



TRANSFORMATION
MANAGEMENT
St.Gallen | München | Wien

Ready for new perspectives

Lern-Architektur
und Leadership
Development

Cultural
Transformation

Talent- und Nachfolge
Management

The Transformation Management AG

brief introduction



TRANSFORMATION
MANAGEMENT
St.Gallen | München | Wien

TMAG-Team
St. Gallen, Munich, Vienna 2022

TM AG

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Our self-concept

We support our customers in designing and implementing successful

- ≡ Cultural Transformation
- ≡ Learning Architecture towards Organizational Excellence
- ≡ Leadership development, as well as
- ≡ Strategic Talent and Succession Management

Integrative, comprehensively, company specific but independent from industry; in Profit- and Non-Profit Organizations



We are ...

- ≡ clear in what we say and do!
- ≡ inspiring through our solutions!
- ≡ effective in our approach!

Our expertise

During more than 20 years and more than 150 successfully completed projects, we have developed into experienced specialists in all aspects of our core topics.



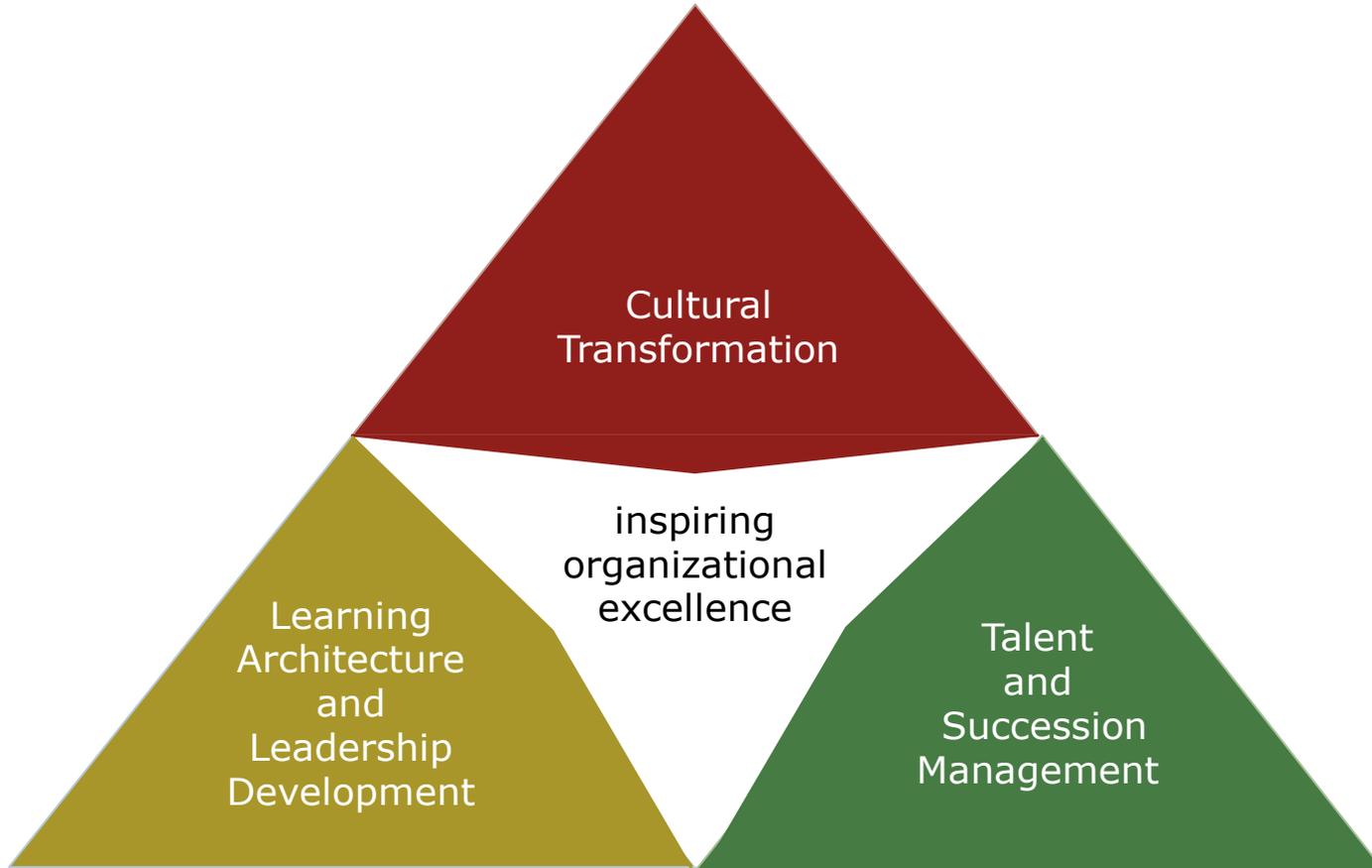
We can assess what is useful, pragmatic and realistic.

