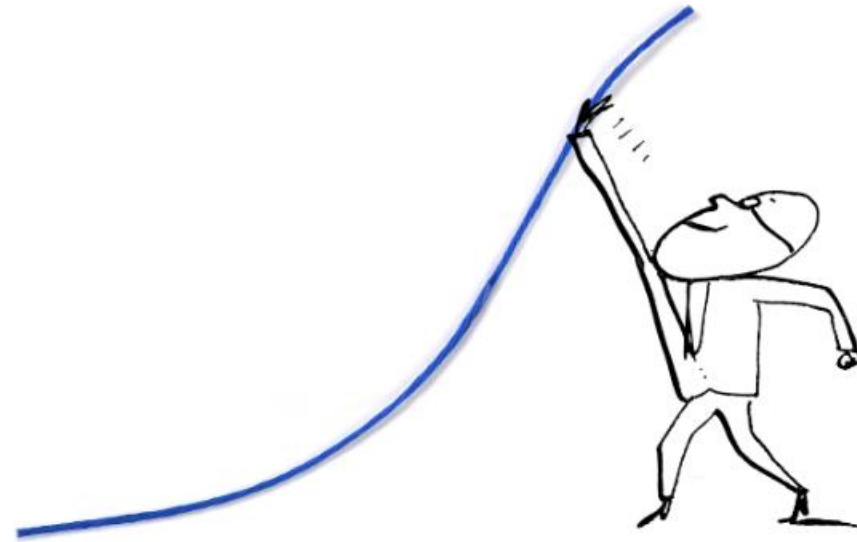




goetzpartners

STRATEGY | M&A | TRANSFORMATION



# Workforce Transformation

MANAGING COMPETENCES FOR SUSTAINABLE SUCCESS

# Workforce Balancing Dilemma

Now more than ever, companies are faced with the challenge of having to reduce redundant capacities and build up missing new digital competencies in order to remain competitive

## REDUCTION OF OVERCAPACITY



### Decline in demand

*Leads to overcapacity induced by the change in user behaviour during the crisis*

### Digitization

*Increasingly shifting processes and customer interaction to the digital realm*

### Automation

*Reduces the scope of activities and processes that cannot be carried out by machine*

## BUILDING UP COMPETENCIES



### Digitization

*Leads to fundamental changes in processes and interaction with the customer*

### Artificial Intelligence

*Significantly increases efficiency of processes and offers new possibilities, e.g. demand forecasting*

### Networking

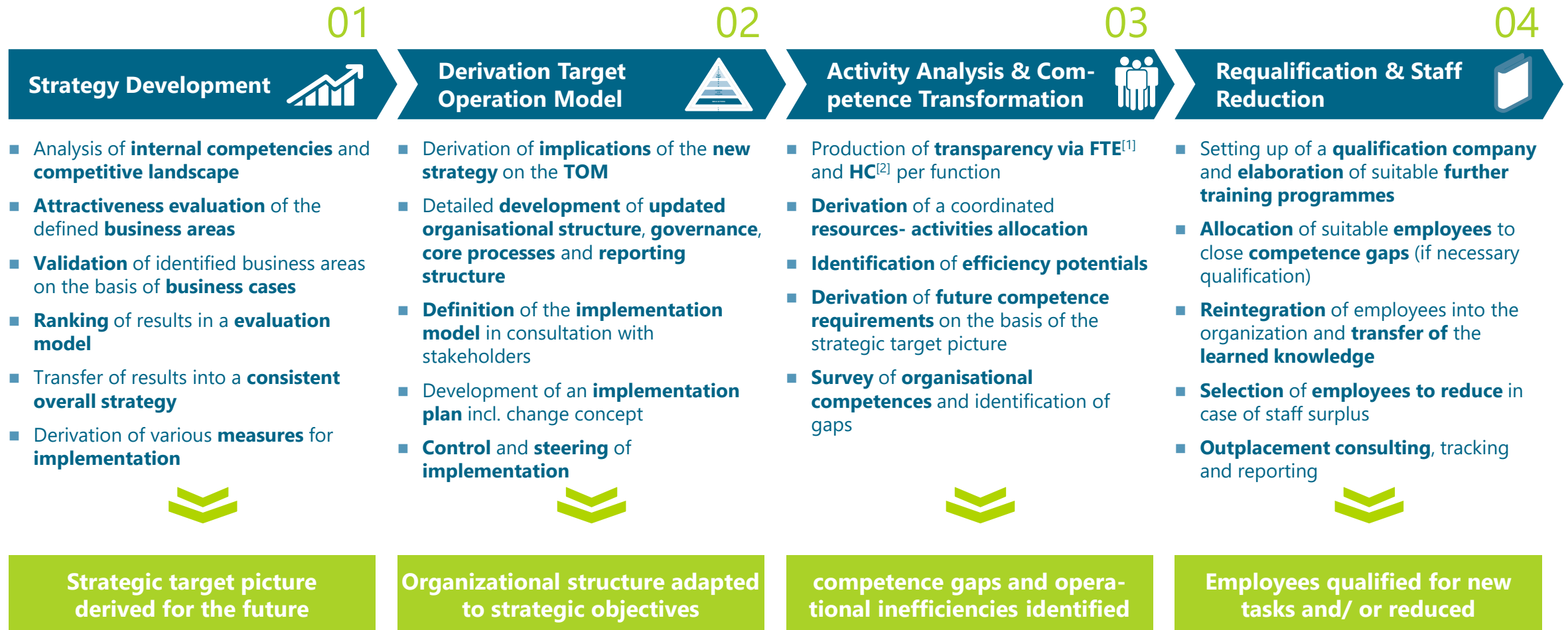
*Continually shifts the added value of traditional products towards digital functionality*



