

PadberX – the Organizational Manufactory

— Company Profile —

PadberX Organizational Consulting Network

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PadberX Organizational Consulting Network was founded in 2004

History



Based on a dynamic business model, PadberX is a high-performance consulting network with independent network partners

Business model

Cooperation with freelance consultants

Collaborative relations with experienced independent freelance consultants



Cooperation with consulting companies

Collaborative relations with renowned specialized consulting companies, e. g.

- Oberender & Partner
- Barkawi Management Consultants
- ConMendo
- hanover matrix

PADBERX

Organizational
Consulting
Network



PadberX is specialized on strategy-based organizational consulting services

Consulting philosophy

- We want to help our clients to gain **competitive advantage** by providing them with professional strategy-based organizational consulting services
- In doing so, we rely on our network partners' top-notch and well-proven **consulting expertise**
- Throughout our consulting projects, we team up closely with our clients to share joint responsibility for **implementation success**
- For our clients, we develop made-to-measure business solutions that are based on solid **organizational craftsmanship**
- Due to absence of overhead costs in our network structure, we only charge very **reasonable fees** for our professional services



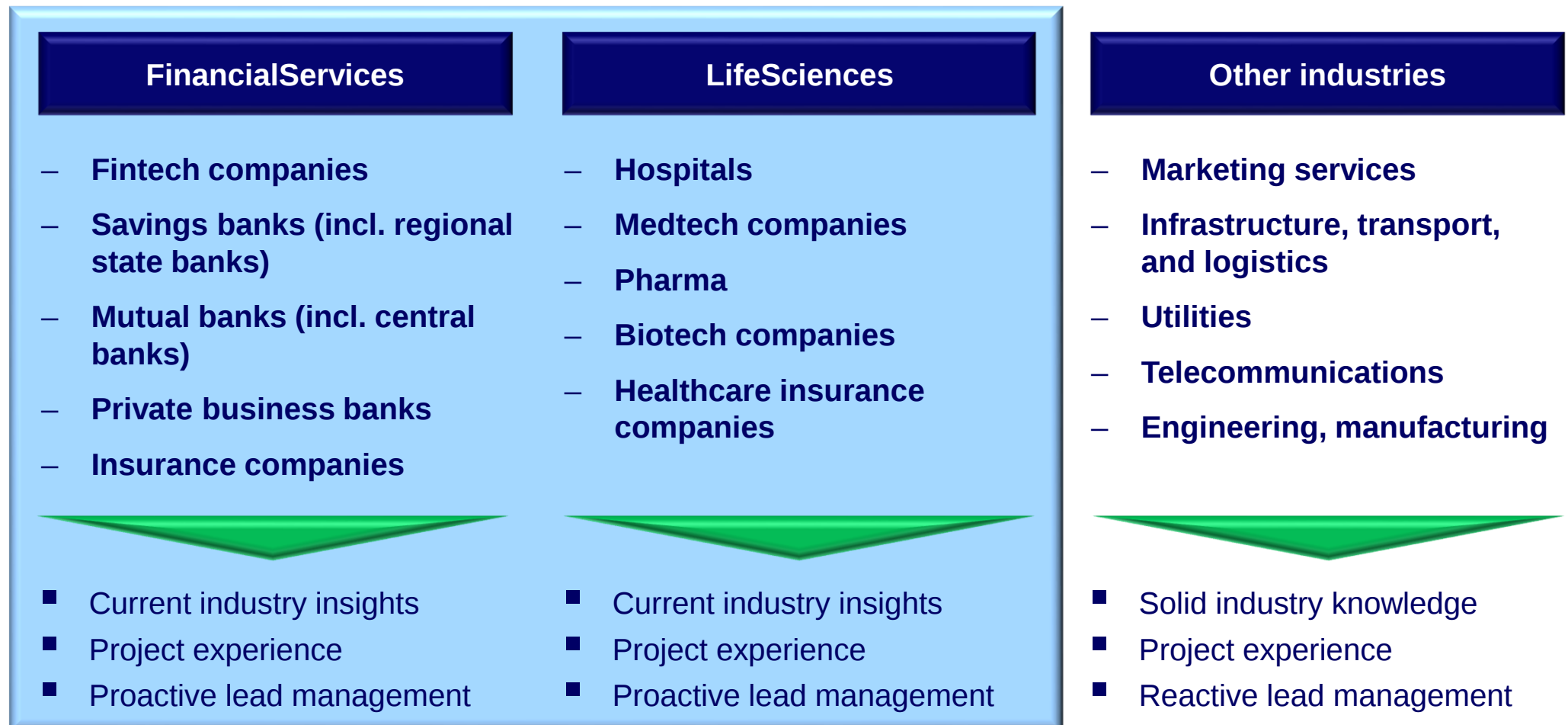
PadberX covers all facets of up-to-date corporate management skills

