

ENGINE90

**Identify Disruptive Growth Potential,
Achieve Organizational Alignment and
Drive Company Growth**

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Galbiati**

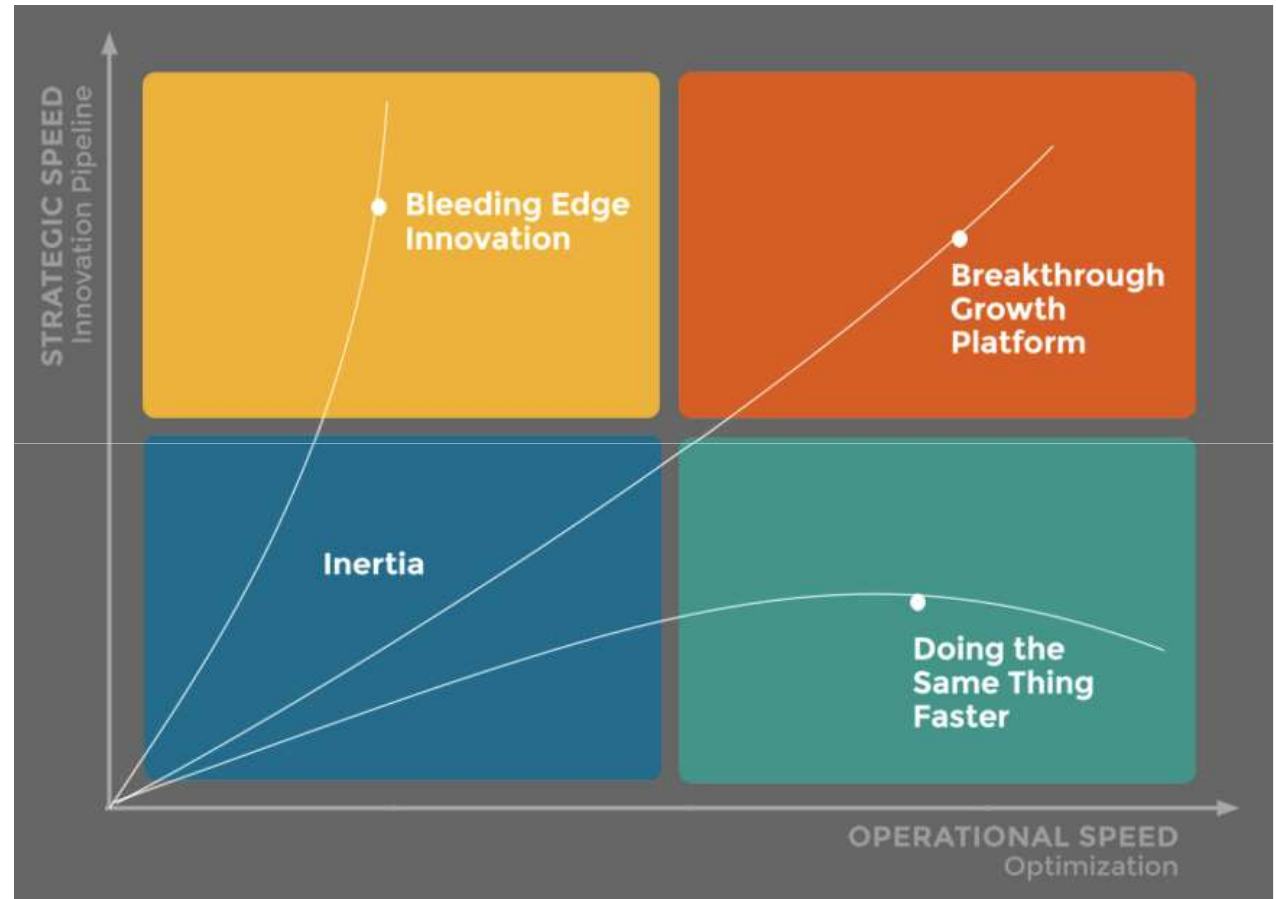
Business Partner

E-Leader Conference
Berlin 2017

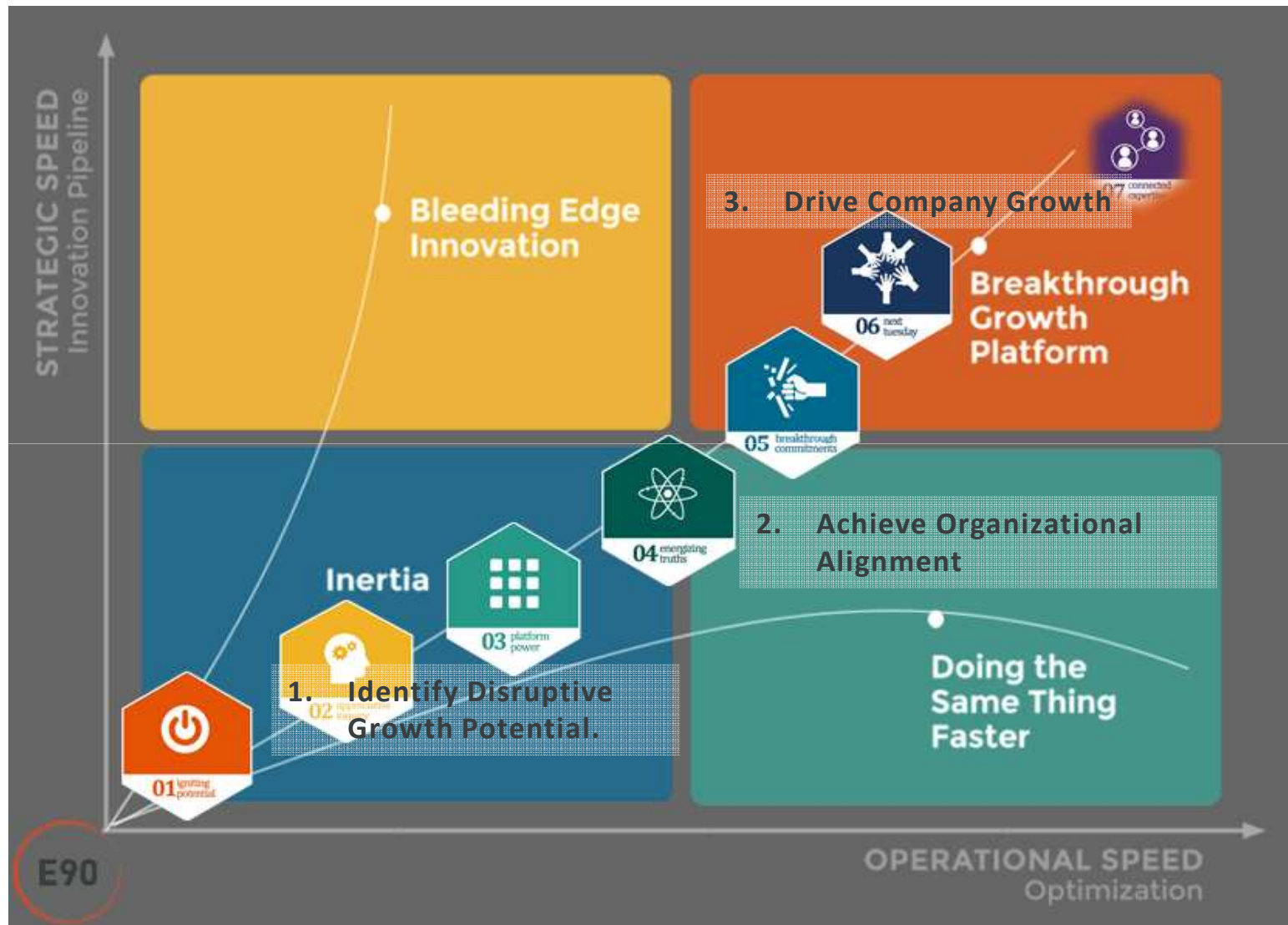
1 WHAT WE DO

When strategy meets operations...