Only a balance of reduction and build-up can lead to long-term success

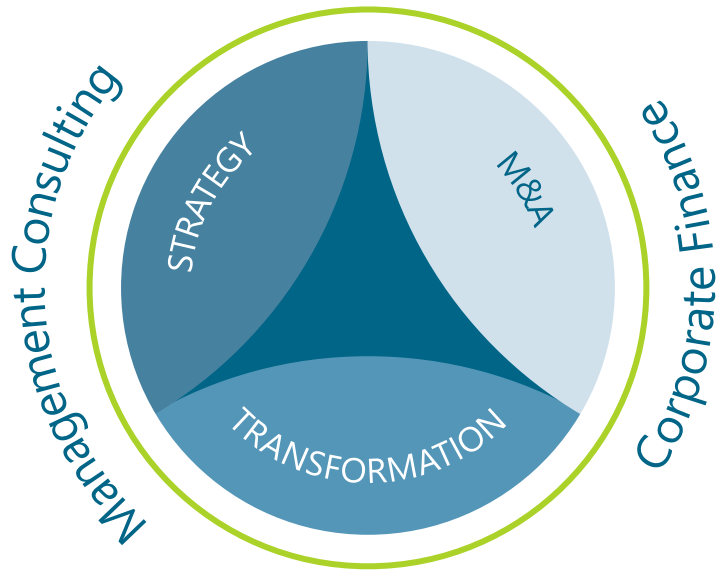
# Our Approach

Our holistic approach therefore provides for a detailed analysis of the activities and competencies after a strategy- and TOM-development in order to then adjust the personnel base and close existing competence gaps



1] Full-time equivalent [2] Headcount  
Source: goetzpartners

# About goetzpartners



## ADVISERS FOR STRATEGY, M&A AND TRANSFORMATION

goetzpartners is an independent advisory firm for all key issues of entrepreneurial activity: strategy, M&A and transformation. This unique approach makes clients measurably more successful. The combination of corporate finance and management consulting creates sustainable added value when determining valid courses of action, reaching decisions and implementing them. Boasting a vast wealth of business experience, goetzpartners advises clients in all key industries world-wide: Industrials & Mobility, Technology, Media & Telecommunication, Infrastructure, Transportation & Energy, Financial Institutions, Pharma, Healthcare & Medtech, Retail & Fast Moving Consumer Goods and Business Services.

## CHALLENGERS WITH PERSONALITY

For the key business issues of strategy, M&A and transformation, standard solutions are rarely the right answer. On every project, goetzpartners ensures that there is always sufficient scope for proven methods to be combined with individual and client-specific approaches. Our consultants lay the foundations for excellent results by trusting their own opinions and experience and taking a strong stance on the entrepreneurial challenges to be resolved.

## NETWORKERS AT THE HIGHEST LEVEL

Our far-reaching network of contacts, grown over decades, involves top decision makers in business and politics and produces extraordinary advisory outcomes. Our close working relationship with prominent members of society opens up wide-ranging new perspectives. goetzpartners thinks beyond borders and connects the right people with the right ideas. That way, goetzpartners creates valuable synergies for all involved.

## EXPERTS ON COURSE FOR SUCCESS

Founded in 1991 by Dr Stephan Goetz and Stefan Sanktjohanser, goetzpartners today ranks among the 10 best-performing advisory firms in Germany (Lünendonk®). For its excellent advisory services goetzpartners has received numerous awards, among others, the Best of Consulting Award from the renowned German business magazine "WirtschaftsWoche" has been conferred five times to date. Internationally, the company operates in 11 countries out of 13 offices with 300 professionals.

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# Get in touch!

Contact us and we  
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