Value proposition

- **Specialization** – we concentrate on what we can do best: based on clear and sound strategic visions, we design organizational concepts tailored to our clients' needs and facilitate steady implementation
- **Impact** – we vigorously focus on the profit impact of our work, making use of our straight access to up-to-date consulting methods and tools
 - we establish effective **management structures** preventing horizontal or vertical functional overlaps
 - we create efficient **management** and **decision-making processes**
 - we redesign **management systems**¹⁾ to assure viable cultural change
- **Benchmarking** – we have access to a comprehensive organizational benchmarking database to guarantee the resilience of our organizational concepts
- **Project management** – we take over change management responsibility to enable enduring implementation success

PadberX's consulting expertise stretches across two main focus industries

Industry expertise



PadberX offers made-to-measure organizational business solutions to FinancialServices clients

Organizational business solutions for FinancialServices clients



- The FinancialServices industry is under pressure: banks and insurance companies have to face new competitive and regulatory challenges
- Most important to FinancialServices clients are efficiency improvement, increase of cost income ratio, and gaining sales power
- We offer made-to-measure organizational business solutions to our FinancialServices clients:¹⁾
 - **Organizational requirements** resulting from competitive environments and regulatory framework
 - Increase of **sales organization effectiveness** (,sales push‘)
 - Overhead cost reduction in order to increase **cost income ratio**
 - **Process optimization** to attain efficiency improvement in back office units
 - Systematic **post-merger integration** programs

Also for LifeSciences clients, PadberX offers professional consulting services tailored to clients' needs

