



Top Executive & Interim Management International Business Management Consulting

**Internationalization Industrialization Innovation
Experience Continuous Improvement Technology**

Working in partnership with the customer

Transfer Knowledge and Experiences

Strategic Vision and Operational Tactics

Organization Speed Slimming Method

Create Added Value for the Company

Simplicity Efficiency Effectiveness

International Business Skills

Listening to the Company

Evolve with the company

Renewal Management

Valorization of People

Know the Company

Create Teamwork

Objective sharing

**LRSTM COMPETENCES FOR GROWTH
RESIST RESOLVE EVOLVE DEVELOP REVIVE RENEW**

FREE THOUGHT



**Registered Office: Via Pisacane 1 Cap. 44034 Copparo (FE) VAT: 01813090386
REA: FE 199920 - Tel. 0039 348 305 6609**

EXECUTIVE SUMMARY

LRSTM Consulting is a management consulting company that was created in order to provide companies with the twenty-year experience of professionals in International Business Management in order to increase the operational and business performance of Italian companies.

Our vision, mission and inspiring principles that govern all aspects of our project:

VISION

LRSTM Consulting is a network of consultants with extensive operational experience gained in the company that aims to help Italian companies, regardless of their size, to transform and improve their operational and business performance.

MISSION

Support companies to make the perspective with which they manage the *three* fundamental dimensions of today's business more effective and efficient :

- **front End:** Development of New Markets in Italy and Abroad, Marketing, Sales and After Sales;
- **Back End:** Research & Development, Operations, Supply Chain, Quality / Environment / Safety / Energy,
- Human Resources, Administration, Finance and Management Control

INSPIRED PRINCIPLES

- **Management** : full awareness of what "managing people" means today.
- **Evolution** : knowing how to evolve the company safeguarding the value of previous experiences
- **Experience** : know how to transform the acquired skills into real added value for the company
- **Assistance** : to combine and create value thanks to the transfer of knowledge
- **Networking and Teamwork** : a team of senior professionals with a wide range of operational experiences
- **Internationality** : international business vision
- **Partnership** : act at the client company with the vision of the entrepreneur
- **Essentiality** : simple, streamlined and clear rules shared in the company
- **Efficiency** : incisive and effective actions in line with corporate targets
- **Flexibility** : speed and adaptability in always following the market demands
- **Renewal** : innovation and continuous improvement
- **Innovation** : knowledge and analysis of the applicability of the latest available technologies consistent with the most economically viable solution from the company
- **Continuous improvement** : apply the principle of small, constant steps in the direction of improvement in every corporate area and in every action
- **Renewal** : apply the guideline of innovation and continuous improvement in parallel
- **Change management** : enhance and support all the people in the company in the evolution of change

DISTINGUISHING FEATURES

The following elements differentiate us in the market

- **Passion in consulting services :**

provide the Customer with *what is needed* & *when it is necessary*.

- Customer support speed
- Ad hoc intervention solution, specific for the single company reality
- Attention in choosing the correct customer consultant, balancing at best the needs, skills and preferred behavioral style
- Founding partners with over twenty years of managerial experience in various roles with extensive international experience and with direct responsibility for business results
- Coverage of key roles in both national and multinational companies with experience of Board Members, Chief Executive Officer, General Management, Commercial Management, Division Divisions, Industrial Technical Departments, Information Systems Departments
- Ability to support to support customers in Italy and abroad
- A wealth of knowledge offered to our customers, often difficult to hold and develop in the company
- Extensive functional expertise, on diversified sectors, supported by strong economic-financial, operational and change management skills
- Flexibility in identifying and assigning the consultant with the most appropriate skills as needed.