GREAT COMPANIES BECOME GREAT THROUGH MANAGING A COMBINATION OF STRATEGIC BREAKTHROUGHS AND OPERATIONAL SPEED. THE STRATEGIC BREAKTHROUGH IS WHAT USUALLY PUT THE COMPANY ON THE MAP IN THE FIRST PLACE. AND OPERATIONAL SPEED COMES THROUGH DOING MORE OF THE SAME MORE QUICKLY AND MORE EFFICIENTLY. IT'S WHAT DRIVES MARGINS.



... What we do?

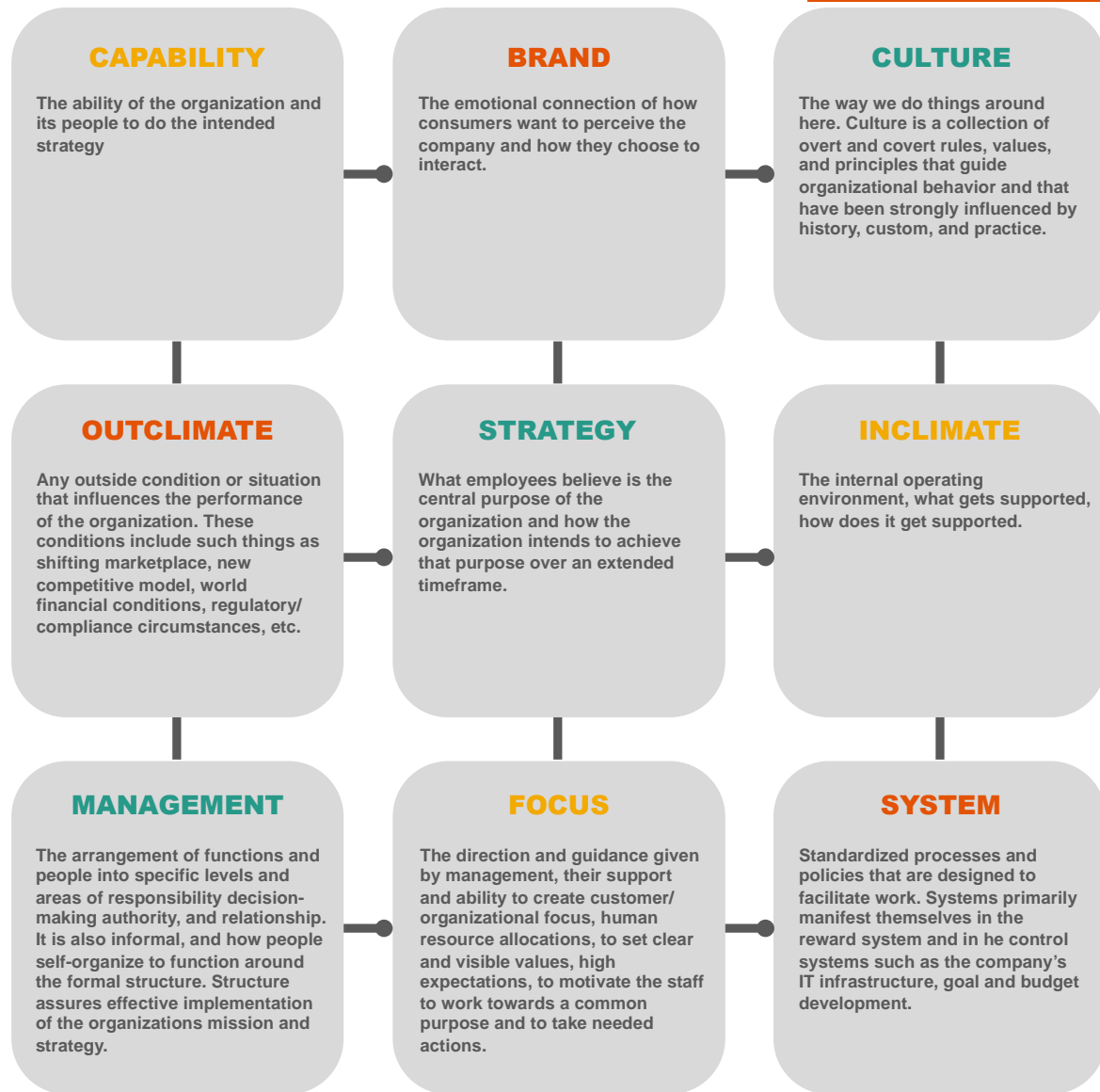


2 HOW WE WORK

How we work

- we provide a **framework** helping companies to have a common understanding of themselves.
- we adopt a **methodology** supporting companies in implementing their strategy without waste of time and overloads.
- we deliver a **platform** that company can use to track changes and transformations.

THE FRAMEWORK



THE METHODOLOGY



IGNITING POTENTIAL

01 igniting potential

The Engine90 experience ignites organizational potential through radically simplifying the process of gaining a cross-functional assessment of organizational strengths, bottlenecks and dependencies. It combines this assessment with a clear line of site action plan to expanding potential and accelerating growth.



APPRECIATIVE INQUIRY

02 appreciative inquiry

Through harnessing the power of appreciative inquiry, Engine90 is able to achieve organizational clarity, alignment and momentum in a way that creates shared understanding and commitment among the leadership team. This radical speed and cost effectiveness ensures that the learnings are able to be surfaced and applied at the speed of business and in a way that actually solves problems as they present themselves.



POWER OF THE PLATFORM

03 platform power

Here's how the Engine90 Platform works. First, we upload organizational insights into the platform through an intense 81-question survey administered to a company's leadership team. The power of the platform is that it encompasses the entirety of a business in just 9 integrated elements, spanning areas like Culture, Systems, Brand, External Climate, etc.



ENERGIZING TRUTHS

04 energizing truths

The platform then enables an entire executive team, in unison, to jump straight to the heart of the matter. The resulting energizing truths provide a clear line of sight to the opportunities and obstacles that define the operating environment that must be successfully navigated to achieve meaningful, profitable change.



BREAKTHROUGH COMMITMENTS

05 breakthrough commitments

Once the opportunities and obstacles are identified, we employ an exercise called Breakthrough Commitments to energize everyone on the team to own up to what needs to be done. Breakthrough Commitments push teams beyond their comfort zones, and beyond politics, to identify and make the commitments required to get unstuck and to the next level. The result is a mountaintop moment defined by candor and commitment.



NEXT TUESDAY

06 next tuesday

Finally, the third session drills down on the specific set of action items required to start doing things differently "next Tuesday". We help the team create a unified platform for action, one that eliminates redundancies, creates concrete action plans and assigns responsibilities and timelines to a designated Alpha Team.