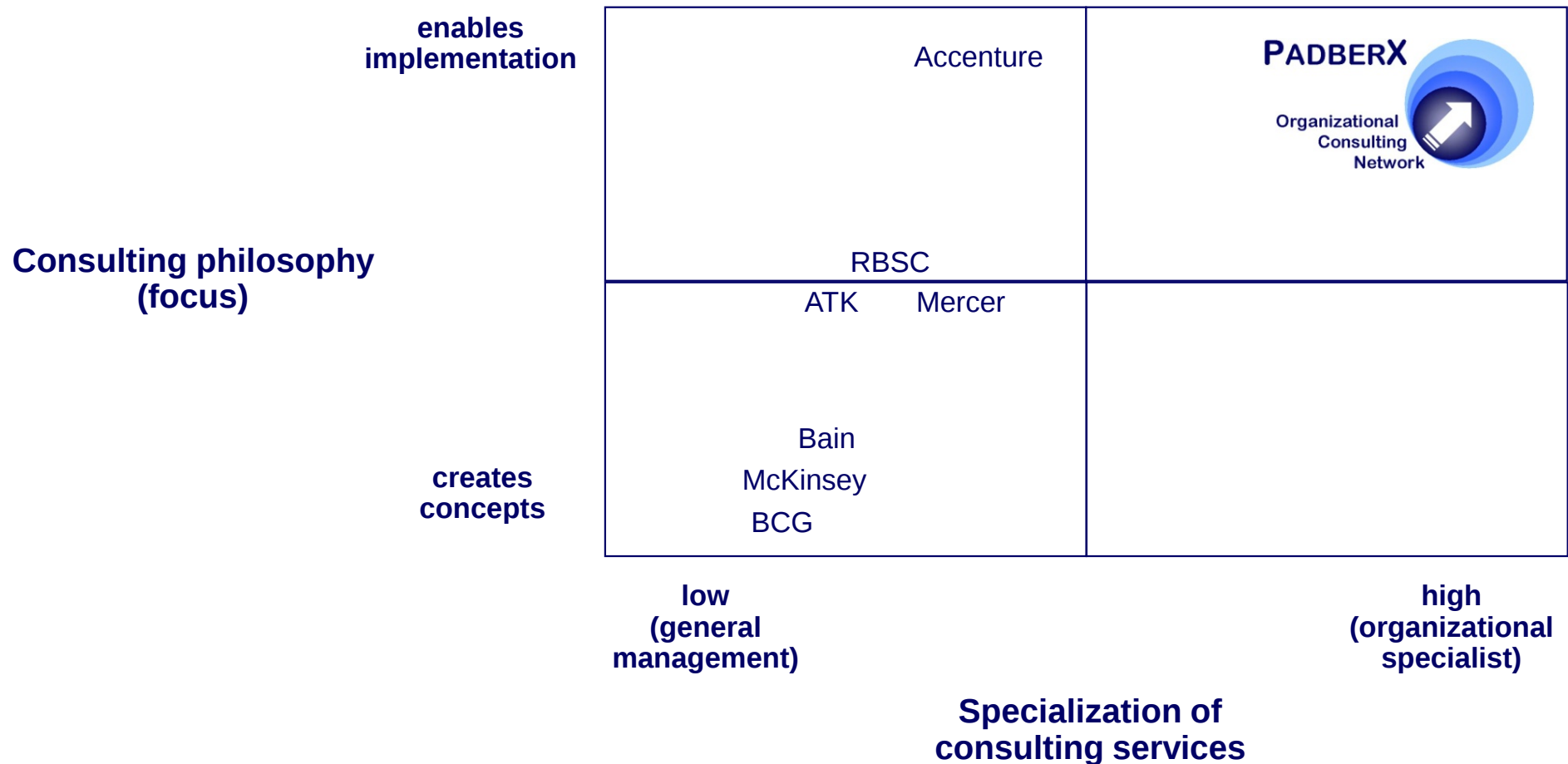
Organizational business solutions for LifeSciences clients



- In the LifeSciences industry organizational change is mandatory: technical progress and regulatory framework conditions require action
- Most important to LifeSciences clients are medical innovation, efficiency improvement, and compliance with regulatory framework conditions
- We offer made-to-measure organizational business solutions to our LifeSciences clients:¹⁾
 - **Organizational requirements** resulting from competitive environment and regulatory framework
 - Organizational concepts for **integrated healthcare solutions**
 - **Reporting systems** for effective management control (based on KPIs)
 - Overhead cost reduction in order to increase overall **profitability**
 - Systematic **post-merger integration** programs