- **Pragmatic and flexible personalized approach :**

Customers are always *supported with ad hoc solutions* , the most appropriate to their specific needs

- Customers are supported over time, through multiple engagements.
- LRSTM Consulting aims to be recognized by its Customers as a Trusted Advisor in its areas of intervention
- All interventions are designed ad hoc for each individual customer, addressing the specific business problems of the company
- Pragmatism and concreteness as main characteristics of all Network consultants
- Support for company management in solving operational problems and developing their professionalism
- Simplicity Slimness Speed

SERVICES AND ACTION AREA

LRSTM Consulting is able to provide suppository and expertise on a wide range of issues of Business Management, tailoring solutions tailored to each individual company. The LRSTM Consulting consultants provide a deep market experience to support every single area of intervention.

Practice Sales & After Sales

Sales - Organization

- Definition of sales model, functionally in markets and offer
- Structuring and starting sales organizations
- Evaluation of the Multichannel
- Definition of Bid Management processes
- Definition of commercial incentive models
- Definition of commercial force management models
- Design of service organization
- Sizing and planning the network according to:
 - workload
 - exercise levels
 - skill set required
- Service processes review
- Management dashboard design (KPI)
- A nalysis of service performance and identify areas for improvement
- Definition of service models, in line with company strategies and development plans

Sales - Management

- Development of the offer portfolio and its management (products and / or services)
- Analysis and impact management in the company business against the start of sales services and development plans
- Definition of the positioning of the offer on the market
- Organization of the sales force and its development over time, in line with company strategies
- Analysis of the performance of the commercial network and definition of intervention plans
- Development of the skills of commercial professionals
- Support for contracting for the service contracts
- Analysis and review of the installation and commissioning processes and determination of improvement plans
- Analysis and review of the Warranty management processes and determination of improvement plans
- Define / optimize the warranty processes tracking
- Define and implement the correct operating discipline of the warranty in the company
- Define and implement warranty conversion processes to service contracts
- Design and implementation of service metrics according to:

Productivity, product service level, Cost of service

- Analysis and review of technical organization planning processes
- Sizing technical structure
- Distribution on the territory
- Analysis and review of the installation and commissioning processes and determination of improvement plans
- Balancing internal and external resources

Sales - KPI

- Identify the KPIs for each function by operating on:
 - data availability analysis
 - integrity and standardization evaluation
 - definition of measurement and reporting processes
- Evaluate the impact of introducing new metrics into organization and determine the appropriate corrective measures

Sales - Control costs

- Determine the economic variables
- Structuring the appropriate economic dashboard, a function of company objectives
- Define the logic of distribution of economic responsibilities in the sales structure
- Define the appropriate MBOs and incentive levers

After Sales - Organization

- Audit of the after-sales service organizations and their evaluation (SWOT analysis)

After Sales - management

- Analysis and review of the process of receiving requests and assigning activities to the assistance network
- Analysis and review of organization and spare parts processes
 - Stock planning
 - Distribution of parts on the territory
 - Repair parts
 - Stock recovery
 - Quality analysis
- Analysis and revision of the warehouse organization of spare parts
 - Layout analysis and improvement plans
 - Inventory analysis
 - Analysis of internal and external flows

After Sales - KPI

- Identify the KPIs for each service function, operating on:
 - analysis of availability of data
 - Integrity and standardization evaluation
 - definition of measurement and reporting processes
- Evaluate the impact of introducing new metrics into organization and determine the appropriate corrective measures

After Sales - Control costs

- Determine the key economic variables in the service
- Structuring the appropriate economic dashboard, a function of company objectives
- Define the logic of distribution of economic responsibilities in the service structure
- Define the appropriate MBOs and incentive levers

Practice Operations & Supply Chain

- Analysis of development and improvement of business process layouts
- Definition of technological investments and start-up support
- R physicalization and purchase marketing development
- Make or buy analysis
- Research and validation of new national and international suppliers
- Improvement of purchase conditions
- Supply development corporate chain and internal and external logistics and materials management techniques
- Process management and industrialization techniques
- Analysis and application of the logics and techniques of: lean organization , lean manufacturing
- Logic analysis and application of industrialization of the process with building island / cells U
- Customization of the logic of industrialization of the best process for the client company in line with the needs of the reference market.
- Definition of warehouse logics best suited to the company
- Improvement of the rotation rate of the warehouse both on purchasing and WIP material and finished and balancing of the same
- Improved supplier and customer delivery indicators
- Process industrialization
- Definition and improvement Indicators of control of the industrial area
- Reduction of internal and customer suppliers lead times
- TPM techniques for maintenance and management
- Reduction of RTS tooling techniques
- Evaluation and possible technical implementation: Kanban ,
8R of logistics, Yield calculation Material