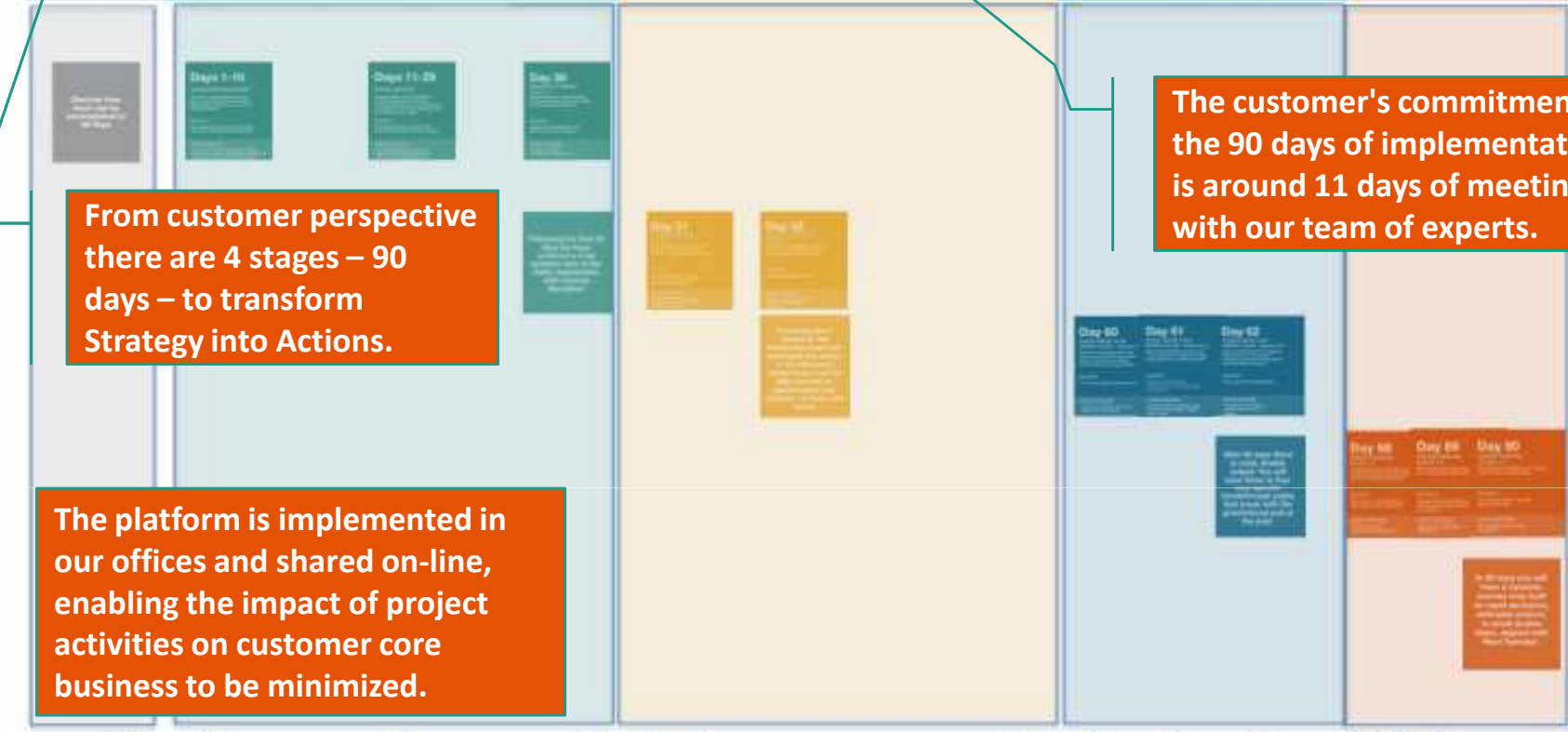
3 THE CUSTOMER JOURNEY



From customer perspective there are 4 stages – 90 days – to transform Strategy into Actions.

The customer's commitment in the 90 days of implementation is around 11 days of meetings with our team of experts.

The platform is implemented in our offices and shared on-line, enabling the impact of project activities on customer core business to be minimized.





Discover how much can be accomplished in 90-Days

Days 1-10

LEADERSHIP TEAM SURVEY

The top 15 – 20 key stakeholders take part in a cloud-based survey. The survey typically takes 6-8 hours over a ten-day self-paced window.

