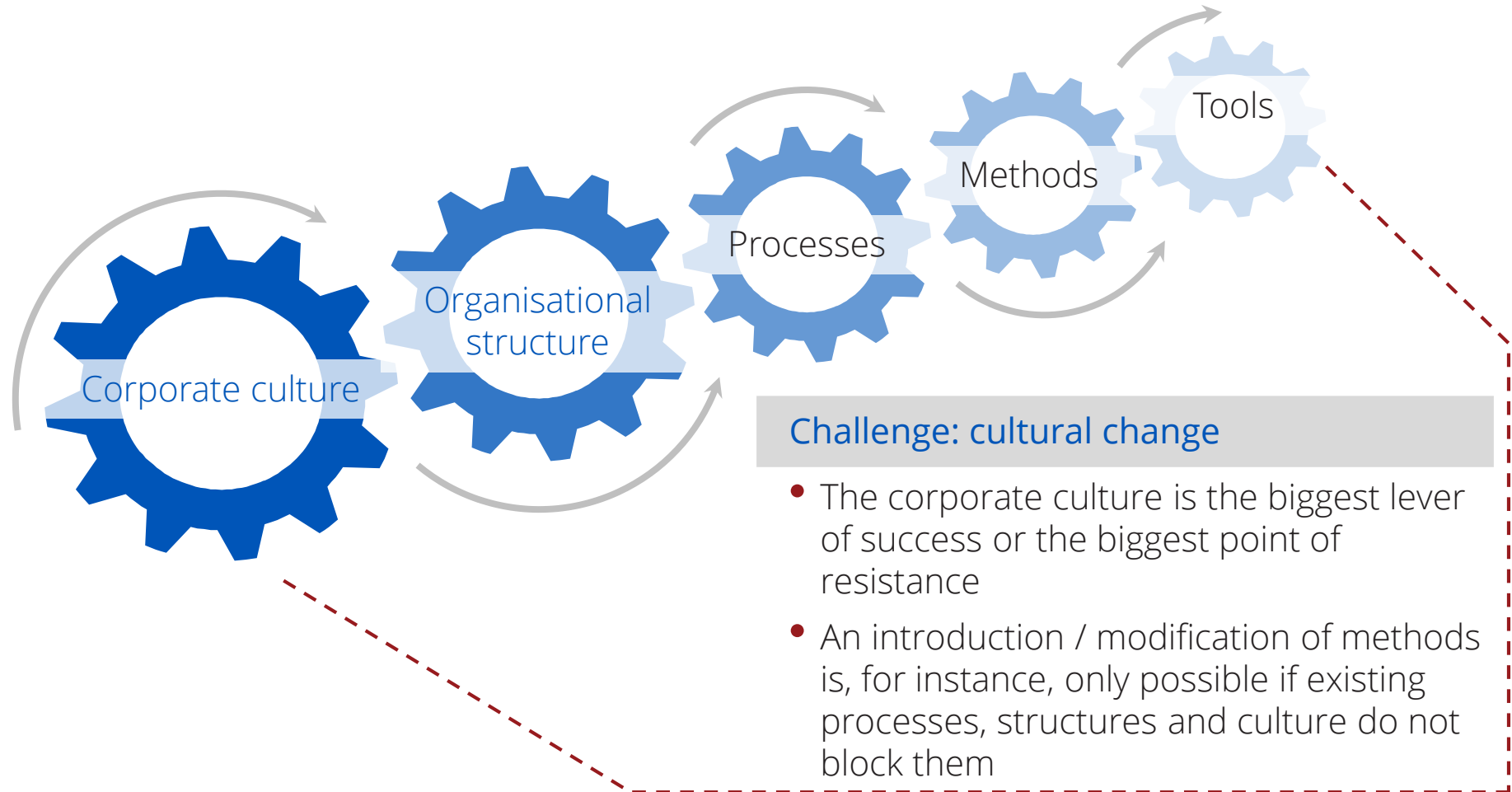
“Change is the only constant in life” – *Heraclitus of Ephesus*

