

The logo features three yellow 3D rectangular blocks of increasing height from left to right, with a black curved line arching over them. To the right of the blocks, the text "BigStep" is written in a bold, sans-serif font, with "Big" in black and "Step" in yellow. A trademark symbol (TM) is located at the top right of the "Step" text.

BigStep™ Workshop

Achieving more in one workshop
than in several months!



is...

- a special form of large-group-intervention for up to 50 people
- a motivational workshop and
- an intelligent problem solving process



accomplishes...

- Realignment of your staff within a workshop
- People, who buy in your new initiative
- Precise action and project plans

The BigStep® Method:

Achieving more in one workshop than in several months!

BigStep®

- makes your people buy in
- creates emotional momentum
- realigns, refocusses the whole organization

BigStep® is appropriate brought in, wherever a **significant jolt** should go through the company and where **many people from different levels and with different skills** need to find a **joint solution**.

Growth

- New products and markets
- Organic Growth and Acquisitions
- Organisation and Processes

Change and Repositioning

- Reorganisation and communication
- Synergies
- Post Merger Integration

Crisis Management

- Crisis Prevention – Scenarios and War Gaming:
- Risk management
- Restructuring
- Productivity increases and cost cutting

Before BigStep®

Definition of „Opening Question“
Selection of Participants

During BigStep®

Key Topic Selection by Participants (Definition Key Topics)

Key Topic Assignments

Session 1

Analysis: Creating common understanding

Session 2

Defining: Objectives

Session 3

Solutions: Action and Project Plans

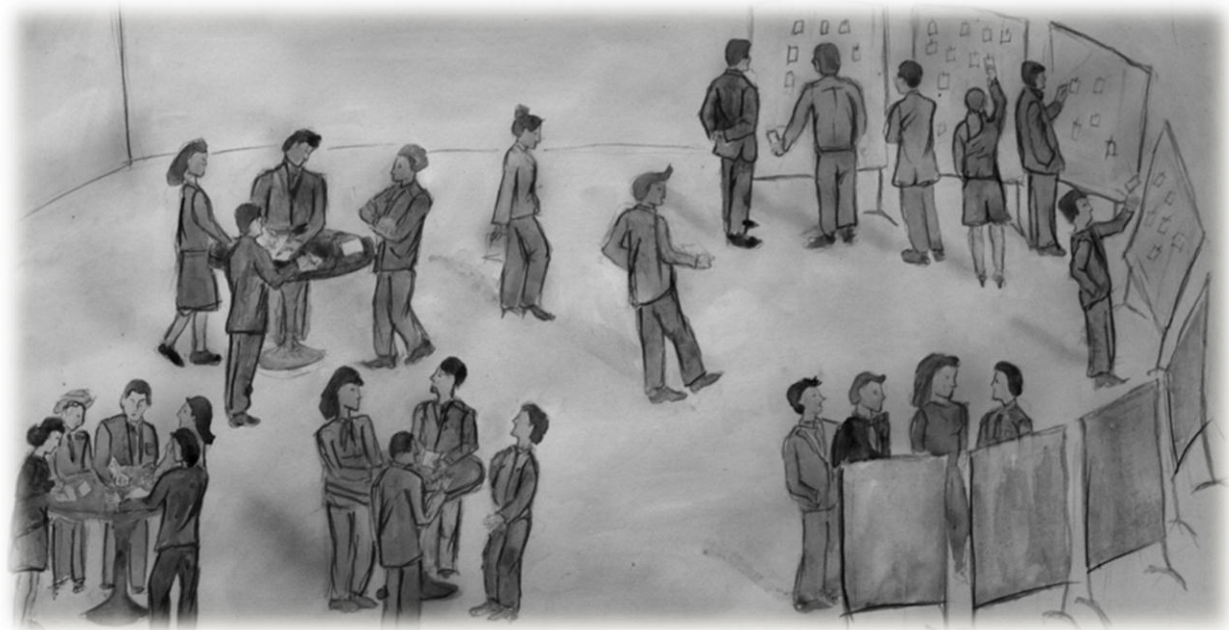
After BigStep®

Follow up, Action Plans, Projects,
From Actions to Results!