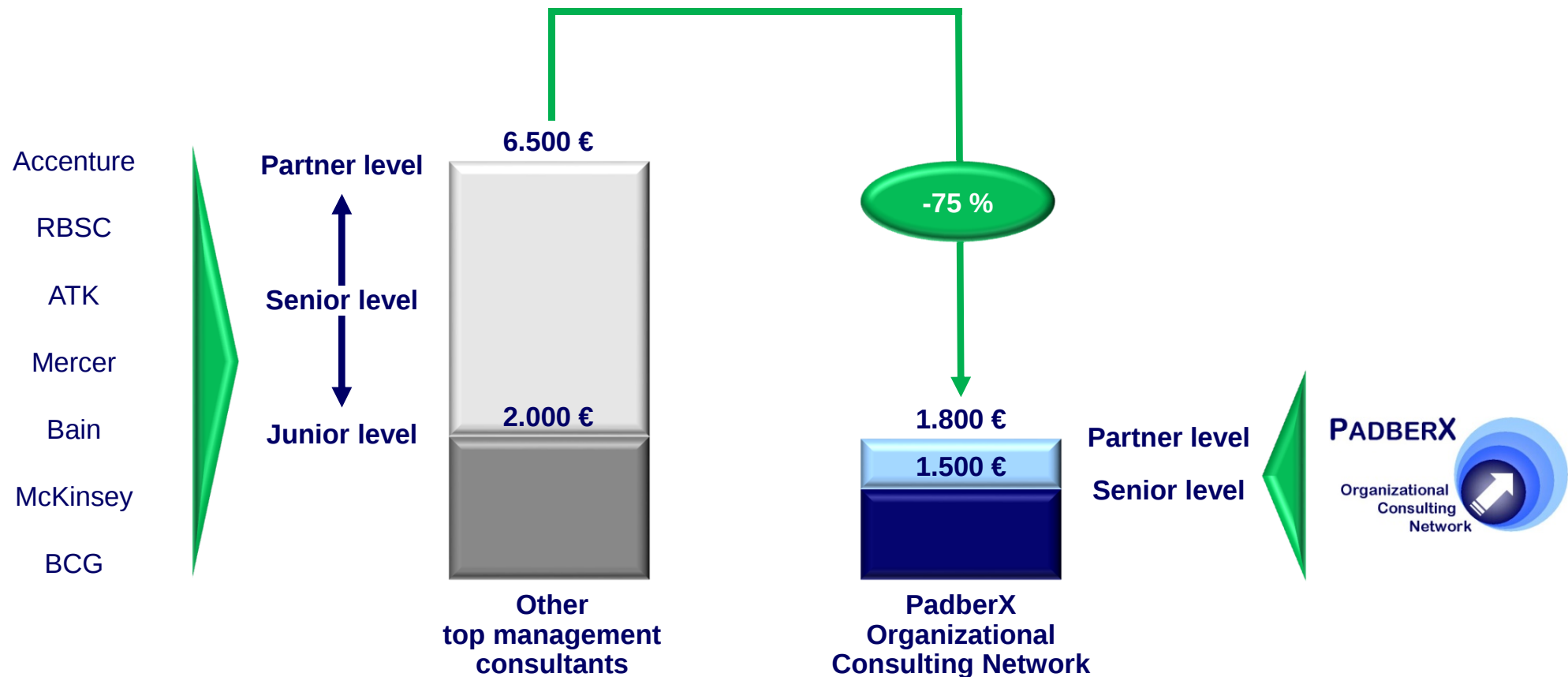
This leads to a clear competitive positioning: PadberX is an organizational expert – able to trigger, facilitate, and implement organizational change

Strategic positioning



Due to the absence of own overhead costs, PadberX's consulting fees are highly competitive

Pricing¹⁾



Many renowned clients have successfully made use of PadberX's professional consulting expertise

References¹⁾

Financial Services

- BBBank
- Commerzbank
- Deutsche Bank
- Dresdner Bank
- Mittelbrandenburgische Sparkasse in Potsdam

Life Sciences

- Fresenius proServe
- Kliniken Oberpfalz
- Klinikum Esslingen
- Kreiskliniken Esslingen
- KOC Medical Group
- LWL-Kliniken
- Malteser Kliniken
- MorphoSys
- Salus gGmbH
- Siemens Medical Solutions
- Wittgensteiner Kliniken

Other industries

- Behr
- CLAAS
- Deutsche Bahn
- Deutsche Telekom
- Fraunhofer Institut
- Hugo Boss
- Northern Institute of Technology (NIT)
- Blackberry/Research in Motion (RIM)
- SimCorp
- time cut Filmproduktion

In case of further inquiries, please feel free to get in touch with us!

Contact

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The Organizational Manufactory

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PadberX: Sophisticated. Striving. Successful.

Consultant profile

Consultant profile Dr. Andreas Padberg – highlights

DOB: Nov 3rd, 1966

Nationality: German

Languages

German (mother tongue)
English (fluent)
French (fluent)
Italian (basic)

Education

9/1987-6/1989	Apprenticeship; Hypo-Vereinsbank, Munich
9/1989-6/1994	Business Administration; European Business School, Oestrich-Winkel/ Paris Business School/ University of California at Berkeley Specialization: Finance, Marketing, Internat. Management Degree: Dipl.-Kfm.
6/1997-12/1999	PhD studies; European Business School, Oestrich-Winkel Degree: Dr. rer. pol.

