

We Tune Up Organizations



PROCESSES | PROJECTS | COMPETENCIES



OUR EXPERIENCE

12 years we have been sharing our knowledge and experience

13 industries we support

24 experts we work with

80 clients recommending our services

90 areas of consulting services

292 areas of skills development

150 000 people benefiting from our development programs



WE PROVIDE SUPPORT IN THREE AREAS

*„Effective organization is like
a well-tuned orchestra.“*

It needs the greatest conductor, talented musicians and perfectly tuned instruments. Improving or replacing one element does not always solve the problem of a falsified orchestra.

To make it completely successful you need the synergy of three elements: processes, projects and competencies.

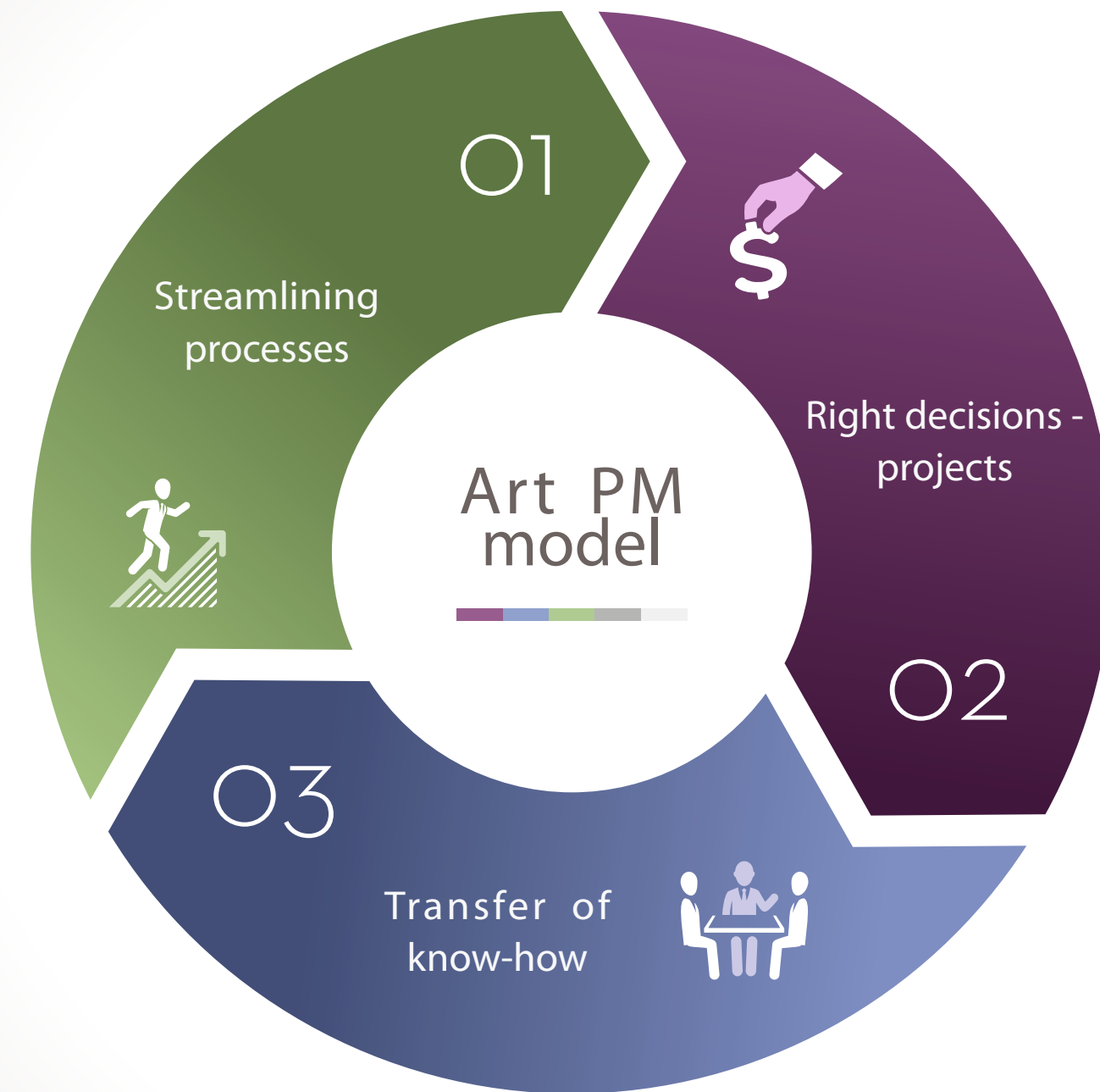
Art PM brings the desired sounds out of the organization and makes them determinants of competitiveness in the rapidly changing business environment.