Changes – the never-ending construction site



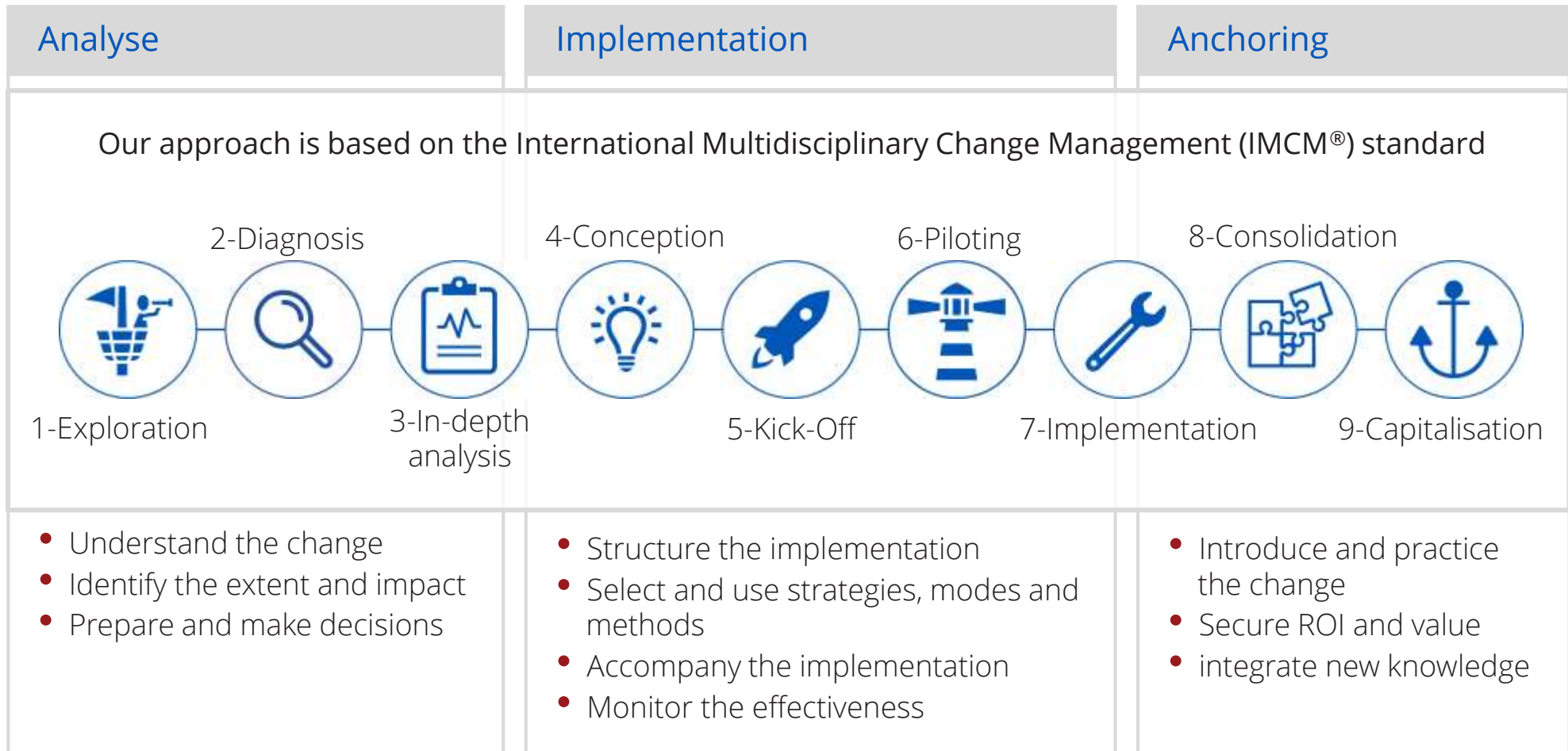
The biggest and most effective lever is the corporate culture

Changes – the never-ending construction site



We analyse, accompany and close your construction site

Changes – the never-ending construction site





From a vision to a real change

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 APMC 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