Above all, we also know the stumbling blocks and risks during the concrete implementation in the organization.

In our core topics, we have clear conceptual ideas, however, we do not sell standard solutions.

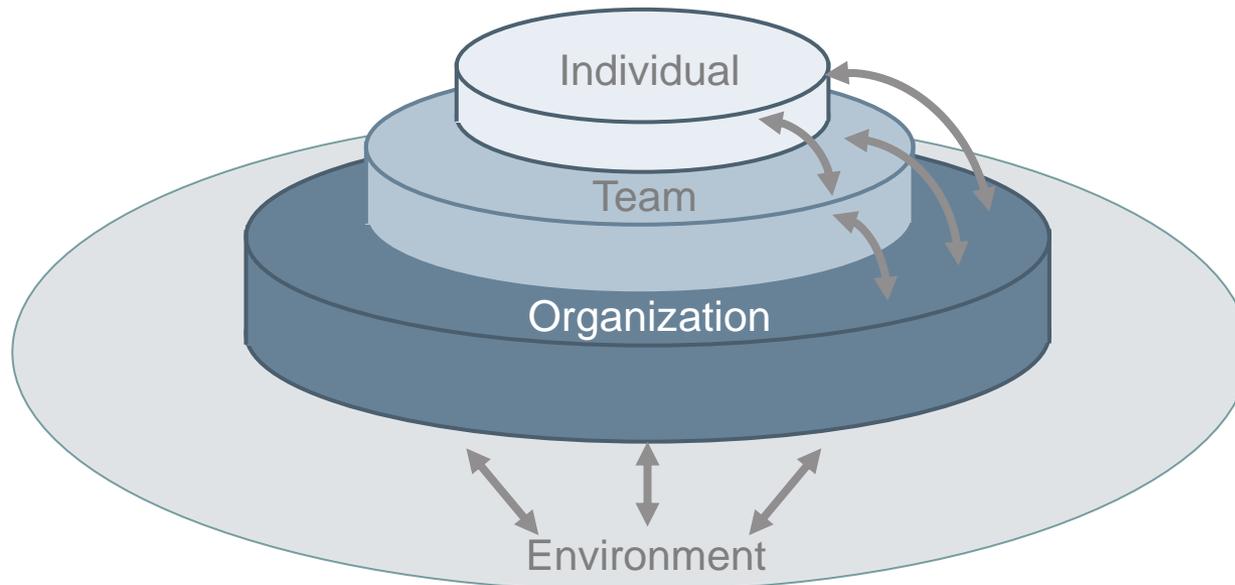
Together with our customers, we develop the necessary and best applicable process elements and formats. Our customers rate this as one of our particular strengths.

Our range of consulting- Overview



The levels we work on

On the way to Organizational Excellence, we work consistently on the three recursion levels: the individual, the team and the organization.