**During
BigStep®**

**Key Topics
and Teams
Selection**

- Explanation of roles, rules and methods
- Opening statement and opening question put forward by the executive (in/out topics)
- Moderation (Brainstorming, Cards, Clustering)
- Key Topics Selection
- Teams Selection following a mathematical Algorithm



During BigStep®

Key Topic Selection

Session 1
(Analysis)

Session 2
(Objectives)

Session 3
(Solutions)

Moderator: Leads the discussion

Debaters: Solve the problem



Critics: Feedback concerning flow and content of discussion

Cross linkers: Cross link information

Sessions and Distribution of Information

**During
BigStep®**

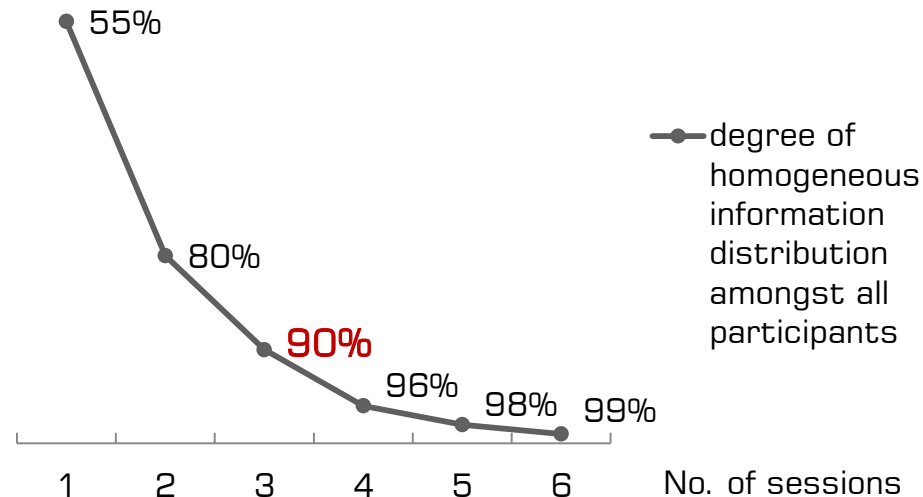
**Key Topic
Processing**

**Session 1
*(Analysis)***

**Session 2
*(Objectives)***

**Session 3
*(Solutions)***

The specific workshop-design of BigStep® leads to an almost homogeneous information distribution (~90% in 3 sessions) along all workshop participants.

