



DEWOLFF, BOBERG & ASSOCIATES

Proven Process. Guaranteed Results.

About DB&A

DeWolff, Boberg & Associates (DB&A) is a management consulting firm with as many as 150 fulltime professionals specializing in helping companies of every industry achieve their objectives by driving dramatic improvements in performance and resource utilization through the implementation of proactive management tactics and culture within an organization.

Working with every level of management, we focus on all organizational and cultural issues, with a special emphasis on developing accountability and leadership at the employee and front-line supervisory levels.

Using our proprietary approach, we consistently transform organizations into high-performance, results-oriented teams and typically deliver a guaranteed gain in performance of 15-20%.

"DB&A is the facilitator of change. Our clients are the owners of change."

***-Michael Owens,
DB&A CEO***

Our Approach

DB&A has an intense focus on implementation. We work side-by-side with front-line managers and supervisors to change management culture – rather than merely providing advice or guidance. This unique approach allows our clients to experience truly sustainable improvements in performance. Unlike other consulting firms, we focus on your existing people, processes, business conditions, and culture to help you make the most of your current investments over recommending the addition of expensive software or other capital expenditures. We optimize your existing resources for maximum impact. DB&A is so confident in our ability to improve the performance of your business that we guarantee our results.

The DB&A Guarantee is more than a financial promise. It is a mutual commitment to work toward a predetermined set of goals. Through this written contract, we guarantee specific performance improvements. As a client, you agree to follow our recommendations and potentially make tough choices – in order to meet these benchmarks. Most of our clients

are impressed by the success of their projects, as we typically exceed our goals by 20-45%.

With both parties vested in the outcome and with our mutually attainable goals established, the long-term engagement begins. If we don't meet our goals by the end of our set timeline, we'll either keep working until we do or refund a portion of fees based on the proposed return on investment.

Companies that attempt to improve performance internally often address only surface-level symptoms rather than the underlying root problems – leading to limited long-term success. DB&A employees offer a fresh perspective on the issues you're facing, and will likely uncover previously overlooked areas for improvement.

This fresh perspective offers you numerous benefits such as: increased service levels, increased productivity, improved supervisory skills, optimized equipment utilization and reliability, optimized personnel utilization, improved work processes, improved quality and increased organizational effectiveness.



Our Process

At DB&A, we have developed a unique and structured process that allows us to quickly identify and address barriers to improvement. This expertise gives our projects a higher rate of success than internal initiatives with similar goals.

Once we've identified your issues we go beyond simply providing recommendations. We provide the training and tools necessary to ensure timely, measurable, and lasting results – and minimize the pain and risks inherent in organizational change.

“DB&A helped us help ourselves and enabled us to become true competitors in our marketplace.”
- Plant Manager

As an outside resource, DB&A brings objectivity to the table. Because we address both management and labor issues with an unbiased view, we're able to realize the maximum improvement for your organization. Rather than limit our project goals to what you hope to achieve, we set even higher standards – identifying and aiming for your highest performance capabilities based on existing resources.

The day-to-day responsibilities your managers shoulder don't leave them the time necessary to investigate performance issues to the extent necessary for improvement. Because our full-time responsibility is managing your project, we are able to execute change more swiftly and effectively than an internal team with other responsibilities.

We work on-site alongside your employees to identify barriers to improvement, with a focus on front-line supervisors. Why? They are responsible for translating management initiatives

into action and have the most impact on the greatest number of people.

Our consultants concentrate on business processes, work processes, and communications-areas that directly involve your people. These are the areas where performance tends to break down first – and where capital investment reaps the highest, most lasting rewards.

There are two primary components to DB&A's process: Analysis and Implementation. There is no substitute for a thorough assessment of where your company is today compared with where you want to be tomorrow.

Throughout the course of DB&A's 2-week Analysis Process, we work directly with you and your management team to uncover opportunities, establish the scope, time-frame, phases, budget, required personnel, as well as responsibilities and expectations required of your organization for a successful engagement with DB&A.