Our range of consulting Cultural Transformation

Transformation Direction

Transformation Architecture

Transformation Implementation

Topics

- ≡ Organization diagnosis
- ≡ Organizational Excellence Model
- ≡ Organizational design
- ≡ Vision – Workshops
- ≡ Guiding principles and values
- ≡ Proactive Stakeholder Management

- ≡ Transformation Architecture:
systemic, customized
 - ≡ Behaviour, Communication
 - ≡ Processes and structures
- ≡ Program Management
- ≡ Quality assurance and success
measuring
- ≡ Transformation facilitation
Identification & Training
- ≡ Transformation – storytelling,
communication concept

- ≡ Project Management
- ≡ operative process control to
assure results
- ≡ Supervision and coaching
- ≡ Support sounding board
- ≡ Communication work
- ≡ Team Development
- ≡ Team Maturity Check®
- ≡ Facilitator – Workshops
- ≡ Transformation - Workshops

Occasions

- ≡ Culture transformation – readiness for the future
- ≡ Realignment, integration and merging of business units
- ≡ Merging of companies (mergers of small and medium-sized enterprises)
- ≡ Integration of start-ups
- ≡ Realignment of organizations; design of corporate identity
- ≡ Introduction of mission statement, principles,
new tools, processes etc.



Our range of consulting Learning Architecture and Leadership Development

Learning-Architecture

Strategic Competence Development

Leadership Development

Topics

- ≡ Formats, Settings, Methods and Tools for
 - ≡ Individual learning
 - ≡ Social learning
 - ≡ Organizational learning
- ≡ Design of learning spaces
 - ≡ customized
 - ≡ digital, analogue, virtual, present, synchronous, asynchronous
- ≡ Support of learning journeys
 - ≡ Base camps
 - ≡ Check-ups
 - ≡ Learning Sessions
 - ≡ Learning Buddy Systems
 - ≡ HOT Sessions
 - ≡ Hackathons
 - ≡ Coaching, Sparring, Peer Sprints
 - ≡ etc.

- ≡ Strategic Competency model
- ≡ Leadership Impact Model (LIM)
- ≡ Design of strategic Leadership process
- ≡ Best Practice Tools in the Leadership process (Customizing and Implementation)
- ≡ Leadership Readiness for the Future - Readiness Check
- ≡ Future Skills, Future competencies
 - ≡ Identification
 - ≡ Screening
 - ≡ Upskilling, reskilling
- ≡ Future Lab

- ≡ LEAVOR® Program – Learning Adventure for Business Excellence
- ≡ Management simulator Future Mind®
- ≡ Sparkling moments of leadership
- ≡ Meta competencies, potentials
- ≡ Learning concepts for the Top Management
- ≡ Team Maturity Check®, Business Excellence Team (BET)
- ≡ Formats: Learning Sessions, Podcasts, Learning-Nuggets, Check-ups etc.
- ≡ Single und Team Coaching,
- ≡ Sparring
- ≡ Mediation
- ≡ Leadership Balance, Impactful Leadership



Our range of consulting Talent & Succession Management

Talent and Succession Direction

Talent and Succession Architecture

Talent and Succession Implementation

Themen

- ≡ TMI – Talent Management Index®
- ≡ Strategic Key Positions
- ≡ HR - Quick Check
- ≡ Vision: Talent and Succession Management
- ≡ PRYSMA Model®
- ≡ Strategic Competency Model (L.I.M.)
- ≡ Potential Identification
- ≡ Succession Risk Matrix
- ≡ Learning Architecture

- ≡ Customized implementation roadmap for building a strategic talent and succession management system
- ≡ Leadership and expert careers
- ≡ T&SM Dashboard: Succession Risk Landscape
- ≡ Succession Screening, Succession decision
- ≡ Passage Management
- ≡ Design of customized high-potential development programs

- ≡ Succession planning at top management levels
- ≡ Identification of deputies, successors, replacements
- ≡ Success management in the talent process
- ≡ Training and further education of HR experts: Talent Management Certificate®
- ≡ Supervision, Coaching, Sparring





- ≡ The in-house knowledge of our customers, our experience and our broad knowledge in our core topics lead to a customized and implementable overall concept. We work co-creatively!
- ≡ Together we find the optimal approach and the right pace to sustainably anchor these central topics in organizations.
- ≡ Through supervision, open feedback, management and team coaching, we assure achieving qualified results.
- ≡ If required, we also take over operational tasks in the initiatives and projects we accompany to initiate the appropriate measures in the organization.

Customer statements



"Driving, demanding and persistent, TMAG has prepared our executives for disruptive, volatile times, uncertainty and complexity.