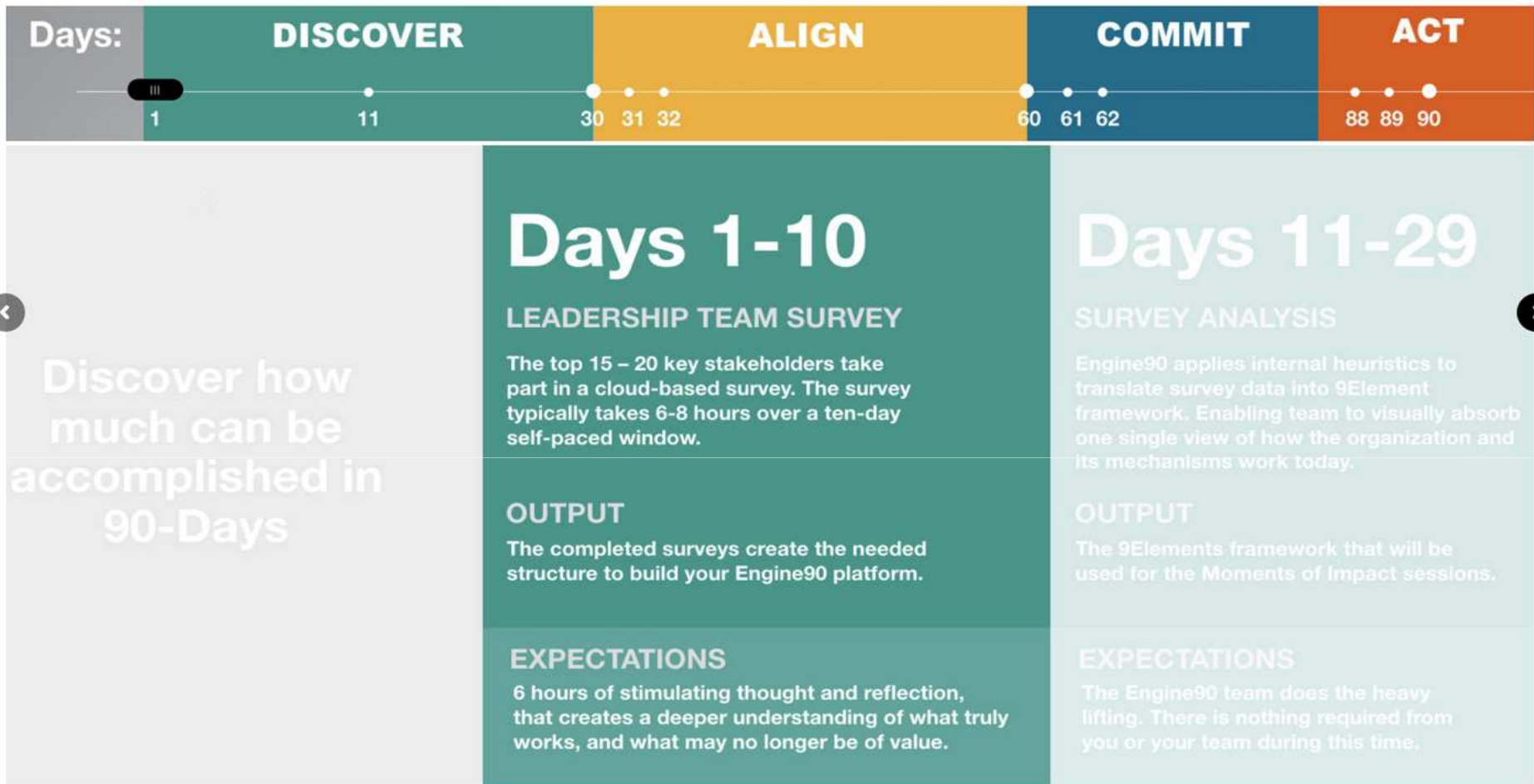
OUTPUT

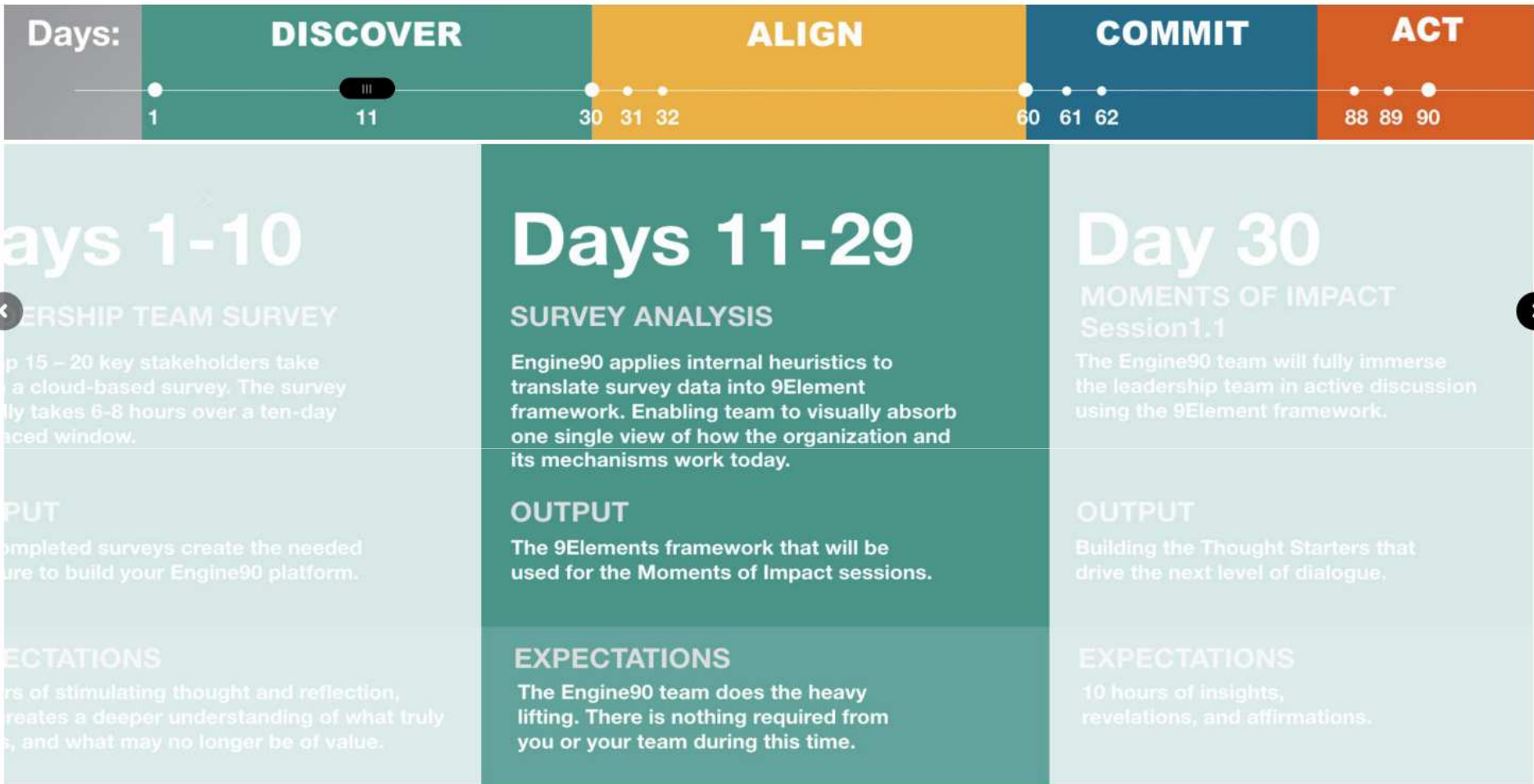
The completed surveys create the needed structure to build your Engine90 platform.

EXPECTATIONS

6 hours of stimulating thought and reflection, that creates a deeper understanding of what works, and what may no longer be of value.









Days 11-29

KEY ANALYSIS

The Engine90 team applies internal heuristics to translate survey data into 9Element framework. Enabling team to visually absorb a single view of how the organization and mechanisms work today.

OUTPUT

9Elements framework that will be used for the Moments of Impact sessions.

EXPECTATIONS

The Engine90 team does the heavy lifting. There is nothing required from you or your team during this time.

Day 30

MOMENTS OF IMPACT Session 1.1

The Engine90 team will fully immerse the leadership team in active discussion using the 9Element framework.

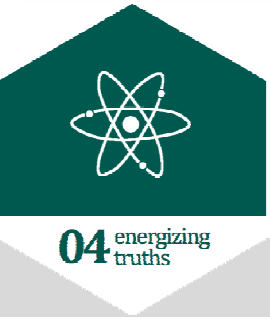
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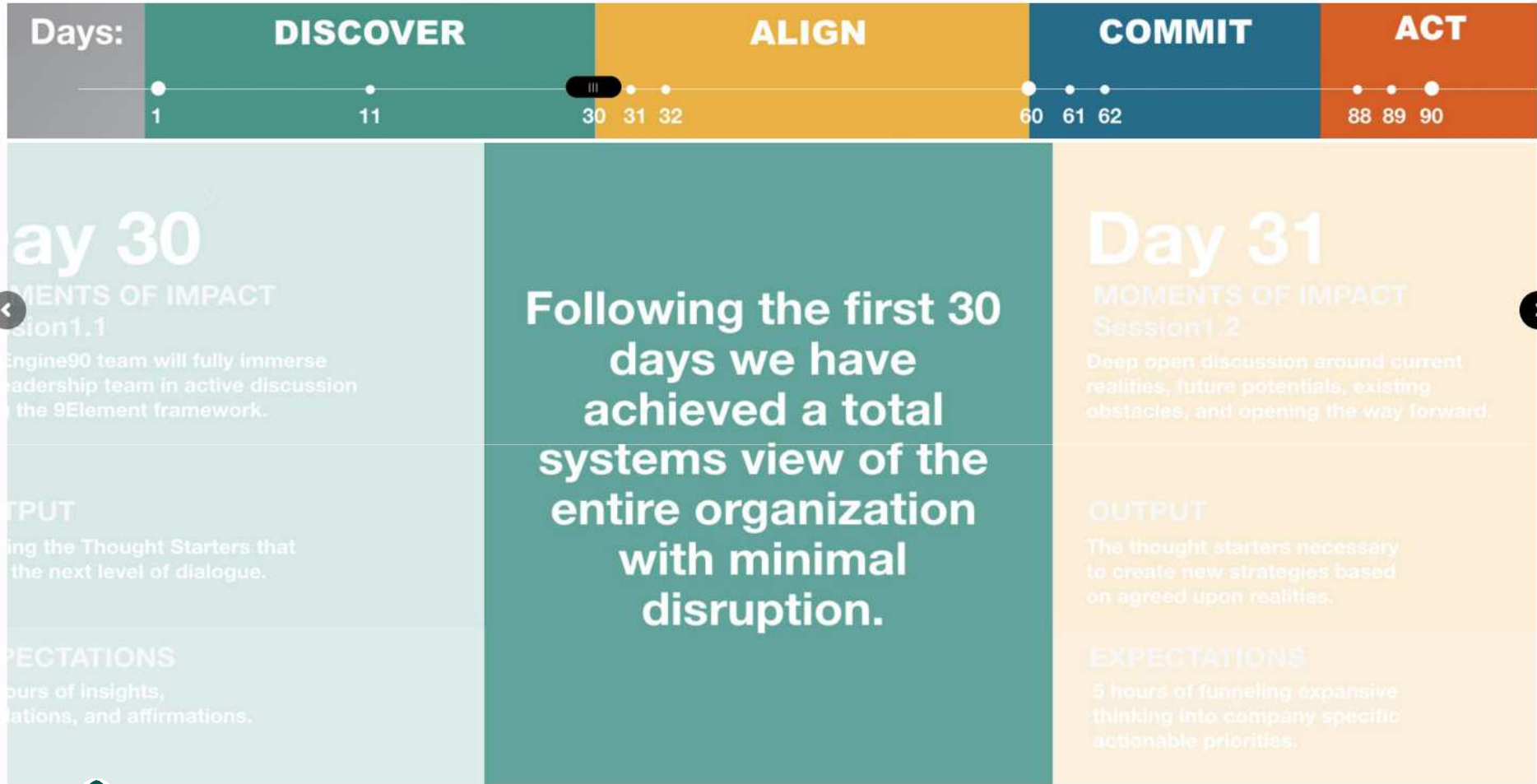
Building the Thought Starters that drive the next level of dialogue.