When our approach meets your objectives, we progress into an engagement shortly thereafter.

“With DB&A's help, we have increased productivity through accountability and engaging our employees... Supervisors have also empowered coaches to run their areas independently and allow them to own their successes and contribute to organizational goals.”

- Plant Manager

NO MATTER THE INDUSTRY...



FROM AEROSPACE



TO ENERGY



TO TELECOMMUNICATIONS



TO TRUCKING

...OUR PROVEN PROCESS WORKS.

WEEK 1: ANALYSIS AND DISCOVERY

The heart of the Analysis process is about finding opportunity. In fact, dramatic opportunities for improvement are often revealed. Generally, for a nominal fee, we send in as many as 15 team members to analyze your operations in great detail. This allows us to gain a better understanding of your business issues, and gives you an opportunity to evaluate our capabilities and the DB&A team.

Using proven methods, we perform comprehensive studies in areas including work processes, procurement systems, inventory management, cultural issues, labor and equipment utilization, and more. The studies performed by DB&A often uncover systemic operating issues which have existed within your organization for years but have never been adequately quantified to unveil the true cost to your company.

Most clients are excited to learn the magnitude of opportunity that exists. We identify these opportunities by connecting the surface-level issues your company faces with its deeper, root causes – including poor communication, lack of coordination, ineffective training, undeveloped problem-solving skills, poor metrics, insufficient reporting, noncompliance to systems, lack of decision making, and absence of accountability.

Through focused, ‘day-in-the-life’ studies our Associates work side-by-side with your front-line managers, supervisors and floor-level associates to uncover your chronic operating issues. At the end of the first week, DB&A will present a summation of findings including the range of savings potential that exists in the business. If you, as a client, are not pleased with DB&A’s performance, you reserve the right to conclude the Analysis and are not responsible for any of the costs that DB&A incurred to conduct the Analysis. However, if the magnitude of the opportunity is great enough, the assumption is that we will proceed to the second week of Analysis.

WEEK 2: SOLUTION DEVELOPMENT

The second week of the Analysis process focuses on Solution Development. Our Analysis and Operations Teams work together to develop a sustainable, customized solution for attacking and eliminating the chronic issues and problems highlighted during the Analysis and Discovery phase during week 1 of the process.

For a nominal fee, we will work closely with you and your team and guide you through the difficult decisions and, when necessary, formulate a successful and sustainable approach which can be successfully implemented and maintained by your organization.

By the completion of Week 2, DB&A will develop a customized solution for your organization. Additionally, DB&A will provide you a Letter of Engagement, a detailed explanation of the Analysis findings, as well as an outline of What We Propose, including a project schedule and time frame for the return on your investment.

IMPLEMENTATION

Once we have completed solution development, you choose whether or not to enlist D&A for a full engagement. This is actually DB&A’s core strength. With the full engagement you’ll attain dramatic results – generally exceeding the ROI by 20-45% – within a clearly defined time frame.

The cost of implementation varies but is typically a function of the savings we propose during the Analysis. We pride ourselves on working with our clients during a project at the shop floor level, interacting on a daily basis with your front-line managers and hourly employees. We do not simply provide recommendations or strategic advice; rather we work side-by-side with our clients to ensure the solution we propose gets executed, always with no capital expenditures or new technology investments. DB&A has completed more than 800 projects across various sectors around the globe.

INDUSTRIES

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| Aerospace & Aviation | Distribution Services | Maintenance, Repair & Overhaul | Printing |
| Agriculture | Document Management | Meat Processing | Pulp & Paper |
| Automotive | Electronics | Medical Devices | Semi-Conductor |
| Bio-technology | Energy | Metals & Mining | Shipbuilding |
| Building Products | Financial Services | Newspaper Publishing | Telecommunications |
| Chemicals | Food Production | Nuclear | Textiles |
| Commercial Construction | Food Services | Packaging | Trailers |
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