Practice Design & Research and Development

- Analysis and product development in line with the analysis and development of the reference market
- Rationalization of standardization and industrialization of the product and of the construction process with analysis and realization of the necessary investments and their economic return, ROI
- Range rationalization, product standardization and design analysis with modularity principles and techniques
- Product industrialization
- Planning and activity control techniques
- Time to Market reduction
- Multi - project management techniques
- VRP management techniques to reduce complexity with product and then process modules

Quality / Safety / Environment Practice

- Support and training for the processes to obtain "Integrated Quality, Safety, Environment and Energy Certification"
- SIX SIGMA and Statistical Process Control Quality: statistical process control method business constructive and CP and CPK calculation of the process
- Definition and Actions for Improvement of Quality Indicators Safety Environment Energy
- External RSPP management for companies
- Evaluation and possible implementation of 5S techniques
- Project and process FMEA implementation

Human Resources Practice

- Business Renewal Management
- Generational change management
- Management of change of people in the company
- Analysis of the organization in line with the company processes and the current and future strategic and tactical needs of the company
- Review of the company organization chart and improvement with a view to slenderness and effectiveness and in line with the current and future strategic and tactical needs of the company
- Analysis of people's skills and adequacy to roles
- Valorization of People
- Knowing how to Simplify Evolve the organization with an integrated approach alongside the customer in redesigning processes, processes and organization strategies
- Implementation of top-down and bottom-up behaviors
- Analysis and definition of uniform corporate guidelines for fixed and variable remuneration
- Internal and external agreements and company relationships
- Training with a view to the facilitator binomial (LRSTM) and Protagonist (Company) and in line with the AACC (Check Consolidation Action Analysis) model; support for current training funds

ICT Practice

Project Management

- Management of SW / infrastructural projects (also in conjunction with Head of the Company Project)
- Management of estimates and project budget
- Identification and control of risks (Risk Management)
- Recovery and contingency plans for at-risk projects

Technical Due Diligence

- Analysis existing ICT structure
- Technology used
- Stability / Capacity for growth
- Organization
- Review hw / sw contracts / services
- Investments / planned initiatives
- Customer satisfaction regarding the services provided by ICT
- Definition of integration / consolidation plans
 - Determination of investment plans
 - Determination of work team organization
 - Project risk analysis (ICT front)

Budgeting, Business Planning

- Analysis of the ICT needs
- Planning ICT evolution
- ICT Investment Evaluation (TCO, ROI)

Service Management

- IT service level analysis (internal / external)
- Logical analysis and service level management tools
- Service Level Agreement setting with partner
- Design of service dashboards - KPI
- Partner management

Advisory service

- Definition of infrastructural strategy
- Support for sw platforms selection (eg ERP, CRM, ..)
- Support for the selection of infrastructural architectures (eg connectivity , cloud computing , ..)
- Support for defining operational strategies (contracts, quality assurance , supplier management)

Top Executive Management Practice (Italy - Worldwide)

- CEO
- General Director
- Member of the CDA
- Division Director
- Industrial Technical Management - COO
- Purchasing Director
- Supply Chain Director
- Technical R & D and Design Director
- Plant and Production Director
- Product and Process Industrialization Director
- Commercial Director - DSO
- Strategic and Operational Marketing Director
- Sales Director
- After Sales Director
- Quality - Safety - Environment – Energy Director
- P M O Project and Program Management Director
- CFO and Management Control Director
- Safety Manager