Art PM know-how

Our success in the optimal use of the potential of the organization and building its value for shareholders and stakeholders is based on supporting companies in creating and implementation of innovative solutions, which go beyond the schemes.

Strengthening the competitiveness of an organization involves taking action in the area of processes, projects and competencies development.



Streamlining the processes

We optimize processes in organizations, focusing on saving time and cost of operations, and thus increasing productivity.

We build and develop a culture of continuous improvement aimed at positive change.

We support organizations in finding new solutions that improve internal and external customers satisfaction.



Art PM services focus on optimizing processes in the areas of:

Quality	Productivity	Management
Support in building and improving quality management systems in organizations	Lean Manufacturing – Effective production management system. Support in building and developing production systems based on Lean Manufacturing tools	Organizational development strategy
Quality Tools	5S- workplace organization method	Developing business models
RCA -Root Cause Analysis	TPM – Total Productive Maintenance	Developing management information system
Global 8D Method	SMED – reducing set up time – OEE indicator	MBO and balanced scorecard implementation
Introduction to ISO 9000:2008	Lean tools in logistics	Management by competencies
Implementation of ISO 9001:2008 – certification preparation	VSM – Value stream mapping	Restructuring projects
Introduction to ISO TS 16 949:2009	HR	Selling and Marketing
Implementation of ISO TS 16 949:2009	Auditing competence and effectiveness in organization	Selling and marketing auditing process
Internal Auditor according to ISO/TS 16 949:2009	Developing competency models	Increasing sales team efficiency
Quality control in production processes	Developing employee evaluation system	Developing an effective sales plan
Control plans	Motivational reward schemes	Motivation and incentive system in sales teams
Developing new products according to APQP	Developing and implementing talent management programs	Strategic planning of sales activities
Production part approval process according to PPAP	Personal career management	Market analysis
PDCA - Continuous Improvement Model	Developing recruitment and selection process	
PFMEA – risk analysis method	Human Resources auditing process	
PFMEA, DFMEA, LFMEA, MFMEA- risk analysis		

Right decisions – projects

We support organizations in building and implementing culture of project management, enabling the effective goals realization, unblocking operation between people and increasing effectiveness of decisions.

We build project management offices that allow to monitor and control the projects.



We support the culture of project management:

Techniques and tools	Art PM original programs	Consulting
Project Management Simulation (STS)	IPMA, PRINCE2, PMI, Agile - Methodology mix	Project audits
Developing and motivation of PM team	Preparation to IPMA A-D certification	Developing original PM methodology
Planning in PM - workshop	Preparation to PMP certification	Project Manager outsourcing
Risk analysis - workshop	Preparation to Prince2 Foundation & Practitioner certification	Needs assessment for information systems supporting PM
Change management in PM	Project management games training (based on Art PM or client's case study)	Professional support in PM methodology implementation
Budgeting in PM	Project portfolio management	Project Excellence Model
Communication in PM	Managing the project team	
Time management in PM		
MS Project		