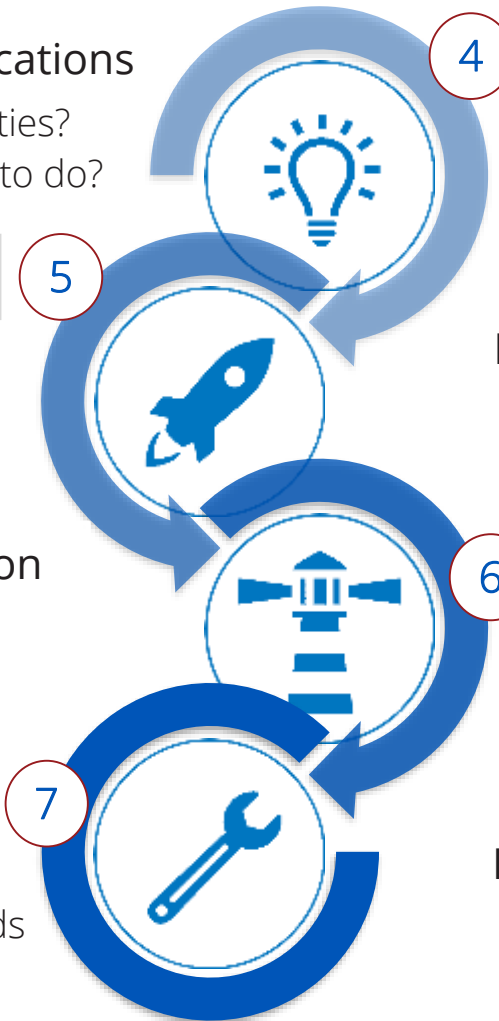
- Preparing the implementation
- Team-building
- Conducting the kick-off event

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



4

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“?

