



Transition Management Services

Competition can be brutal. Profit margins difficult to predict or waning. Growth stagnant. Markets shifting. Opportunities dwindling.

Business is relentlessly confronted with the need to refocus and transform in the face of globalization, innovations, breakthroughs and advancements in design, manufacturing and service technologies, and shifting patterns of social needs, sourcing, procurement and contracting.

The affect reaches all sectors of business - industrial, commercial and consumer.

While ongoing emphasis on process standardization and continuous improvement remains essential, transformation strategies place vital importance on sustaining long term success of the overall organization.

Our belief is that the true value of any business is based upon the worth of their assets.

These assets come in many forms and can include:

- Designs
- Processes
- Procedures
- Systems
- Products
- Services
- Resources
- Other activities

Obsolete equipment, products and services; inefficient processes; outdated systems and procedures, unqualified personnel, annually cost business the critical capital needed for improving product and service designs, retooling, training, development and growth.

When compounded by changing recruitment and employment practices, shortages of qualified labor and global mobility challenges, the results can be daunting. And that's just a sample of the problems facing business today!

Like all things in business however, no two companies are the same and no quick-fix pre-packaged solution will ever bring the needed results.

For example, some companies have great management, staff, workforce and are complimented by good design, branding and past success. But they now find themselves suffering from the "Dreary Factor."

Their products or services were once exciting and lead the markets.

Today, buyers and users see them as boring, uninteresting and cumbersome. Out of date. Yesterday's style or design. And the problem is exacerbated by the fact that the leaders of the company have also become unexciting, stuffy and profoundly protective of what once made them the leader, failing to see their shortcomings.

Their products or services have lost the image once held and are now seen as stodgy. Industry and the desires of buyers and users moves rapidly today leaving many companies once thought impregnable, with ever declining market share.

Businesses often find themselves needing to:

- Reduce costs
- Improve performance and outputs
- Improve workmanship
- Improve reliability of products or services
- Reduce process cycle times
- Improve brand image or interest
- Improve profitability
- Enhance predictability of market trends and patterns
- Mitigate losses and return to profitability
- Find new markets for their products or services and to increase their existing market share.

The effects can be felt across disciplines or activities due to the close relationship of each to the other.

All situations of course are not equal. Some companies have recognized the need for change but have been reluctant or unable to take the necessary critical steps. Often working around change rather than embracing it.

Others have a head start on their competitors but while many have one foot firmly planted in the future the other one often remains stuck in the past.

Even more progressive companies, regardless of the effort undertaken and funding allocated, are unable to achieve significant improvements that result in true bottom line impact. While the claims of significant improvements are hailed, the bottom line often remains unchanged. This underperformance ultimately frustrates management and staff and they typically revert to previous methods and practices abandoning any real opportunities for improvement.

Invariably, the reason for successful projects that failed to generate results could be traced to improvements that targeted issues that were not constraining the results of the organization. Understanding the concepts of flow and constraint management is critical to achieving meaningful results from transformation efforts.

The changing landscape of worldwide markets and soaring global competition are rapidly shifting traditional market trends. Using the guidance and assistance of **Orien Pacific**, businesses can transition away from outdated processes and procedures, transform and implement new and effective local and global strategies and programs, refocus and realign their methods and practices to meet needs and expectations for high growth.

Orien Pacific's Transition Management services are designed to provide results oriented benefits to businesses in need of transition.

The core attribute of the transition process is the *Realization*. As assets begin to transform and realign, customers begin to realize the benefits of the transition process and the efforts subscribed to the adoption and implementation of agreed changes necessary to attain expected results.

The transition process involves several phases as shown in the *Realization Loop*:



The Realization Loop®

- **Analyze** – A joint assessment and analysis of current conditions and practices is conducted. Proven methodologies and techniques are used for identifying and documenting strategic standardization, improvement and transformation opportunities.
- **Agree** – The plan is prepared and vital strategies and practical interventions, supported by planned realizations, are agreed. Key personnel are informed and indoctrinated. Changes are explained and rationale to justify them made clear.
- **Refocus** – Attention is redirected to the planned strategies for all targeted assets and activities. Procedures are modified. Processes are reworked. Technologies are updated.
- **Transform** – Changes are implemented and affected personnel trained. New and modified platforms become the standards for the company. We assist in the execution at the agreed level to ensure the intended results are in fact realized.
- **Realign** – Support systems, process and resources are realigned to preclude conflicts with transitioned activities. Effects to related activities and processes are gauged and changes incorporated to ensure alignment is maintained.

Whether companies are anticipating, planning or in-process with reorganization, expansions, facility closings, mergers, acquisitions, joint ventures, outsourcing, changing procurement sources and/or methods, or just trying to reclaim the excitement, motivation and prosperity they once enjoyed, **Orien Pacific** has the knowledge and expertise to design and guide the essential activities.

The necessity to refocus and transform assets can arise from disciplines and related applications such as:

- **Financing and Funding** - identifying and securing best-case resources
- **Corporate Governance** – adopting best-case policies and practices
- **Mergers and Joint Ventures** – rationalization and integration with internal or external entities.
- **Acquisitions** – developing strategies for identifying, undertaking, closing and integrating.
- **Privatization** – profit motivations for government or state owned companies moving to privatize.
- **Expansion or Consolidation** – single or multiple sites

- **Engineering** – analysis and improvement recommendations of design and development processes and procedures.
- **Sales and Marketing** – new product/service route-to-market, identifying and segmenting markets, and customer relationship management.
- **Personnel** – sourcing, screening, recruitment, employment and contracting
- **Proposals and Quotations** – upgrading practices to ensure maximizing opportunity while ensuring legal terms and conditions are clear and understood.
- **Contracting and Subcontracting** - in both domestic and foreign markets
- **Supply Chain Solutions** – managing sourcing, procurement and logistics
- **Operations Management** – analysis and refinement of work processes
- **Technology** – managing information, communications and work processes
- **Compliance** - managing and controlling product and service conformity
- **Standards and Specifications** - understanding and adopting domestic and foreign rules and regulations.

The above is a sample of disciplines and applications that may be undertaken by **Orien Pacific**. Our Systems and Applications Engineers, supported by our subject matter experts (SME's) will manage each project independently and will remain focused to ensure planned objectives and outcomes are achieved according to plan.

Managing the necessary internal and external resources to drive these transitions can often be difficult. **Orien Pacific** works hand-in-hand with companies to guide and direct the processes from start to finish, reporting status and progress throughout the project.

Ultimately, we believe companies must take ownership of their system, process and product/service transitions. With this in mind, **Orien Pacific** will engage at a level suitable for your needs and manage your project providing the critical leadership apparatus necessary to ensure success.