With a keen sense of the southern German culture and the ability to bring the executives up to speed, TMAG quickly creates acceptance and a basis of trust. At the same time, they always offer an open ear for our problems, which they address flexibly, creatively and with a sympathetic dose of humanity.

Jana Schmidt, Human Resources Manager M-net Telekommunikations GmbH



„You could never get bored.“

"Working with TMAG requires stepping out of familiar thought patterns and invites one to critically reflect on one's own actions and work in an unobtrusive but also inescapable way. We always had the feeling that we were met with genuine interest in the desired further development and that we were not let go. Tough in the matter but appreciative in dealing with the individual!"

Alfred Bernhard, Chairman of the Management Board at Würth-Hochenger



Transformation Management AG has been with us since 2013. Their concept promised to prepare us and our managers for turbulent times. Yet neither they nor we ourselves knew how turbulent the times were to become: Three different company names with three different strategies and three different management teams in a period of four years illustrate this emphatically.

Despite these dynamics and numerous reorganizations, we have been able to improve the quality of our services, implement our objectives and position ourselves as a reliable partner in a constantly changing environment. This has been achieved not least thanks to TMAG's understanding of our requirements, their conceptual thinking, their sensitivity to people, situations and economic needs and, not least, the visibility of our behavioral patterns, which have made and continue to make TMAG's consulting processes so effective for our company.



The joint development work with our managers has since left lasting traces - we are visibly moving toward a more open corporate culture in which "functional familiarity" within and between organizational units has increased significantly.

Dr. Roman Necina, VP Process Development and Technical Services, Baxter/Baxalta/Shire Austria

doka

What to do?

umdaschgroup If you work as a board member of a very successful company, but already know that the current existing management culture will not be sufficient to successfully solve the tasks of the future or to assert itself as No.1 in the global market.

From here on there are of course many ways.



We chose the Transformation Management team under the leadership of Prof. Graf because we already had a very good working relationship in the area of talent management and this is actually the basis for a good and sustainable leadership culture.

What I and every manager had to learn in the process is that it is not a quick process. Culture changes take as long as you have lived them in the past on the timeline. Ensuring sustainable effects of the professionally supported process "Future Mind" is crucial to success!

We have found these with Prof. Graf and the team "Transformation Management St. Gallen" as absolute specialists for cultural changes in the company.

Many thanks again for the great support!

Jürgen Obiegli, Chairman of the Board Doka Group



The Rombach Group is a family-owned company that has been operating for over 80 years and is active in several sectors of the media industry. The company is managed by the third generation of the family, which means continuity in change. And this is exactly a characteristic feature of the cooperation with the consulting company Transformation Management AG. We have been working with its board member Professor Dr. Stephan Laske for more than 30 years in various forms and intensities.

The key to success is openness, trust and personal appreciation on the one hand and highly professional consulting competence in business, organizational and also interpersonal issues on the other hand.

The question of practicable solutions is linked to the question of the acting persons, which can certainly have a challenging character. Reflection and self-reflection are pillars of this consulting method, which achieves its success by convincing, motivating and ultimately satisfying executives.



We can only recommend the consulting firm Transformation Management AG without reservation.

Andreas Hodeige, Managing Director Rombach Druck + Verlagshaus GmbH & Co. KG

Customer statements



"I started the course to become an academically certified talent manager in May 2021 and successfully completed in fall 2021. The practical content of the course, the exchange with other colleagues and the feedback from TMAG were very helpful. As part of the course, I was allowed, among other things, to design an internal talent program, which is now already in a very successful implementation phase at ATU. I received very positive feedback from the participants of this talent program, all the way up to the management.

Thus, this course had an absolute added value for me personally, but above all also for my daily work as a personnel developer."