8

Consolidation

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

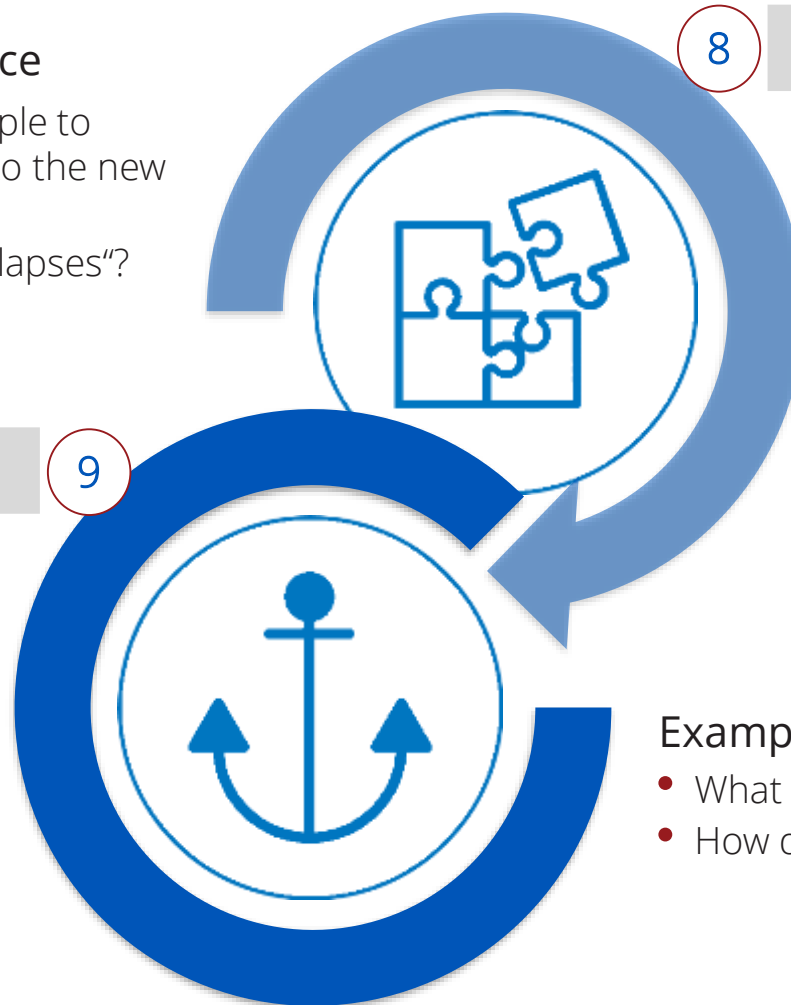
Capitalisation

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

9

Example 9: Sustainability

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





Transforming strategies and ideas into actions

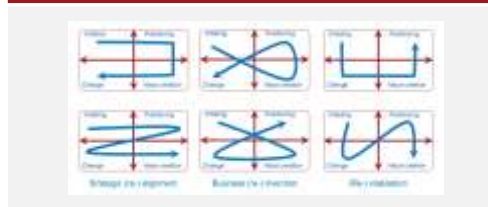
We apply proven approaches and tailor them to your needs

