

Our Solutions and Offering: We focus on value for you!

HOW WE HELP COMPANIES THAT EXPAND AND GO
INTERNATIONAL

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www.tovoy.se

The pain of growth

NEED TO SCALE UP FROM

- 1 (wo)man show
- 1 team effort
- no/flat organization
- 1 site
- 1 country
- 1 culture
- 1 currency
- 1 jurisdiction
- ...

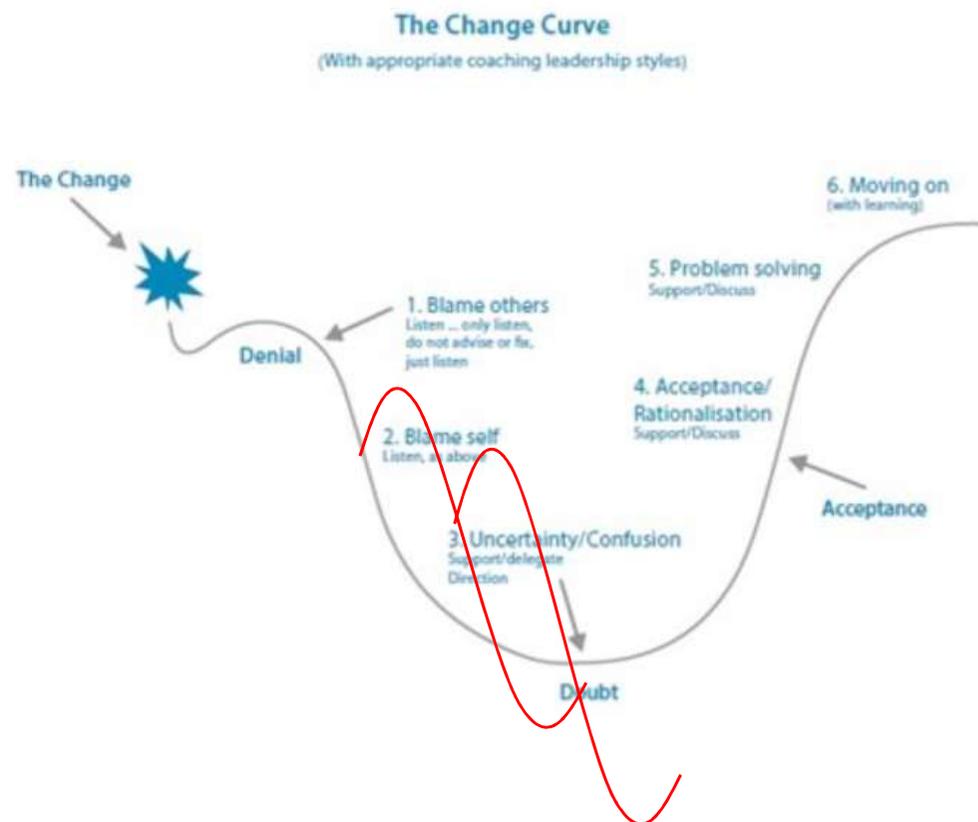
TO

- 1 team effort
- multiple teams
- organization structure / hierarchy
- multiple sites
- multiple countries
- multiple cultures
- multiple currencies
- multiple jurisdictions
- ...

➔ Perceived as loss of efficiency, generator of frustration, uncertainty, etc.

The pattern of change and what we can impact

- Performance over time during a change
 - Illustrated to the right - incl. appropriate leadership
 - Additional changes will trigger additional performance drops (red lines)
- What can be done?
 1. Bundle changes into one big change, eliminate surprises
 2. Improve communication and focus to shorten the lead time of the performance drop
 3. Add resources in the critical phase to minimize the performance drop
- All this achieved by our
 1. Proven methodology
 2. Expertise and experience
 3. Cultural understanding



All our offers are tailor-made for you

WHAT WE WANT TO DELIVER

- Education and coaching of your leaders
- Define a target and exit criteria for the change project and take full accountability
- Manage your complexities for growth or new establishment, you can focus on core business
- Be or find your initial sales representative in the new country for you
- Share your financial risk and success to some degree with provision, bonus, etc. on achievements

WHAT WE TRY TO AVOID

- Lectures and speeches
- Define a time frame, amount of hours to be spent and work until the agreed point of time
- Advise you on the complexities for growth or new establishment, involve in core business
- Work as a re-seller, take products on stock, become service organization, etc.
- Charge you based on time and material without any financial incentive to focus on your financial success

So what are we good at?

on top of change management execution

Industries

- Telecom
- IT – SaaS
- FinTech
- E-Commerce
- M-Commerce
- Automotive
- Transportation
- Logistics
- Health-Tech
- Tourism
- Consulting
- E-Learning
- PR, Media

Countries

Present in

- Nordics (SWE, NOR, DNK, FIN)
- German-speaking (AUT, DEU, SUI)

Experience from:

- Anglosaxia (USA, GBR, IRL, CAN)
- Central Eastern Europe (CZE, SVK, HUN, SLO, HRV, ROU, UKR, RUS, POL)
- Africa (UGN, RWN, KEN, NGA, ZAM, GHA, SEN, ZAF, CMR, CIV)
- Middle-East (EGY, ISR, UAE, LBN)
- Asia (IND, CHN, JPN, BGD)
- Latam (PER, BRA, MEX, BHS)

Changes

- Internationalization
- Globalization
- Scale-up
- Re-organization
- Carve-out
- Post-Merger Integration
- Setup of Joint Ventures
- Outsourcing
- Near- and Off-shoring

Aspects

- Sales
- Product Management
- R&D
- Operations and Service Management
- Deployment and Delivery
- DevOps
- IT
- HR
- Supply and Logistics