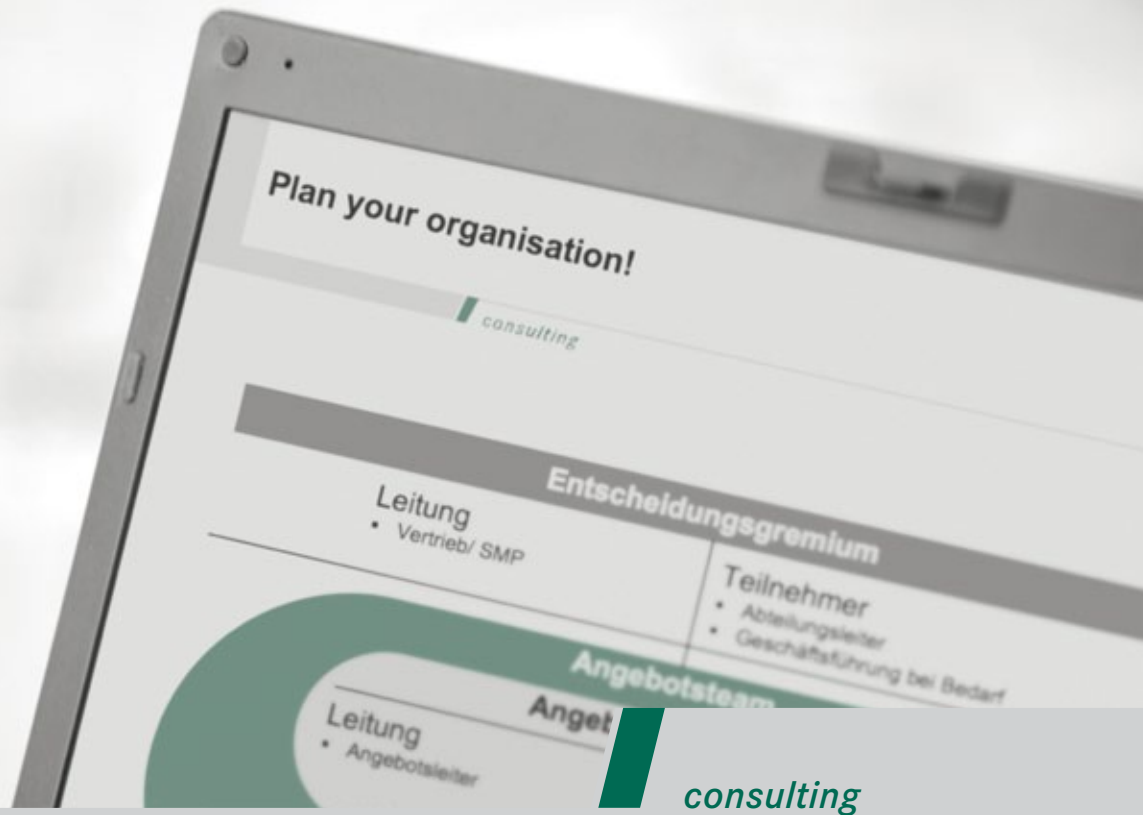



*we keep you ahead*



# Organizational Development in Project Management.

Plan your organization! We'll support you in designing your organization for success.

**MBtech**

Mercedes-Benz technology 



## We're right at home in the reigning field of project management.

### **With the ideal overall concept, ready to meet customer requirements and market needs.**

Your corporate strategy is aligned to what the market needs and what you can contribute to its growth with your abilities in production or services. When it comes to deciding what to emphasize, and when, in order to successfully put your corporate strategy into practice, we work with you to define the ideal project portfolio. We take a goal-oriented, consistent approach in designing your project management methods and processes. Management of change and aspects of organizational development are key factors that help ensure that these methods are successfully applied within your company.

### **At home in industry.**

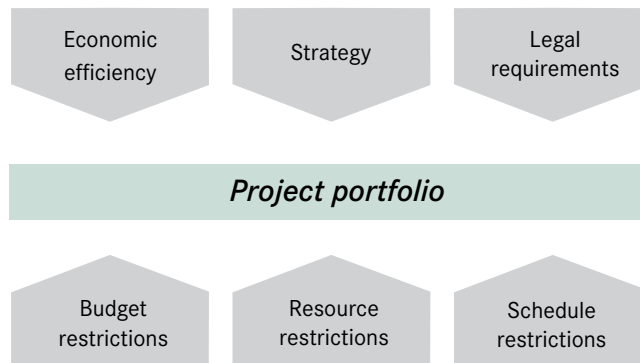
MBtech offers years of practical and consulting experience in project management and the strategy and conceptual design to go with it. Our origins lie in the automotive industry – one of the world's most complex sectors, and one where project requirements are broad and multifaceted. Thanks to this expertise, MBtech is now a partner to many production companies from a range of different industries.



# We work with you to define the ideal project portfolio and your programs.

## Prioritization and selection, using proven methods.

The higher the number of projects within your company, the more complex your project system becomes – and the more difficult it is to select and schedule projects and set the right direction for your project portfolio. In most cases, the situation also involves greater difficulty with project interdependence. MBtech can support you in your strategic planning, management, and control activities. We ensure that the right projects and programs are implemented at your company, at the right time, with the best resources for the job and optimum use of financial resources.