Transforming strategies and ideas into actions

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



Strategic Management



Project Management



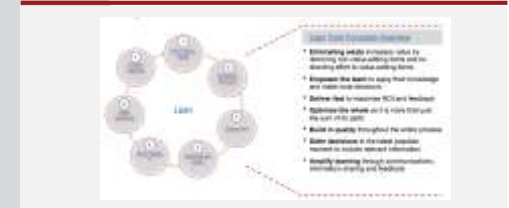
Agile Management



Change Management



Lean Management



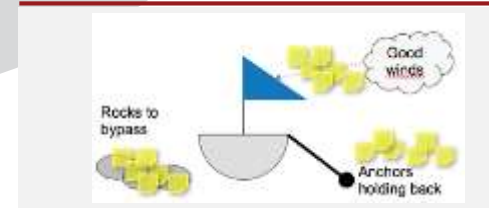
Stakeholder Management



Communication

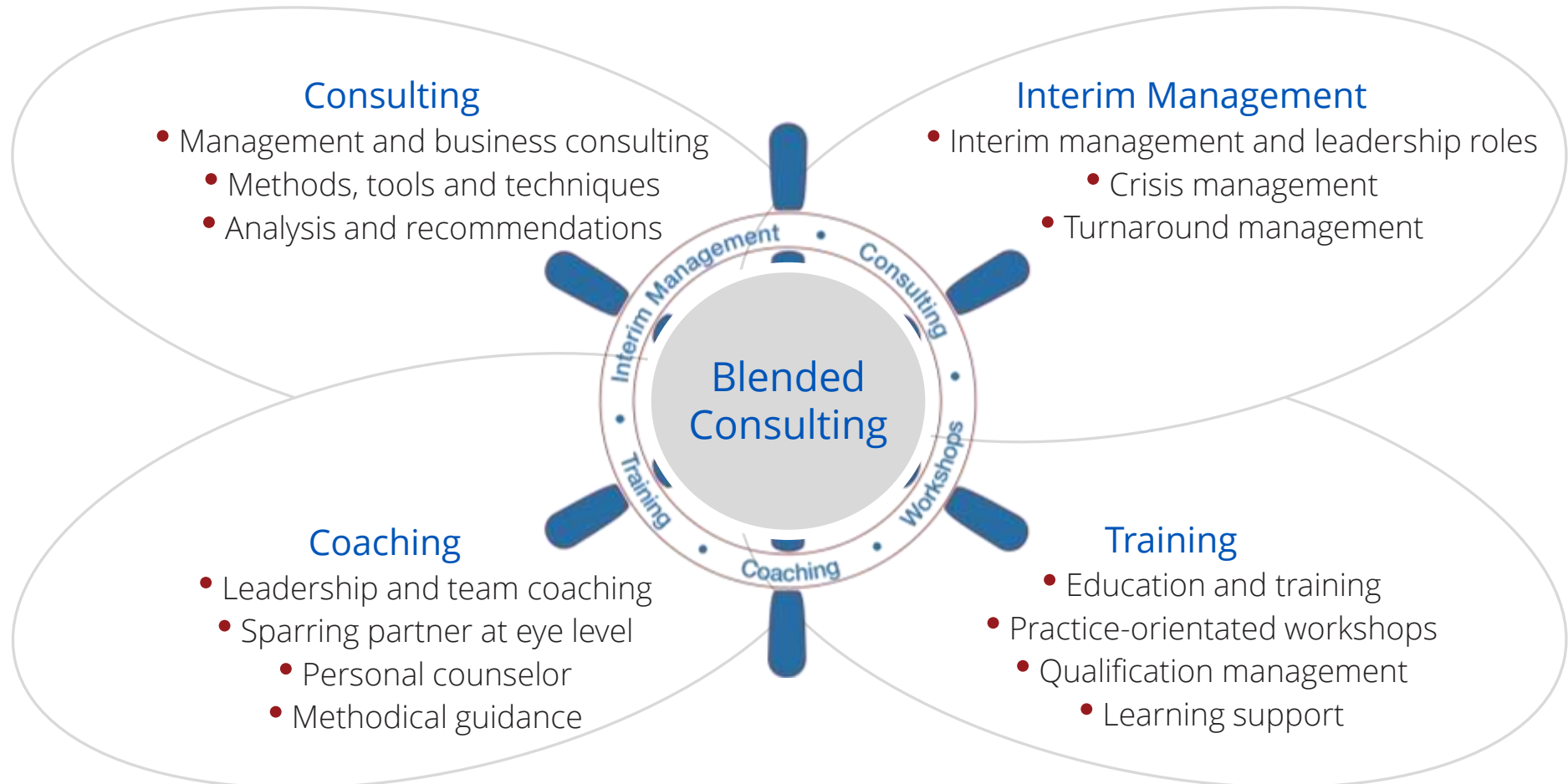


Facilitation / Mediation



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

Transforming strategies and ideas into actions



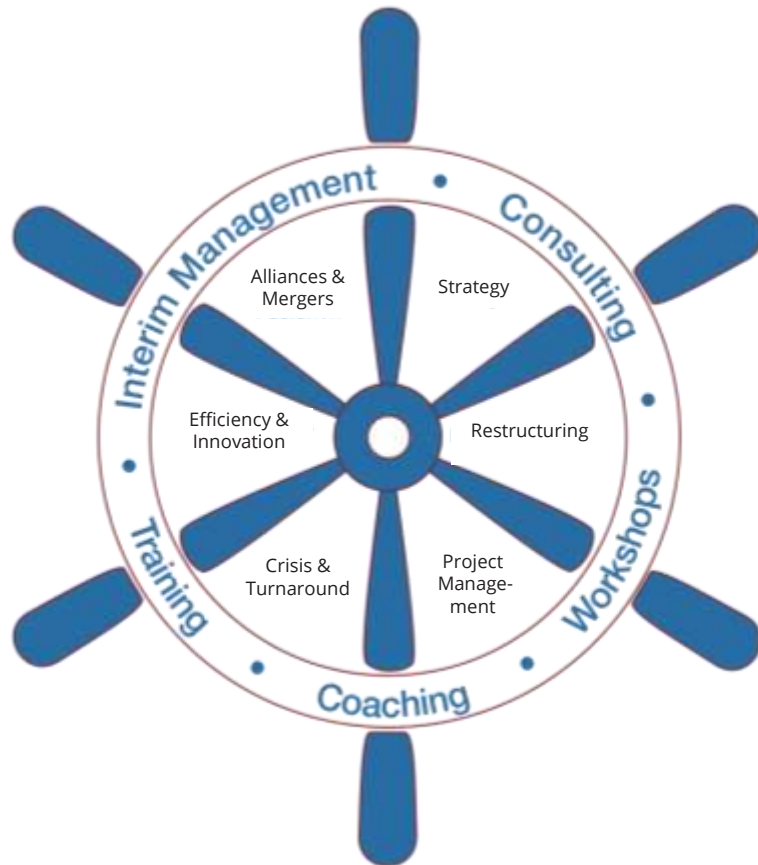
We develop practical strategies and translate them into projects

