

Case Example | Activating the Organization for Growth

Humatica helped to activate and re-align an international equipment manufacturer to achieve significant profit and revenue growth.

BACKGROUND & CONTEXT

- Industrial sensor equipment manufacturer, active in eight countries
- Spin-off of a multinational industrial products company
- High profitability, but no sales growth
- Little progress toward aggressive strategic and operational goals
- Schedule and budget problems with new product development
- Complex coordination between functions
- Employee de-motivation and fear. Lack of employee initiative - lethargy

MEASURES

- Stopped major product development despite multi-millions already invested
- New corporate strategy defined
- Implemented rigorous project review and new budgeting process
- Hundreds of employee-driven improvement measures defined and implemented at all levels
- New CEO / leadership communications processes established

RESULTS

- +20% organic sales growth achieved within 1-1/2 year; maintained high EBIT margin
- Significantly improved employee motivation and engagement – turning point for the culture
- Firm sold to a strategic acquirer for a high P/S multiple following changes

HUMATICA APPROACH

- Organizational performance and behavioral benchmarking using a proprietary methodology
- Data-mining and analysis to identify specific, dysfunctional behaviors blocking performance
- Benchmark core leadership processes against leading firms
- Define roadmap of changes coordinated changes with the management to improve performance of the organization
- Approximately ten weeks required from start until finalized roadmap of specific changes agreed with the extended, global management team