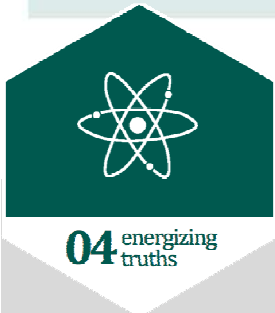
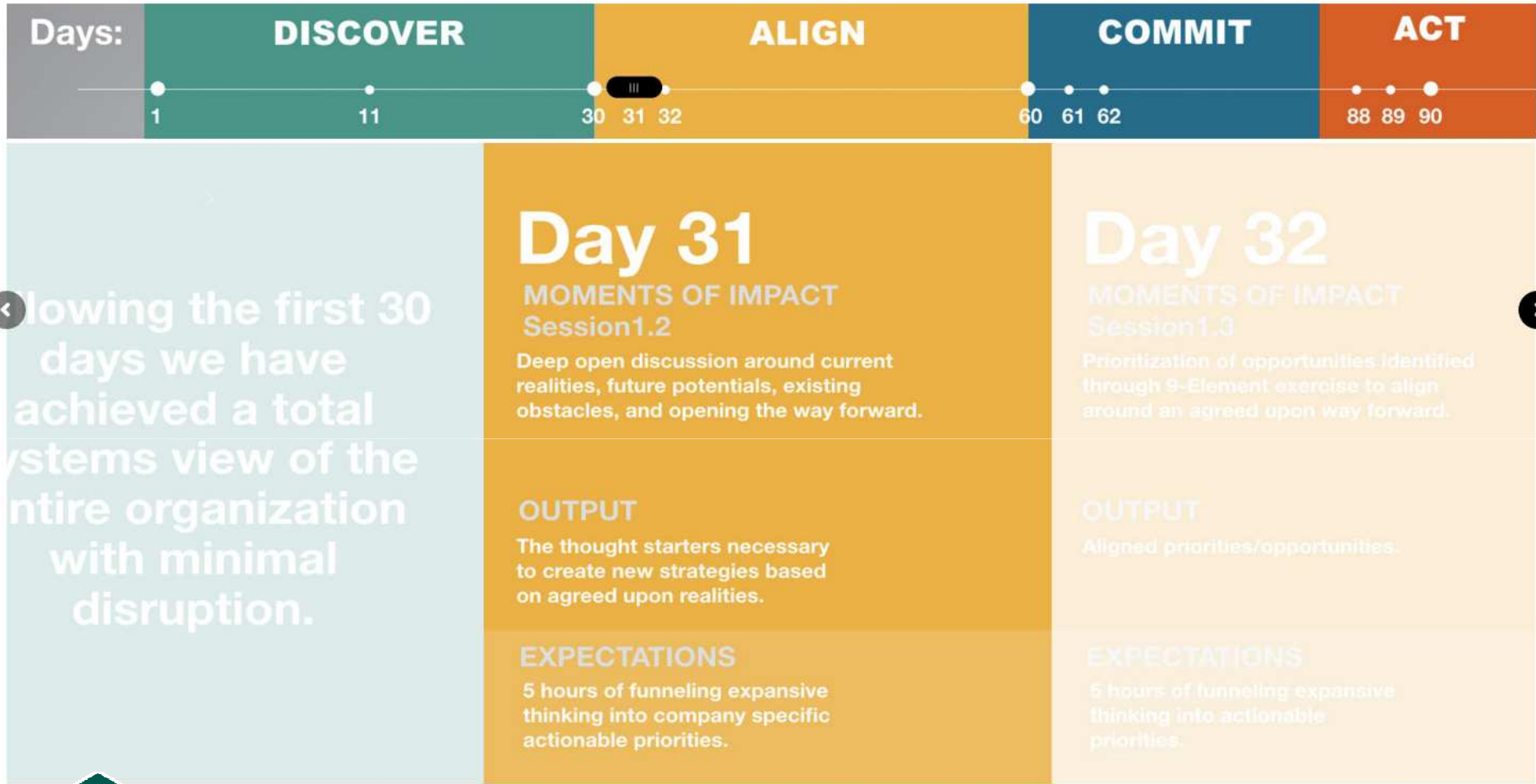
EXPECTATIONS

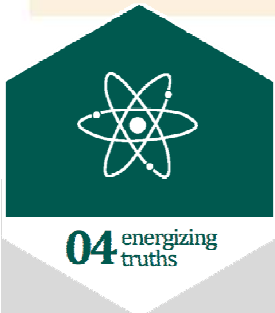
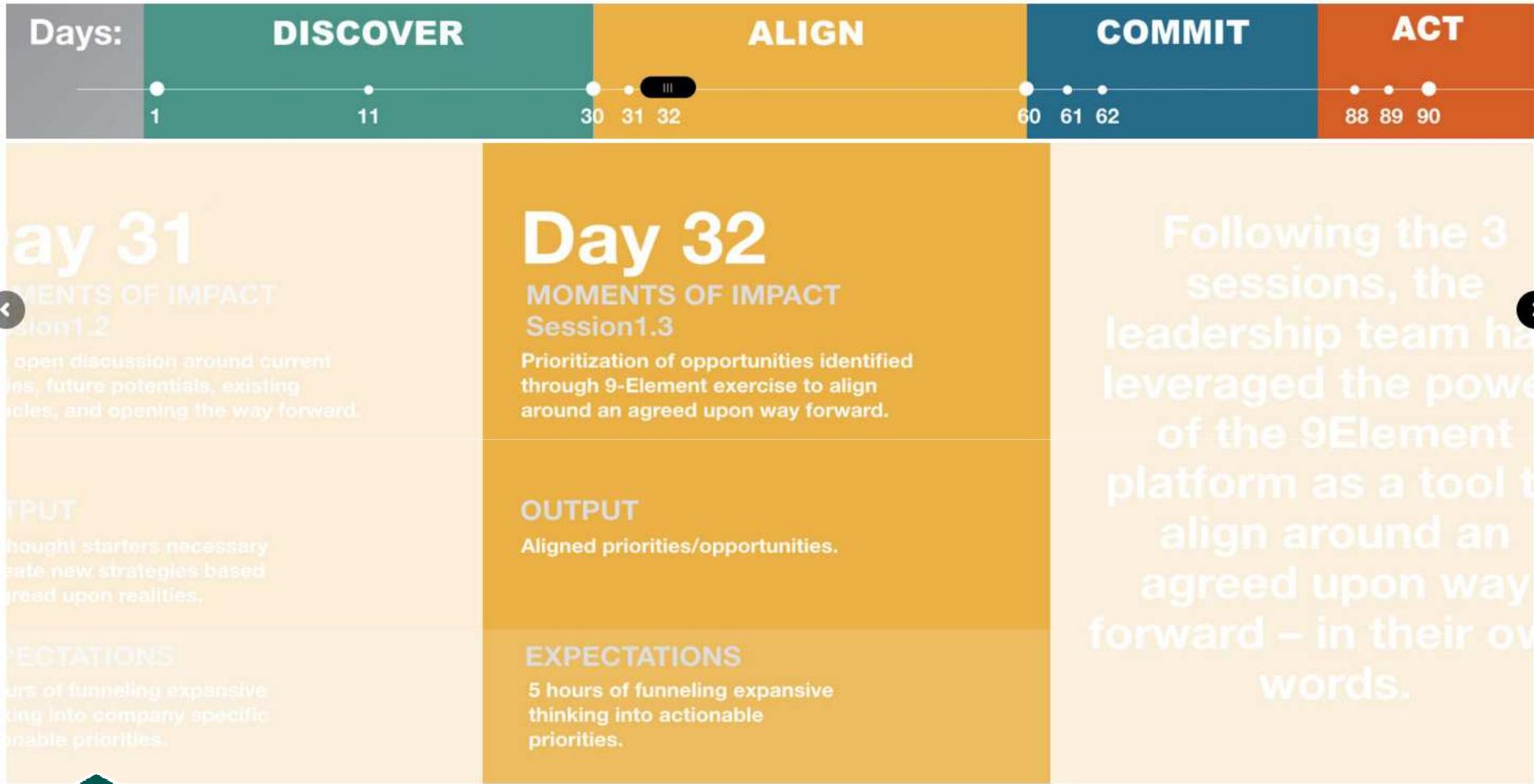
10 hours of insights, revelations, and affirmations.

Following the first 29 days we have achieved a total systems view of the entire organization with minimal disruption.











Day 32

ELEMENTS OF IMPACT
Session 1.3

Utilization of opportunities identified through 9-Element exercise to align and an agreed upon way forward.

OUTPUT
Identified priorities/opportunities.

EXPECTATIONS
Hours of funneling expansive thinking into actionable priorities.

Following the 3 sessions, the leadership team has leveraged the power of the 9Element platform as a tool to align around an agreed upon way forward – in their own words.

Day 60

PUNCH ABOVE YOUR WEIGHT CLASS - Session 2.1

Surface the 'energizing truths' that have held back forward momentum, and that will enable meaningful progress against real opportunities.