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

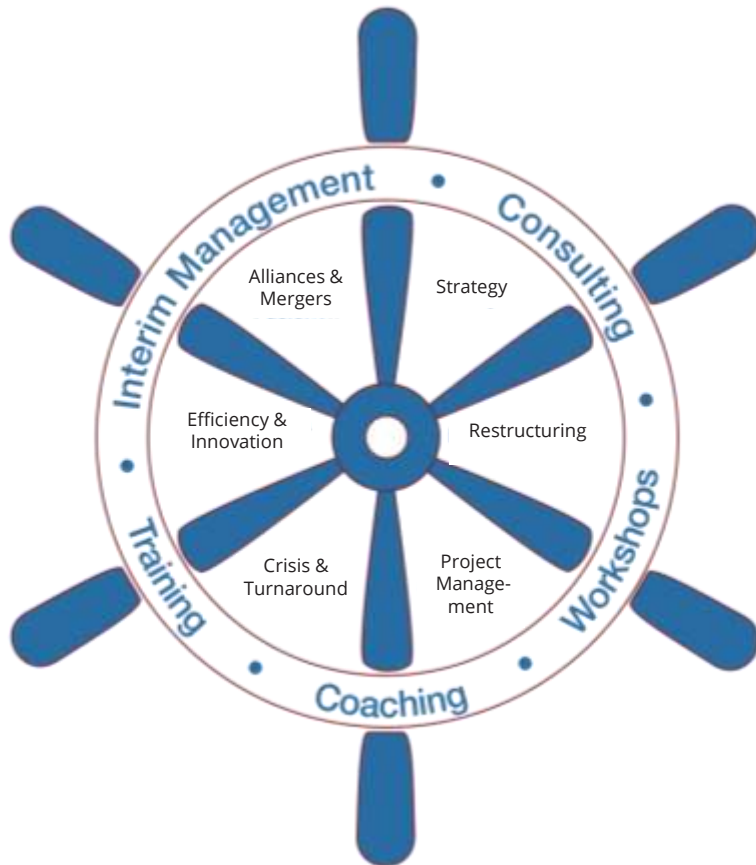
We develop effective new structures and make the transition

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

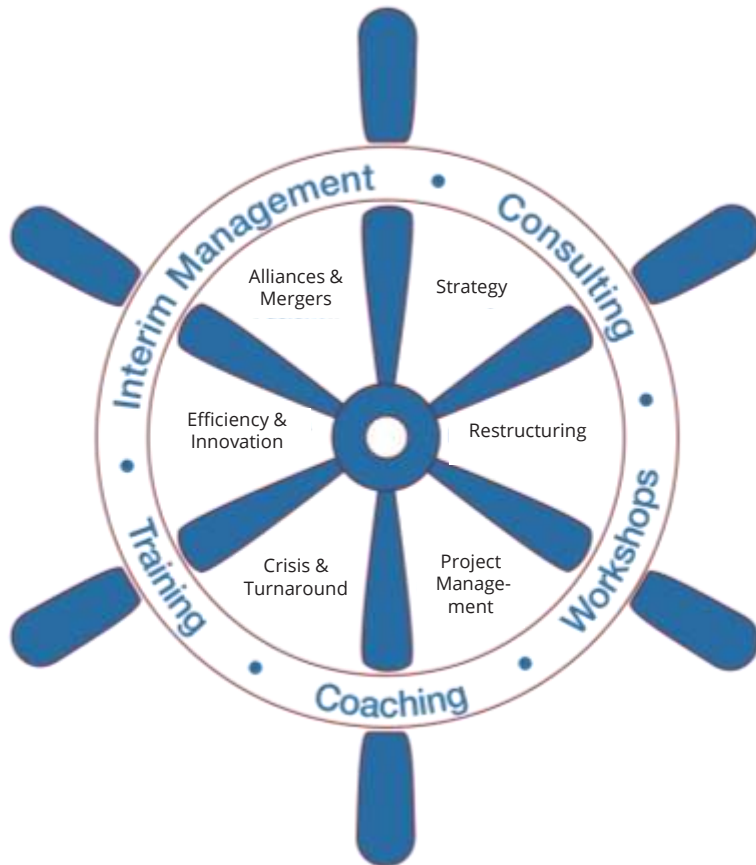
We use projects and project portfolios to structure the initiatives