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## Our approach to conceptual design for your project management: goal-oriented and consistent.

### Good advice for individual projects.

To ensure that each and every one of your projects leads to a true competitive advantage, MBtech provides you with comprehensive advising and consulting over the entire project cycle. We analyze your proposed projects, identify areas where action is needed, and work with you to determine the necessary measures to take. Our goal is to implement a robust project management approach. For this process of developing strategies, processes, and standards, up to

and including pinpointing the right methods, you can count on all the experience MBtech has to offer. This approach to conceptual design is accompanied by professional management of change.



### Our Success Story

Design and implementation of a comprehensive project management concept at a company in the automotive industry.

#### Goals:

- Definition and description of an operational, procedural, and organizational structure for complex product-related projects
- Harmonization of project management standards, methods, and tools
- Ensuring a standardized understanding of different roles
- Establishment of a comprehensive project management concept

#### Steps:

- In-depth analysis of existing project management standards and processes
- Development of a demand-based, customer-oriented solution through the inclusion of in-house key experts
- Initial application and optimization of the project management concept, using a pilot project

#### Results:

- Successful launch of a comprehensive, company-wide project management concept
- Project employees are trained; processes, methods, and tools are implemented
- Initiation of a continuous improvement process

# Operation Organization Concepts Acceptance People Understanding Methods

## Process steps:

### 1. Initialization

- Introduce methods and benefits and point out consequences
- Define necessary changes
- Specify group of people, ensure willingness, and clarify process
- Management of change

### 2. Analysis

- Analyze actual situation and define target situation
- Analyze the holistic need for change
- Identify need for training and specify process
- Determine areas where action is needed and rough concept

### 3. Conceptual design / realization

- Define project organization, assign roles and tasks
- Adjust methods, templates, and checklists
- Determine criteria for success and processes for each phase, define management of change
- Start pilot project according to target model

### 4. Implementation

- Implement pilot project
- Prepare order processing and project management manual, hold pertinent training courses
- Initiate continuous improvement process
- Implementation of all measures and ensure that management of change is in place
- Clarify customer satisfaction status

## Results:

- Understanding and acceptance have been created

- Areas where action is needed have been identified; rough concept has been prepared

- Concepts have been prepared; implementation has begun

- Implementation has been ensured and continuous improvement process has been installed



## “Change? Yes, but together with you.”



### Management of change: generating identification with the company and enthusiasm.

Is your company reestablishing its project portfolio? Are you planning to introduce new project management methods, processes, and standards? All of these changes are necessary at times – and sometimes even vital to survival. But they will only be successful if your employees participate, consistently and with a common goal in mind. That isn't always easy, because people are naturally creatures of habit and automatically choose

the path of least resistance. When it comes to consulting in management of change, the MBtech approach therefore follows a change process right from the start. Working together with you, we identify and explore your specific needs for change, develop an appropriate change concept, and support you over the entire project cycle. Our focus is always on the people who are affected. MBtech's know-how and experience ensure that all of you participate not only without conflicts, but also enthusiastically.

## Our Success Story

Change processes are the leverage we use for a company's success.

### Goals:

- Ensuring a successful, sustainable introduction and implementation of the change project
- Active inclusion of employees in the change process from early on
- Employees recognize the need for the change and the value it adds
- Involvement of all employees through targeted exchange of information

### Steps:

- Employees are motivated and informed. Willingness to make the change increases
- The change is implemented on a step-by-step basis and the employees are trained accordingly
- Sustainability of the change is ensured

### Results:

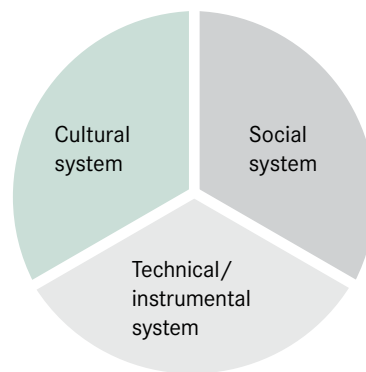
- Prerequisites for changes in the company have been met
- Transparent process during the entire project implementation cycle
- Employee acceptance of the changes is in place
- Motivated employees participate in the change, fully putting it into practice

# Standardized organizational development as the basis for all change processes.

## Ensuring that everything flows smoothly.

Every step forward necessarily also involves changes, especially when it comes to managing the increasingly complex project landscape. Taken together, we describe all of these steps within the changes as a development process, a fundamental change that must be considered from the social, cultural, and technical/instrumental perspectives. Our experts experience this change right along with you – whether the change involves a full project management organization or subsystems within projects and programs, MBtech is your specialist when it comes to designing the processes you need.

Overall organization



MBtech supports optimum organizational development, ensuring that all of the important subsystems are equally taken into account.

## The cultural system

### within project management ...

stands for the rational and emotional values of the organization as communicated to internal and external audiences.

## The social system

### within project management ...

stands for the human structure, interpersonal relationships, and the development of each individual and the team.

## The technical/instrumental system

### within project management ...

stands for all working processes, flows of information, infrastructure and logistics, as well as financial resources.



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