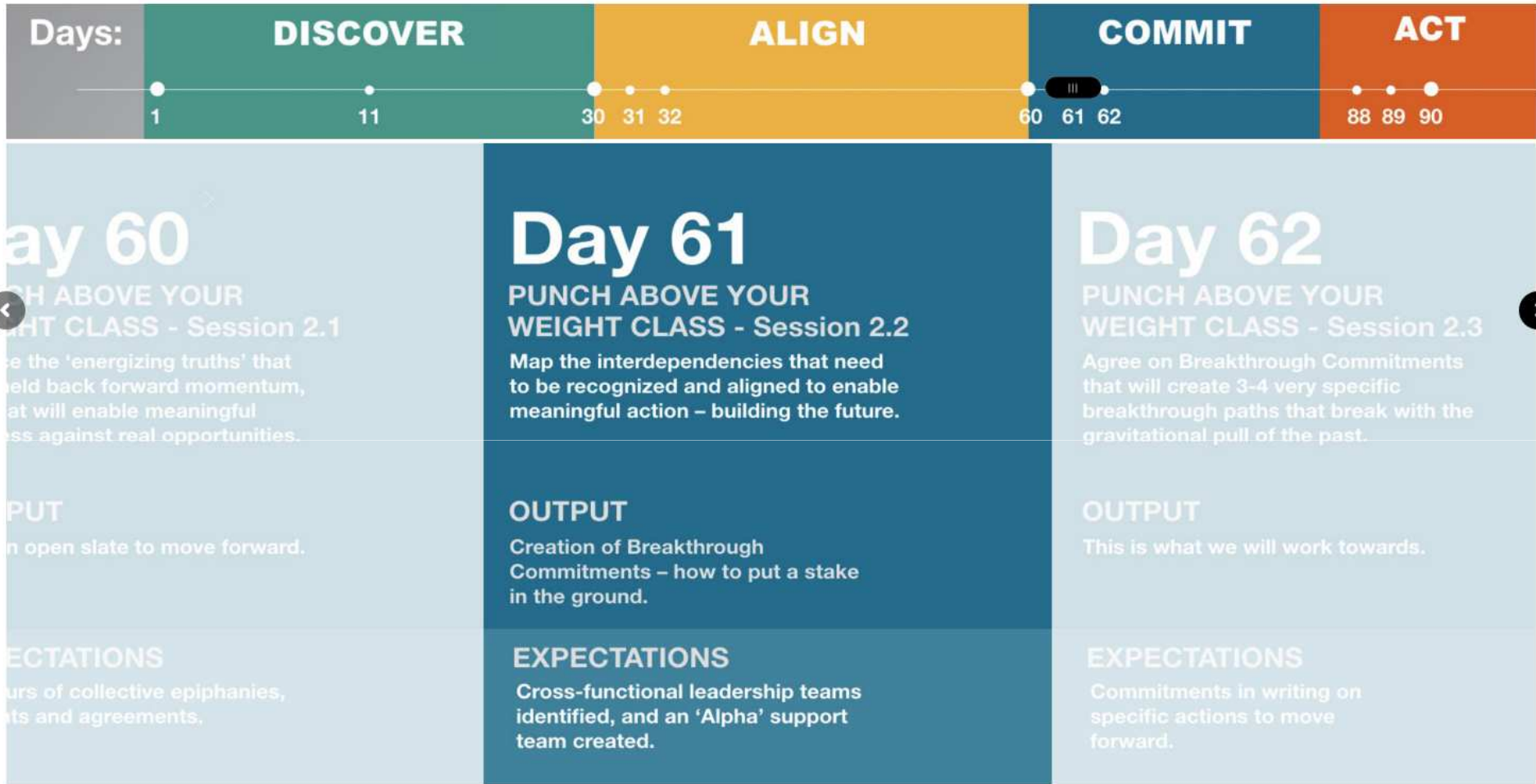
OUTPUT
A clean open slate to move forward.

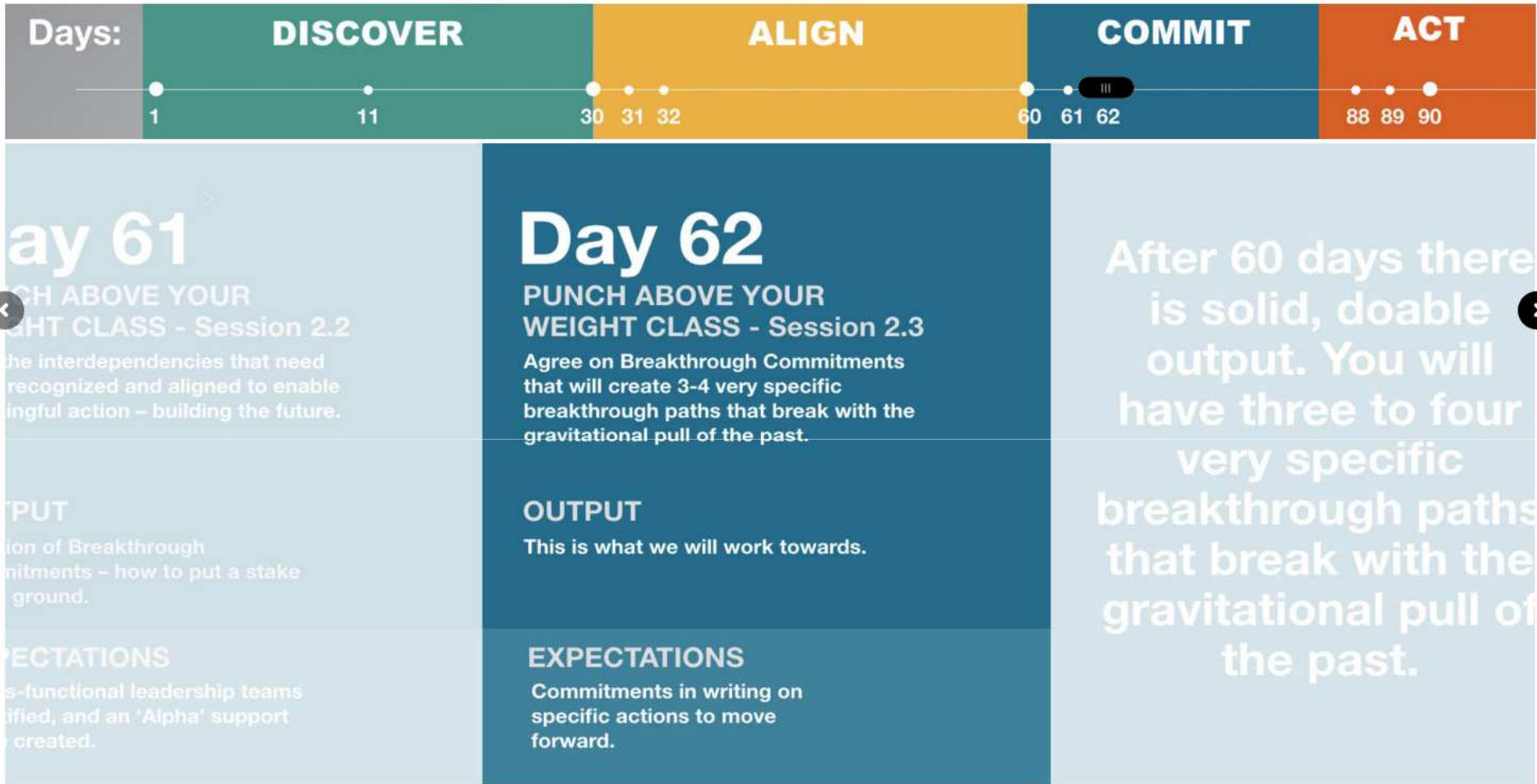
EXPECTATIONS
10 hours of collective epiphanies, insights and agreements.