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

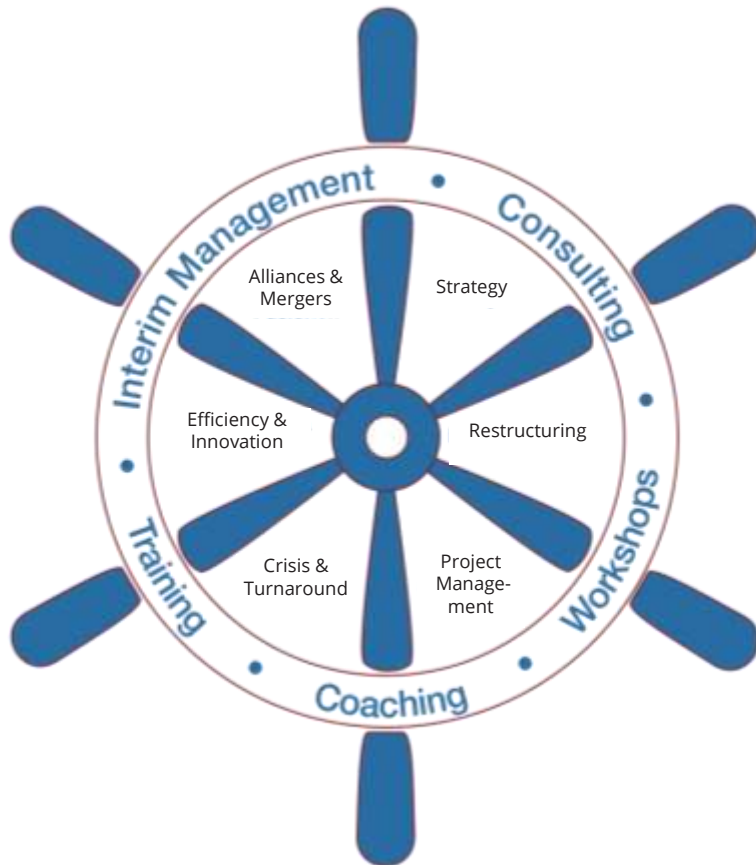
We support you in fostering your efficiency and innovation

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

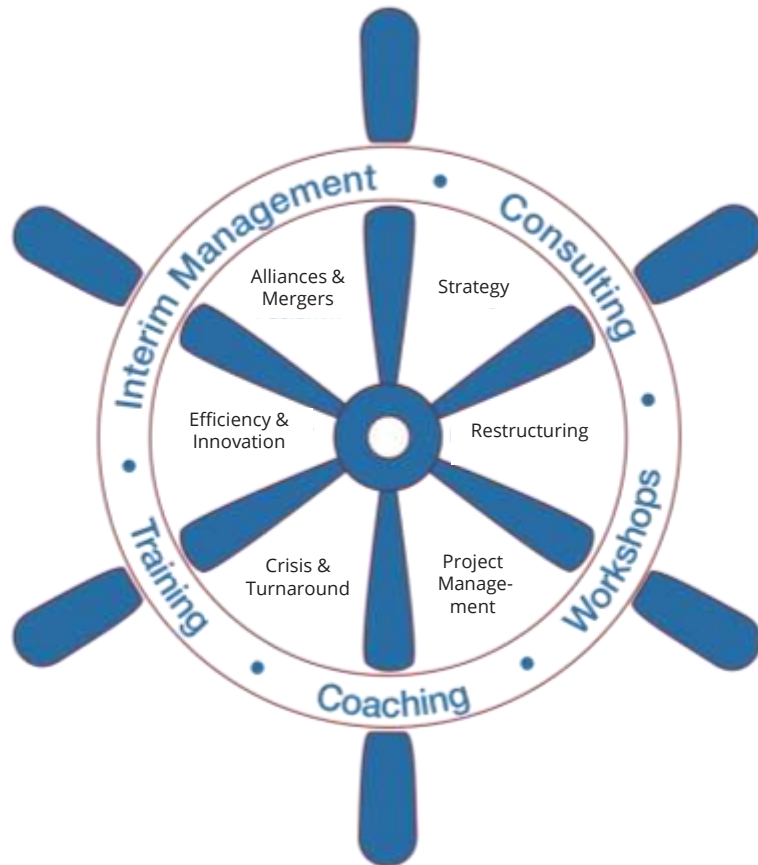
We help with mergers and the harmonisation of corporate cultures

