

Management Due Diligence.

Structural/procedural organization, company processes and soft factors such as company culture, qualifications of the management and staff motivation are critical to success if not, in fact, the factors determining value in a Due Diligence investigation. It is precisely the quality of the organization and the people in the company which decides the success or failure of the company acquisition.

Objective

The investigation of the quality and motivation of the management, the staff and the structural and procedural organization is often carried out in a purely descriptive manner as part of Due Diligence investigations. In addition to investigating and evaluating the human resource variables in a company, the objective of the AZT Management Due Diligence investigation is to investigate further development and to take rational account of it in the purchase or participation decision of an investor.

Procedure

We analyse areas such as

- ◆ Corporate governance
- ◆ Motivation
- ◆ Credibility
- ◆ Company culture
- ◆ Safety philosophy
- ◆ Qualification of the staff
- ◆ Success orientation
- ◆ Relationship conflicts
- ◆ Communication
- ◆ Risk management systems

The management Due Diligence investigation is a company consultancy which proceeds in steps:

- Overall consideration (reflection, lateral thinking and thinking ahead)
- Processing (analysing the organization plans, handbooks, regulations ..)
- Interviewing (interviews at all levels and in all areas)
- Visiting (overall perception of various areas, situations and locations)
- Evaluation (assessing the risks and opportunities)
- Reports (written reports and presentation)

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- Advice (making further development possibilities known)
- Induction (initiating the measures)
- Support (moderating, supervision, coaching)

Special features

A special feature of this service is the overall approach, i.e. it is not only hard facts (numbers, data, documents, organizational structure, etc) which are considered and further developed but also soft facts (conceptual questions, safety philosophy, consciousness of responsibility, management style, error culture, example given, ambition, etc). These two worlds are inspected for agreement and interaction.

A further special feature is the clear orientation of the consultancy towards future risks and opportunities.

Utility

The immediate measures, such as working out omissions in the duty to report, the closure of gaps in the data security, introduction of inspections in the risk assessment and many others measures, can have already been effected during the inspection phase.

In order also to secure the future success of a company acquisition or participation for the investor, we offer measures with medium-term and long-term effect:

- During workshops, the management staff develop knowledge of the reasons for their strengths and weaknesses in dealing with risks
- Ideas and manpower for product innovation are set free by the modernization of the performance assessment

As a result of the Management Due Diligence investigation, the target company will have fewer failures and more successes in the future.

Contact

Prices and further information may be obtained on request from:

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