Top Executive Management Activities

- National and international business development strategy.
- Acquisition plans and business integration strategy
- Start up in Italy and abroad.
- Product development strategy in line with national and international market analysis
- Strategy of reorganization and business renewal plans in line with the current and future strategic and tactical needs of the company
- Development strategy for new markets and turnover from an international perspective
- Management control, analysis of margins, rationalization and reduction of company costs, supporting the company operationally in the consequent actions
- Analysis and targeted actions with a view to improving company margins
- Analysis and development and management of company indicators: technical-industrial, commercial and economic
- Definition of long-term business plan for the income statement and balance sheet
- Governance strategy
- 5 M management optimization to reduce business costs by operating in parallel on Man Machine Method Material Management
- Optimization of management and support for business change by using 3 R Reorganization techniques and actions Reengineering Resources management
- 3I Tactical Management Strategy: Innovation Internationalization Operational industrialization
- Competition analysis and comparison of corporate performance indicators of the income statement and balance sheet and consequent actions

Where in the World:

Italy, Europe, Russia, ASEAN Countries , China, India, Indonesia, Singapore, Hong Kong, Taiwan , Australia , New Zeland , South America, United States, South Africa, Turkey, Qatar, United Arab Emirates, Panama

Some Customer Companies:

CBMGROUP	CASAGRANDEELETTROCOSTRUZIONI
VERNI & FIDA	SAMOINDUSTRI ES
VICENZIGROUP	ADLER MOTORCYCLE,
VENTURIACCIAI	CORGHI
OMRAUTOMOTIVE	TLM OLEODINAMICA,
TCMINDUSTRIE	MOTOVARIO,
BOSCH REXROTH OIL CONTROL	SAME DEUTZ FAHR
SOCAGEGROUP	SALVAGNINIGROUP
METALPRESS	DANIELI
WARCOM	BLM GROUP
TECNOFIRMA and others	

Some Synergies and Collaborations:

The collaboration and the synergies with other Companies of Business Management Consulting is an important added value and through this over the years we have had the opportunity to learn and to share projects working with:

MCKINSEY & Company,
BAIN & Company,
BCG,
AT KEARNEY
ACCENTURE
JMAC
FESTOCTE and others

FOUNDER - PROPERTY

Chief Executive Officer

Ing. Roberto Fasolin

He was born in Isola della Scala Verona on 30 August 1964.

He graduated in Nuclear Engineering with a Mechanical Engineering at the Politecnico di Milano.

The experience begins in the industrial technical field and later in his career he held various management positions in national and international business reality to the General Directorate and then started up entrepreneurial experience.

Mature experiences in Belleli Group , Riello Group, Sony Group , Zadi Group, PM Group.

In his professional career in the industrial and commercial field he was directly involved in Operations and Supply Chain, R & D and Industrialization of Product and Process, Commercial Development and Sales and Marketing, Quality, Safety, Environment, Energy and played the role of RSPP, managing the renewal of national industrial realities in order to start and manage international industrial realities operating in Europe, China, India, Russia, Malta, South America, Romania, Turkey, Taiwan, ASEAN Countries, Singapore, Hong Kong , Taiwan , South Africa, Indonesia and United States.

Over the past 20 years, he held positions in General Management as CEO, General Manager, Industrial Technical Manager-COO, Director Integrated Supply Chain, Purchasing Director, Sales and Marketing Director –CSO and Director of Administration and Finance and Management Control. He dealt with international business development strategy, business business plans , acquisitions, company integrations, management control, start-up and improvement of production companies in Italy and abroad in various industrial sectors.

He worked in the world in its operations with the best companies in Business Management Consultancy in the world as MCKINSEY & Company, BAIN & Company, BCG, AT KEARNEY , ACCENTURE, JMAC and FESTOCTE from which acquired a thorough business management background

After 20 years of experience as a Company Director he founded in 2007 his own Company for International Business Management Consulting and Top Executive & Interim Management called LRSTM Consulting srl .

Italian mother tongue, has advanced English language skills that allow him to act in every business sector and department and internationally .

POWER



SPEED



DETERMINATION TOWARDS THE OBJECTIVE



LOYALTY



HARMONY