Matthias Hablawetz (ATU Academy)



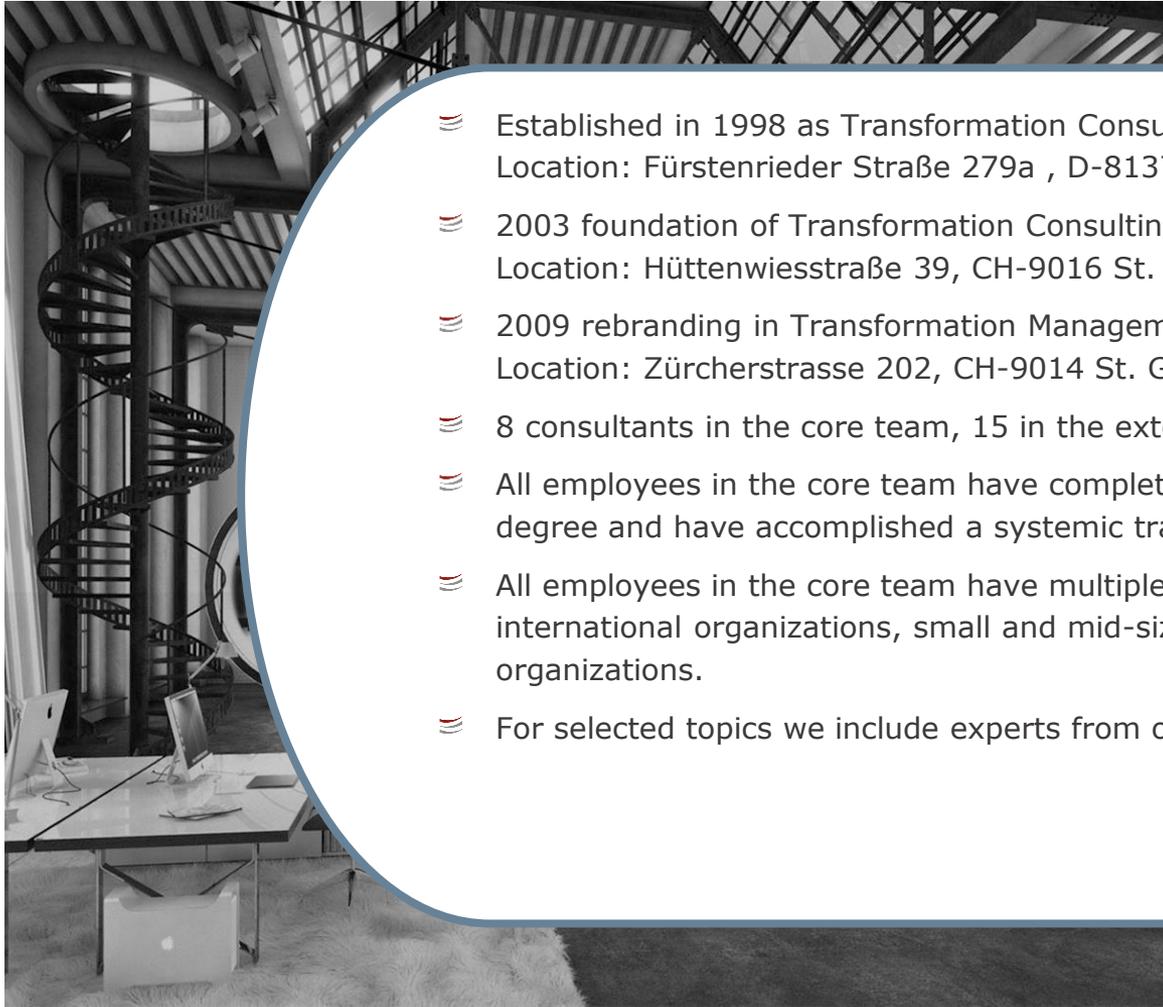
Extract from our references



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Key figures of Transformation Management AG



- ≡ Established in 1998 as Transformation Consulting Group – München GmbH
Location: Fürstenrieder Straße 279a , D-81377 München
- ≡ 2003 foundation of Transformation Consulting Group St. Gallen GmbH
Location: Hüttenwiesstraße 39, CH-9016 St. Gallen
- ≡ 2009 rebranding in Transformation Management AG
Location: Zürcherstrasse 202, CH-9014 St. Gallen
- ≡ 8 consultants in the core team, 15 in the extended network
- ≡ All employees in the core team have completed at least a Business University degree and have accomplished a systemic training program.
- ≡ All employees in the core team have multiple years of experience in consulting international organizations, small and mid-sized organizations as well as non-profit organizations.
- ≡ For selected topics we include experts from our network into the projects.



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