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

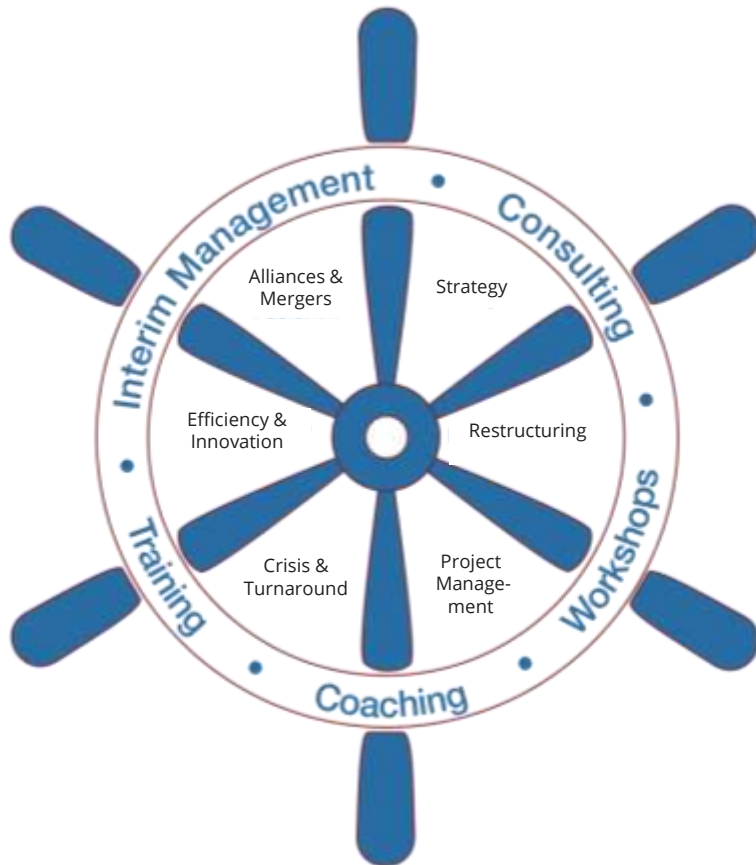
We help companies to get out of troublesome situations

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



Good to know about amontis

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



A world map with several regions highlighted in blue: North America (USA), Western Europe, Eastern Europe, Southeast Asia, and Australia. Surrounding the map are logos of various partner organizations and institutions:

- HOUSE OF TRAINING** (Logo: colorful vertical bars)
- MANNHEIM BUSINESS SCHOOL**
- Citwell** (Logo: orange circle)
- HEC Liège** (Executive School - University of Liège)
- ACMC** (Agence de certification)
- UNIVERSITÄT MANNHEIM** (Fakultät für Betriebswirtschaftslehre)
- IFEAS** (Institut Francophone d'Études Appliquées en Systémique - Montréal - Nantes - Paris - Rabat)
- Academies** (Logo: green and yellow)
- ESG UQAM** (École des sciences de la gestion - Université du Québec à Montréal)
- Project Management Institute** (Registered Education Provider)
- Collège Polytechnique International**
- UNIVERSITÉ LAVAL**
- Fraunhofer**
- LENTIC** (Technologie - Innovation - Changement)
- UNIVERSITÉ PARIS DESCARTES**

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 and 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."

– *Project Management Professional (PMI®) Exam Preparation Training / Airbus Project Manager*

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

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





It is worth talking to us

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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www.amontis.com

We are looking forward to hearing from you

It is worth talking to us