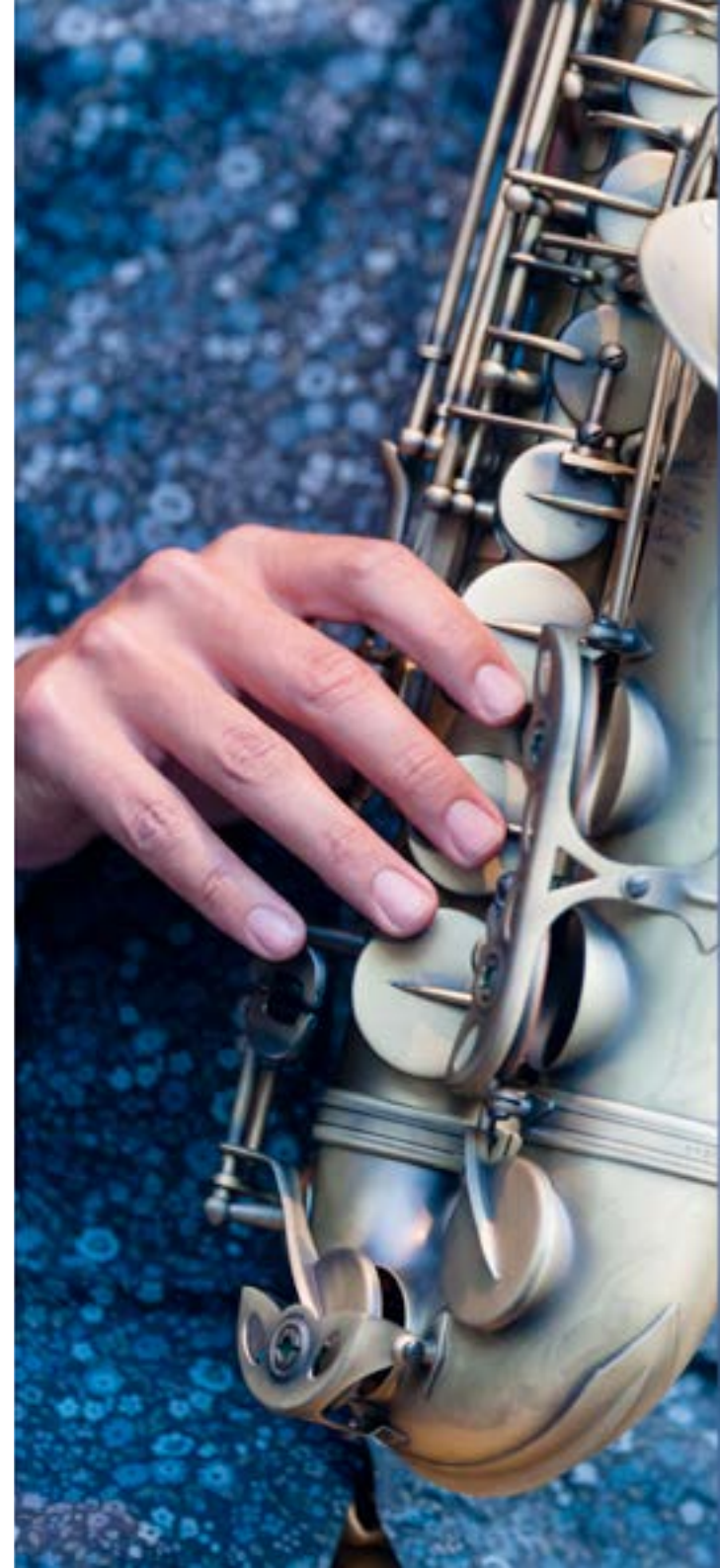
Knowledge transfer – **competencies**

We transform the organization into a learning organization that is able to adopt and take advantage of any changes that the market brings.

We inspire people to self-improvement and personal development, we build the desired attitudes and behaviours, creating a cohesive organizational culture that enables company to raise its competitiveness.

TRANSFER OF KNOW-HOW:

„To know how“ for the organization is nothing else than taking care of the resources that will enable people to achieve their objectives.



We build development programs for employees and managers

Addressees	Areas	Industries
Management boards	Management in the organization	Automotive
Managers	Team/ HPT	Electronics
HR	Personal and interpersonal skills	Building Materials
Operating staff	Productivity	Financial services
Sales	Quality	TSL
Customer service	Project and process management	Consumer business
Logistics	Sales and customer service	Pharmaceutical sector
Production	Negotiation	Cosmetology
Quality	HR	Energy
Purchasing staff	Teambuilding	
	Coaching & Mentoring	



CUSTOMER ZONE
Case studies, selected projects

Organization	the scope of services provided
Unilever Polska	High Performance Team - building high-performance teams in company's priority areas
	Building a project management culture
	Skills development project: Communication and customer service
PGE S.A.	A series of HR management and leadership workshops within Integrated Human Resource Management System
PURMO	Developing the organizational culture based on values – workshops for middle and top management
	Long-term program for development of salesmen skills
	Development of marketing department key competencies
Kolo Sanitec	Employee performance evaluation system
	Workshops and trainings developing evaluation system
	Long-term development program of management, operations and sales teams soft skills
	Talent management project- mentoring & coaching
Wienerberger	Management by competencies - developing and implementation of a system
	Increasing the effectiveness of cooperation between departments - consulting project
	Project management - trainings and consulting
	Developing and implementation of employee evaluation system
L'Oreal	Improvement of cooperation between key operations departments - increasing the effectiveness and teamwork