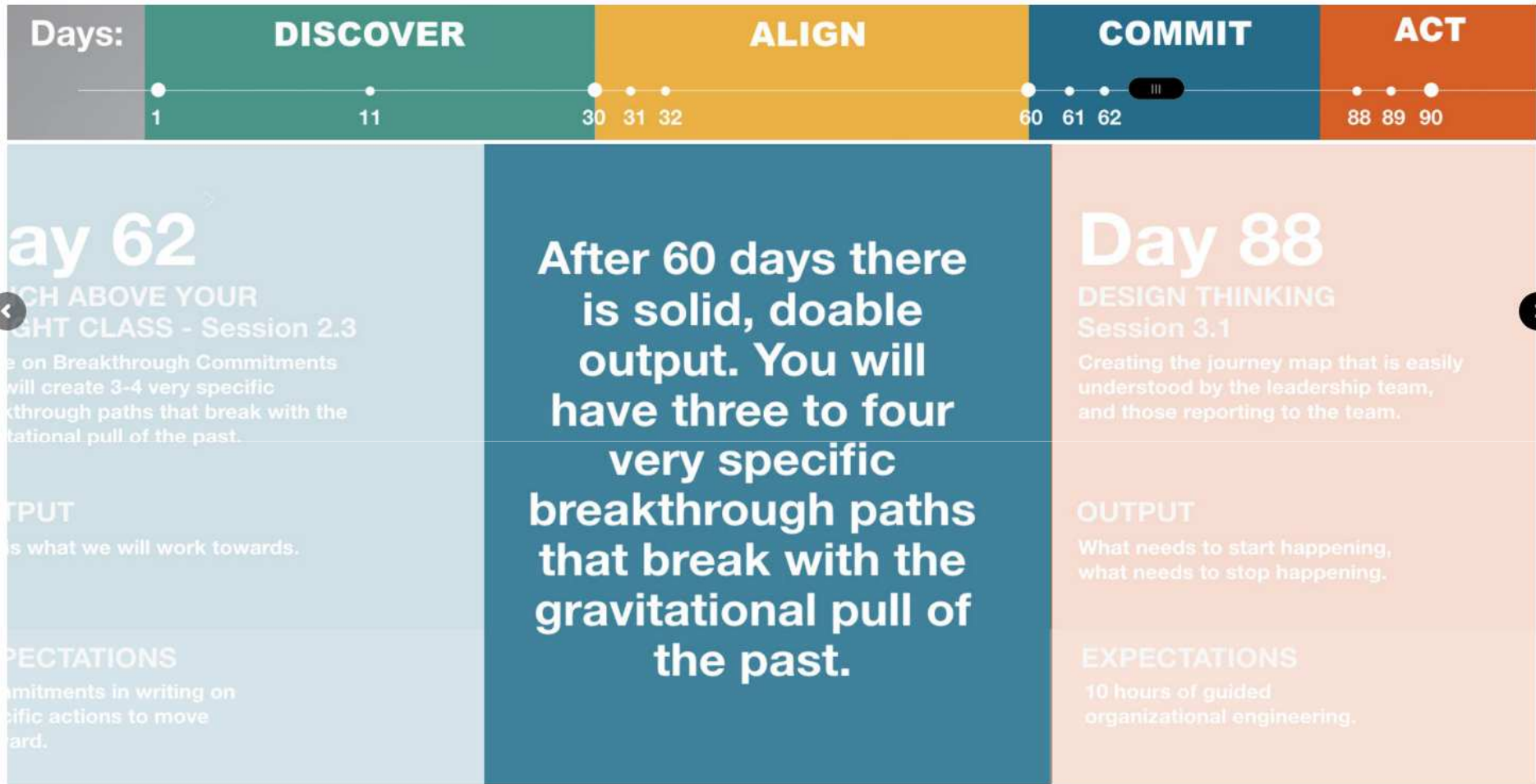
04 energizing truths

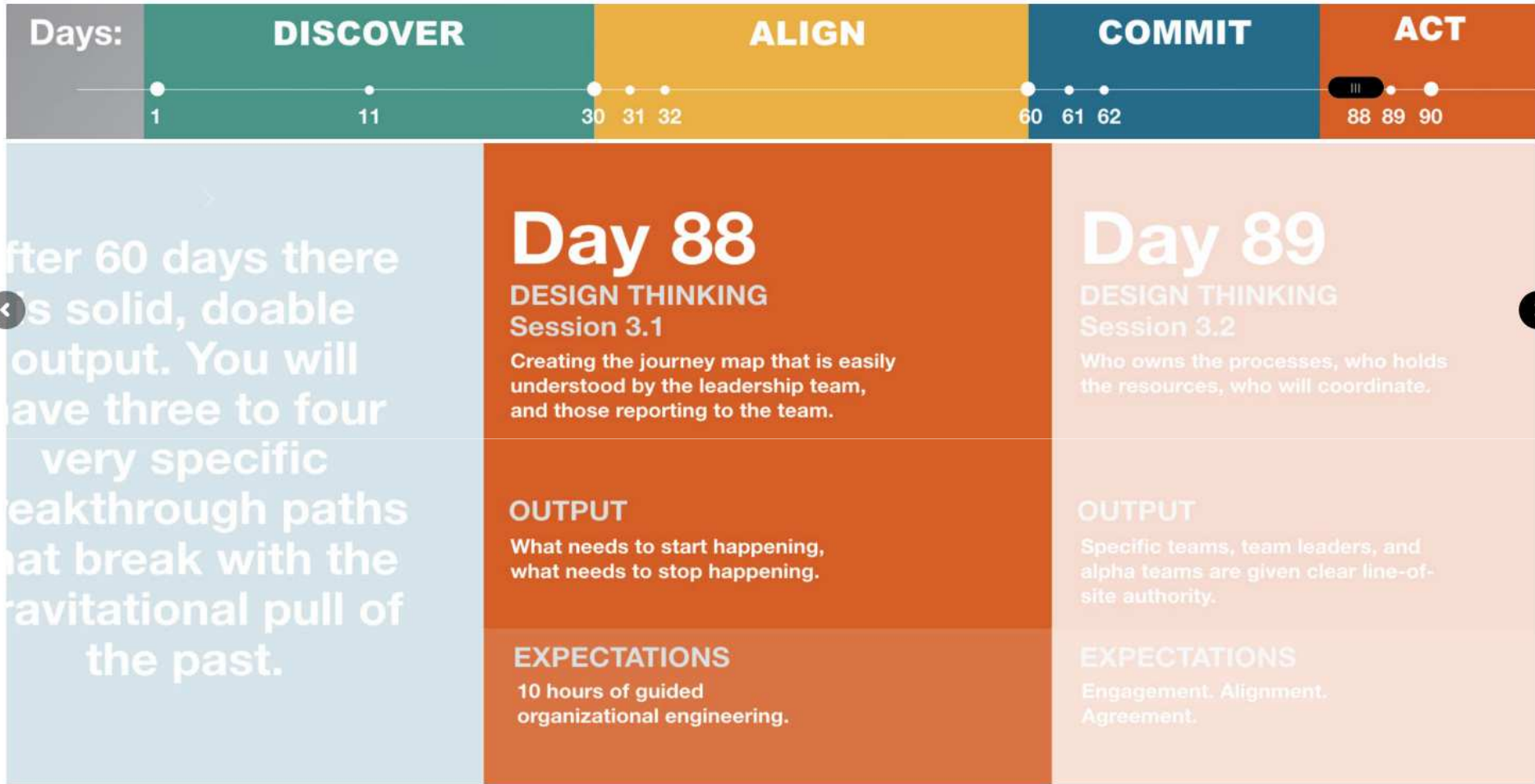
03 platform power

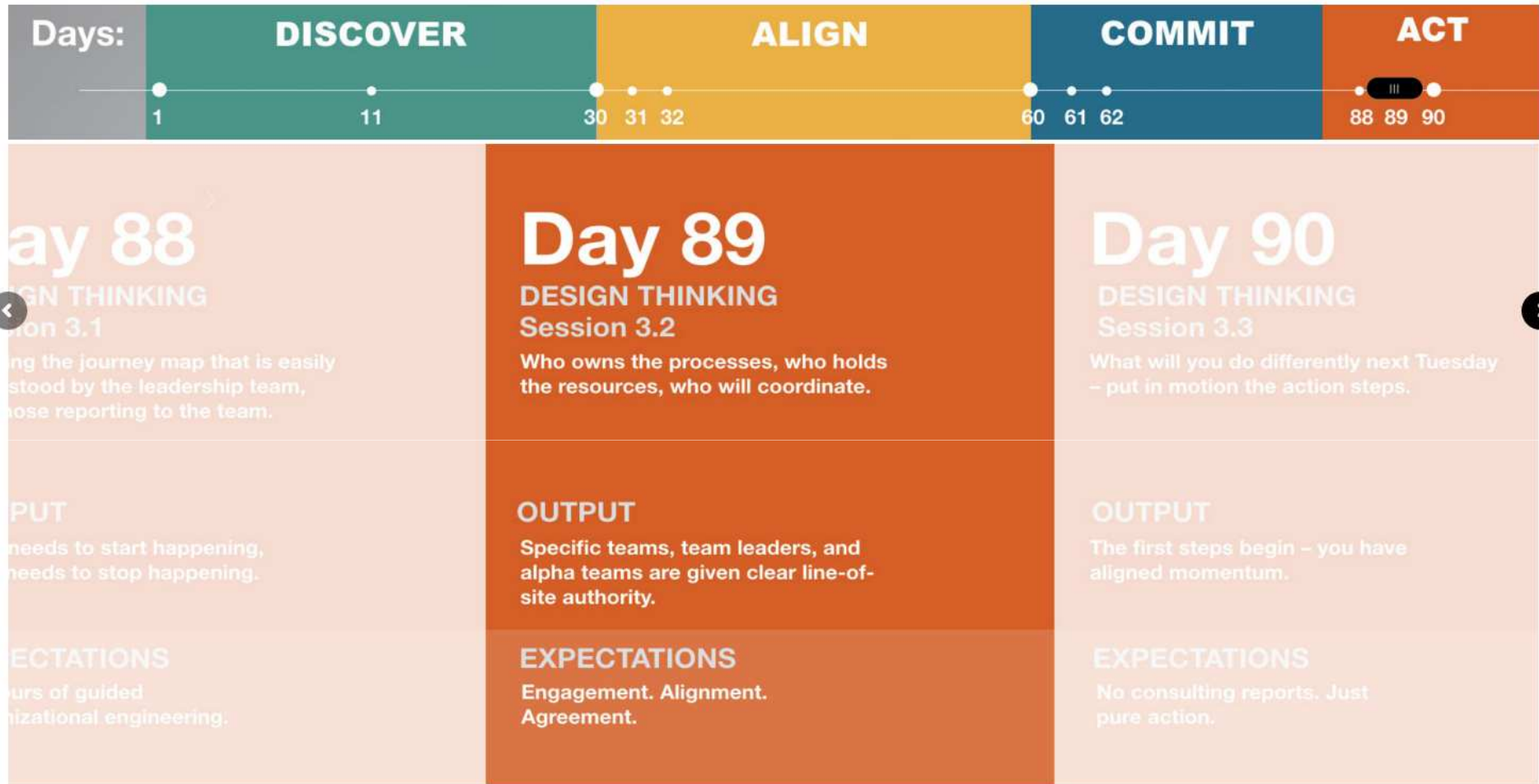


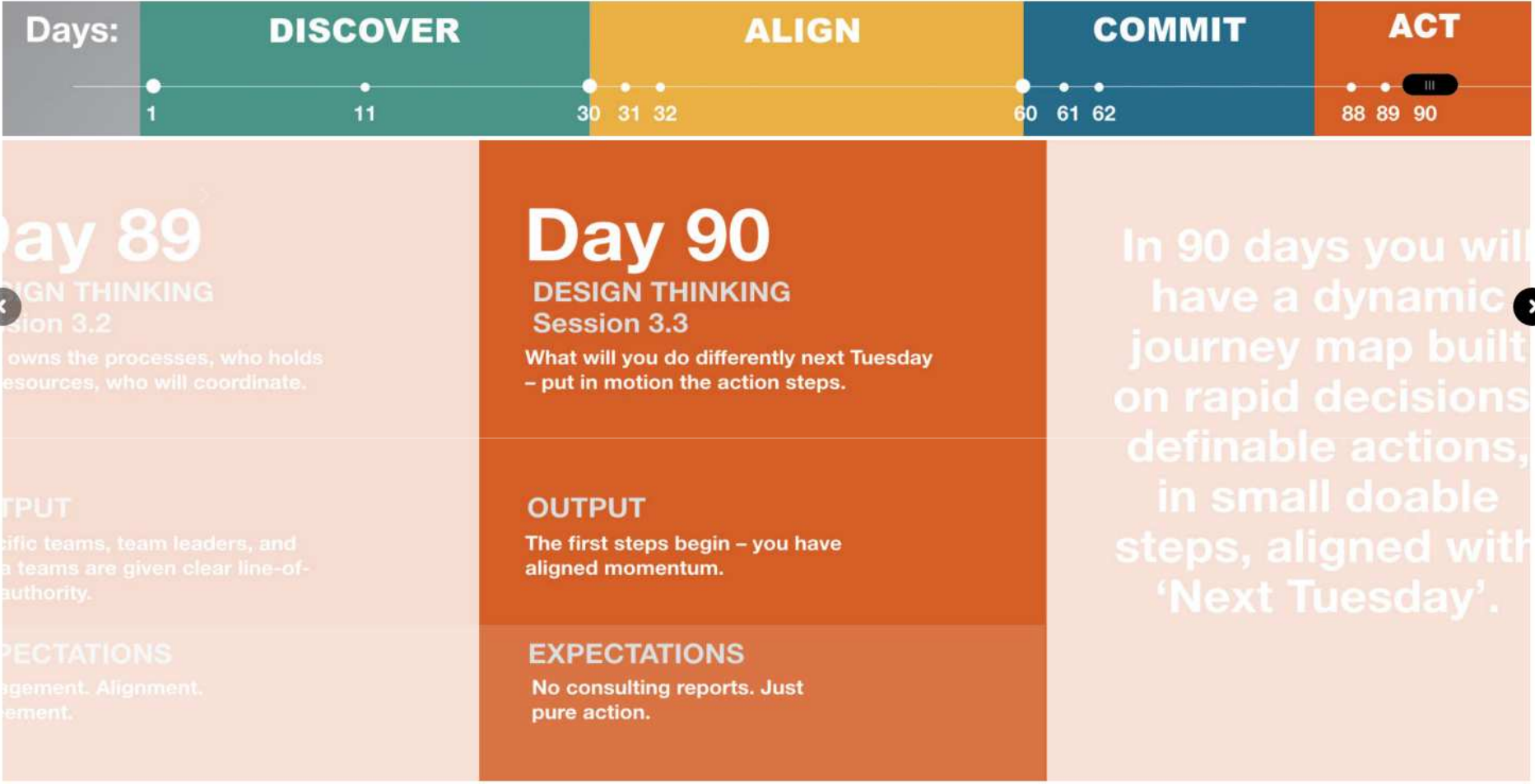














Day 90

ALIGN THINKING
Session 3.3

What will you do differently next Tuesday
and in motion the action steps.

OUTPUT

First steps begin – you have
gained momentum.

EXPECTATIONS

consulting reports. Just
take action.

**In 90 days you will
have a dynamic
journey map built
on rapid decisions,
definable actions,
in small doable
steps, aligned with
'Next Tuesday'.**



03 platform power



06 next tuesday



4 WHO WE ARE

Who we are

Engine90 is a Company established in 2014, based in Hong Kong.

It consists of a network of Partners (investors, entrepreneurs, managers and professionals) distributed across Europe, America and Asia.

Our task is to develop and disseminate a fast and simple approach for implementing business strategies.



5 FINAL CONSIDERATIONS

Final considerations

- To accelerate business growth, the actions to be taken are:
 1. Defining a common Framework and Language,
 2. Strengthening the link between what management communicates and what management does,
 3. Involving all company's staff in providing innovative solutions both commercially and technically,
 4. Sharing the evolution of the company through the same Platform.
- If these actions are unclear and inconsistent, transformation innovation and growth are slow and sometimes have disastrous epilogues.
- In cases where these actions are accomplished with determination and consistency good results arrive and quickly.

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ITALIA