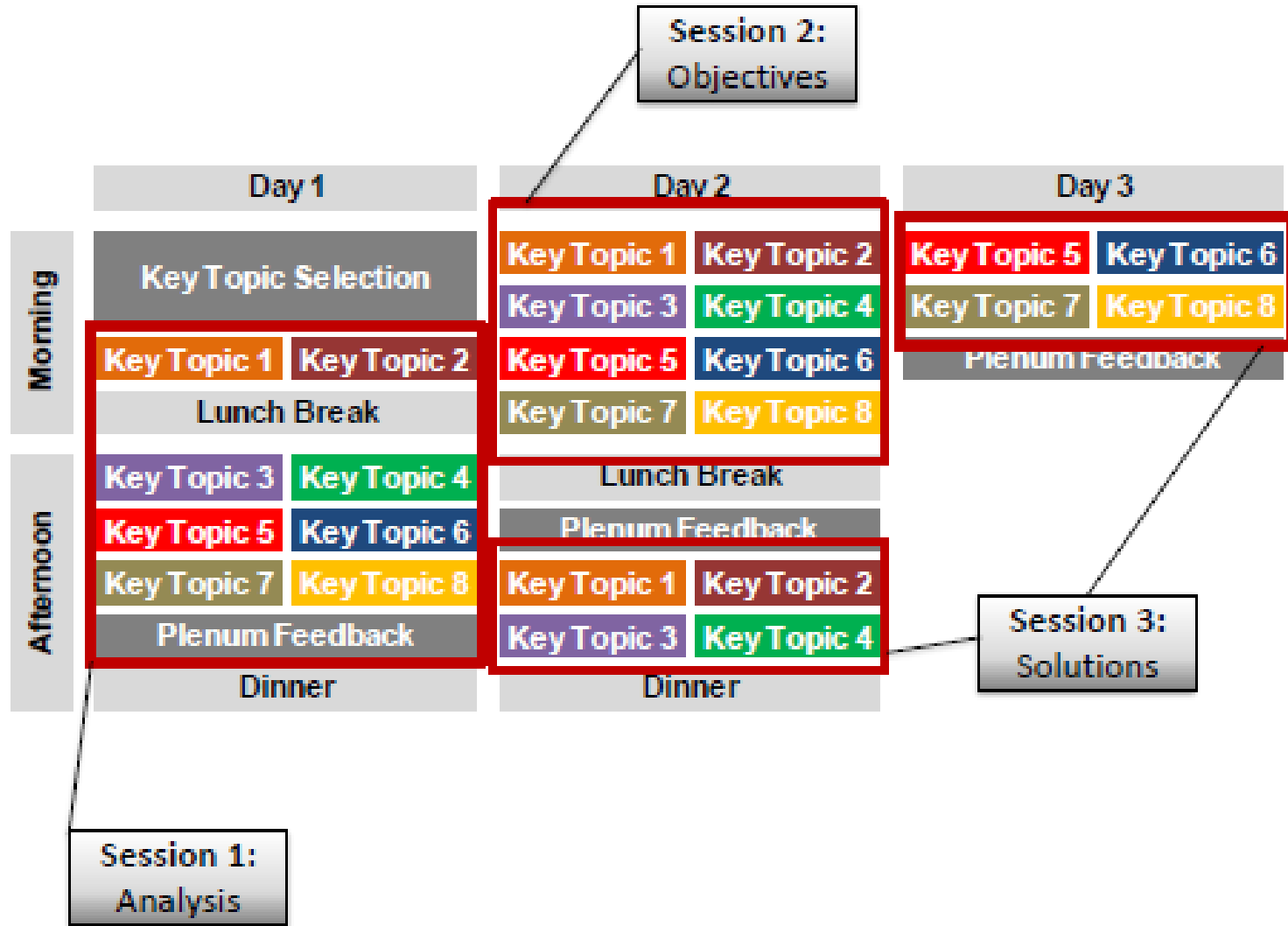


Source: Stafford Beer, Beyond Dispute

**During
BigStep®**

**Key Topic
Processing**

Session 1
Session 2
Session 3



During
BigStep®

- In five minutes time, each group presents the results of their session.
- The results are ranked by the participants. (Energy Points awarded)

Plenum
Feedback and
Energy Points

After each
Session



Plenum Feedback		
	Energic Points	Ranking
• Key Topic 1	••••	6
• Key Topic 2	•••••	3
• Key Topic 3	•••••	4
• Key Topic 4	••••	5
• Key Topic 5	••••••••	1
• Key Topic 6	••	8
• Key Topic 7	••••••	2
• Key Topic 8	••••	7

- The Findings (Actions and Measures) are a recommendation to the Management

**During
BigStep®**

Findings

Key Topics	Current Situation	Goals	Solutions	Actions
Delivery Quality Problems	Poor Delivery Quality	Claim Rate <2%	Introduction of Monitoring System	Start Improvement Project
Product Quality Problems	Too many claims	Reduction of no of claims by 50%	Improvement of employee qualification	Training Program
Inefficient supply chain management	Too high costs	Logistic costs <1.000€/Unit	New Supply Chain Concept	Supplier Contracts
Too low capacity	Extra hours and overtime	Reduction of extra hours by 30%	FIFO Principle, Flex Time	New Agreement with workers council
Too long lead times	Equipment down time	Reduction of Set Up time by 40%	Video Analysis of current process	4 Step Rapit Setup Method
Too high scrap rate	Variations in raw material quality	Reduction of Scrap Rate to 2%	Design of new processes	Inspection of incoming Goods

- BigStep® can be carried out in different ways, corresponding to the number of participants and the complexity of the main topic.
- For the highest efficiency the number of participants in the Workshop should be between 10 and 50 participants.

Are you ready for your next



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