FIRMA	ZAKRES REALIZOWANYCH USŁUG
Pfeifer & Langen Polska	Developing original Project Management methodology
	Implementation of the project management system tailored to the needs of the organization and the type of projects - trainings and workshops
Nissan Polska	Implementation of Nissan Business Centers in Poland - developing business model, streamlining processes and development of sales and operations management skills
	Assessment and Development Center
	Concept and implementation of SALES FORCE
Mercedes Benz Polska	Skills development project for FUSO salesmen
	Workshops for marketing department - Marketing in the age of chaos
Fiat Auto Polska	Optimization of the market operations in a fleet channel - business market – certified several years' skills development program
	Recruiting and selection techniques training
	Assessment and Development Center
Schwarte – Milfor	T&T (transition and transformation) consulting project
	Development and implementation of management systems (MBO, employee evaluation, competency models, organizational structure, duties and responsibilities)
	Project Manager Outsourcing- developing and coordination of key projects

FIRMA	ZAKRES REALIZOWANYCH USŁUG
Credit Agricole	Marketing, market and competition analysis- consulting project
Kuehne Nagel	Project management skills development through a series of games designed for managers and present and future members of project teams
Technisat	Development of a project management culture, PMO implementation- assistance, trainings and workshops.
	MBO and BSC development and implementation
	Development and implementation of employee evaluation system and reward scheme
Kates Polska	Skills development project in the area of management, motivation and employee evaluation
	Development of the mission and values of the organization
	Developing and implementation of employee evaluation and reward scheme-consulting project
Voivodship Labour Office and District Employment Office in Poznan	Models of organizational structure and development of a portfolio of strategic projects
	Long-term program for the development of HR skills
	Workshops on employee evaluation system, motivation and reward scheme
District Prosecutor Office in Poznan	Coaching
	Skills development program on prosecutors' subordinates evaluation

The list of selected clients:

- Apteki POLONEZ
- B&W
- BASF Polska
- BETAFENCE
- Borg Automotive
- Borg Warner
- B/S/H
- BUSINESSMAN MAGAZINE
- Centrum Informacji Gospodarczej
- Cofresco
- COM40
- Credit – Agricole
- Danfoss
- Danone Polska
- Delphi Polska
- Elkam
- T-Mobile
- Euro Apteka
- EUROPAGES
- FIAT
- GAZ-SYSTEM S.A.
- Gedeon Richter
- Gedia Poland
- GENERALI
- GM RECORDS
- Herbapol Wrocław
- Hochland Polska
- JELFA
- Johnson Controls
- K&H Agrotech
- KATES
- Kaufland Polska
- KMC-Service
- Kulczyk Tradex
- L'Oreal
- MASTERPRESS S.A.
- Meesenburg
- Mercedes-Benz Polska
- Metal-Fach
- MICHELIN
- Nestlé Polska
- Nissan Polska
- OBRAM
- ONET.pl
- Oriflame Products Poland
- OTIS
- Pall-EX
- Pfeifer & Langen Polska
- PGE
- PHILIPS LIGHTING
- PKO BP
- PKS OLSZTYN
- POLFA ŁÓDŹ
- Polkomtel
- Pratt & Whitney
- Prokuratura Wojewódzka w Poznaniu
- PROMEDIC
- Purmo
- PZU
- ROHLIG
- Schwarte-Milfor
- SLAWEX
- Sprint
- Stowarzyszenie Księgowych Polskich
- Swed Wood / IKEA
- Technisat
- TEVA
- Tox Pressotechnik
- Unilever
- UPM Raflatac
- Väderstad
- Volkswagen
- Wienerberger
- Winkelmann
- Wojewódzki Urząd Pracy
- ZUCCHINI POLSKA



ARTISTS
PROJECT
MANAGEMENT

Join the group of well-tuned up organizations!

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