Professional experience

9/1994-9/2001	Roland Berger Strategy Consultants, Munich; exit level: Associate Partner, Competence Center ,Corporate Management'
10/2001-3/2002	BBDO Consulting, Munich; exit level: Principal, Practice ,Marketing & Sales Organization'
4/2002-12/2004	PadberX International Strategy & Organization Consultants, Munich; exit level: Managing Partner
Since 5/2004	PadberX Organizational Consulting Network, Munich; General Manager

Industry experience

- Financial Services
- Life Sciences/Health Care
- Engineering/Construction
- Infrastructure/Logistics
- Services
- Telecommunications
- Utilities

Methodological experience

- Coaching (certified)
- Functional cost analysis (focus: marketing/sales, controlling/finance)
- Market entry strategies
- Overhead costs analysis
- Organizational/management audit
- Post-merger integration
- Project management/planning
- Process redesign/business process reengineering (focus: sales)
- Quality management
- Reorganization (leadership structures/ processes/systems)
- Restructuring/turnaround management
- Strategic market potentials analysis
- Strategy analysis/audit/development

Geographical focus

- Germany/Austria/Switzerland
- France/Benelux
- USA/UK

Consultant profile Dr. Andreas Padberg – reference projects (samples)

FinancialServices

- **Quantitative analysis of corporate banking activities** in mid-size East-German savings bank
- **Organizational redesign** of corporate banking activities in large German business bank (market leader)
- **Strategic relaunch** of regional corporate banking activities in large German business bank (market leader)
- Development of **market entry strategy** for large German business bank (focus: Czech republic & Slovak republic)
- **Quantitative analysis of corporate banking activities** in large German business bank

LifeSciences/HealthCare

- **Centralization of finance and accounting functions** in large German healthcare company (focus: implementation support)
- **Downsizing of overhead functions** in 24 privately owned German hospitals
- Development and implementation of **new organizational structure** in large German healthcare company

Infrastructure/Logistics

- **Redesign of order management process** in public infrastructure and logistics services provider (focus: implementation support)
- **Downsizing of central overhead functions** in public infrastructure and logistics services provider

Utilities

- Development of **market strategy** and **organizational structure** for large German utilities group
- **Post-merger integration of central functions** in large European utilities group
- Development of **new group structure** in regional German utilities company

Telecommunications

- **Business case for fixed-line network** ('voice') for mid-size German telecommunications company
- **Project definition** for introduction of IT-based billing system in mid-size German telecommunications company
- **Redesign of corporate center** in large European telecommunications group (focus: procurement, finance, HR)
- **Downsizing of central overhead functions** in large European telecommunications equipment manufacturer
- **Strategy audit of international activities** of mid-size European electrical housing equipment manufacturer

Services

- **Downsizing of central overhead functions** in large German technical auditing and services provider
- Development of **new group structure** in large German travel group (market leader)
- Development of **strategic innovation circle** ('think tank') in global advertising services network

Engineering/Construction

- **Functional analysis of sales organization** in mid-size German manufacturer of computer displays
- **Downsizing of central functions** in large European industrial gases company (funded by private equity company)
- Development and implementation of **new group structure** in large European aluminum company
- Development of **new group structure** in mid-size engineering company (market leader for textile machine)

Miscellaneous

- Development of **variants cost accounting system** in mid-size German manufacturer (main product: kitchen furniture)

Consultant profile Dr. Andreas Padberg – trainings

Acquisition

- **Content:** How to gain (new) profitable clients for your company (for sales employees and managers)
- **Methods:** lecture/tutorial, individual/group exercises (incl. videotaping)

Organization

- **Content:** How to manage organizational change effectively
- **Methods:** lecture/tutorial, individual/group exercises based on case studies

Project Management

- **Content:** How to plan, manage and implement projects successfully
- **Methods:** lecture/tutorial, individual/group exercises based on case studies

Project Communication

- **Content:** How to communicate successfully in projects (internal, external)
- **Methods:** lecture/tutorial, individual/group exercises (incl. videotaping)

Presentation Techniques

- **Content:** How to design convincing charts/presentations and become an impressive spellbinder
- **Methods:** lecture/tutorial, individual exercises based on case studies

Project samples

PadberX's project samples are available on request

Project blue sheet

Project goals

- ...

Project contents

- ...

Project impact

- ...

AVAILABLE ON REQUEST