



***GDI* Consulting & Training**  
**Making Breakthrough Changes at Breakneck Speed!**

**More Than Consultants... Partners**

*Experience + Industry Knowledge + Methodology + Discipline*

[www.gdiconsult.com](http://www.gdiconsult.com)

Revised: August 28, 2023

**A GDI Consulting & Training Company - Business Development Presentation**

- ☒ Started in 1980.
- ☒ Focuses mainly on manufacturing & distribution industries.
- ☒ On leading edge of manufacturing, distribution & logistics methodologies, systems & issues.
- ☒ Major Alliance Partners (Formal & Informal) include:
  - ☒ Caltech Center for Technology & Management Education... *Executive Education Venue Partner*
  - ☒ Engaged Capital, LLC... *Shareholder Value Modeling & Portfolio Analysis Partner*
  - ☒ Lincoln Leadership Institute... *Unique Leadership Training*
  - ☒ ASCM... Association of Supply Chain Management... *Premier Global Supply Chain Association*
  - ☒ Manufacturing Executive Institute... *Sister Company*
- ☒ Focus on the three to six critical issues necessary to achieve dramatic & sustainable long term performance.
- ☒ Concentrates on issues that will “*slingshot*” clients past their competitors.

- ☒ One of the early consulting firms to actively promote client/consulting partnerships & the client's project management responsibilities.
- ☒ Makes substantial intellectual & behavioral investments in our people.
- ☒ Works in a collaborative manner, never ending an assignment with the client dependent on GDI Consulting & Training Company.
- ☒ Expert at blending strategy consulting with operations improvement, information technology use, & behavioral change consulting.
- ☒ Creative at applying behavioral techniques to mobilize client personnel & project team members.
- ☒ Has replaced offices with appropriate use of information technology resources.
- ☒ Dismisses buzz words & buzz phrases.
- ☒ Adds to formal "*Lessons Learned*" database at conclusion of every project.

**... & wherever possible, we attempt to practice internally what we preach externally!**

# While Called “Consultants”, GDI Professional Staff Fulfill One Or More Roles When Working With Clients

## *Executive Consultants*

GDI Consultants in this role **develop & nurture relationships** with key decision makers & influencers at client project sites. Executive trust, presence, passion & innovation are critical characteristics of Consultants fulfilling this role. Substantial breadth & depth of experience is a prerequisite for executing the responsibilities of this role.

## *Analysts*

GDI Consultants in this role perform **structured analysis, mobilization, project design & financial rationalization** activities. When fulfilling this role, our Consultants will probably be using GDI methodologies to determine root causes of problems & designing useful & practical solutions to those problems.

## *Guides*

GDI Consultants in this role are responsible for **guiding** client teams through Implementation & Results Delivery (I&RD) projects, often times using proprietary GDI tools & methodologies. This role requires that the Guide provide “leadership from behind” to the client appointed Project Manager . . . . While NOT taking responsibility for the client’s actions.

## *Developers*

GDI Consultants in this role develop are responsible for **developing** training courseware, models, methodologies, digital documentaries, books, “Plain Wrap” processes & software tools for use on client related projects. When fulfilling this role, Consultants apply significant creative skills, focusing on creating tools that can be leveraged across assignments & client relationships.

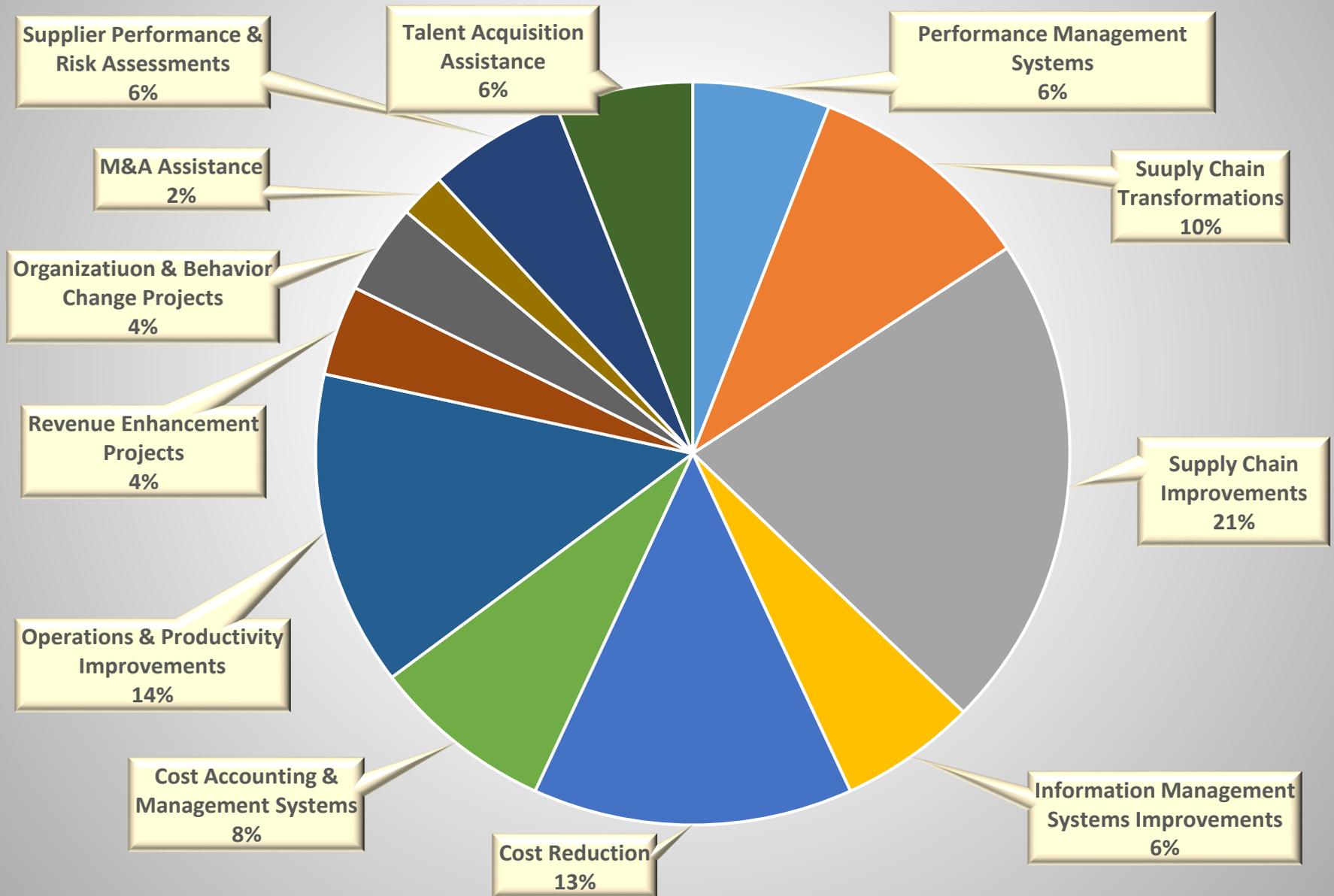
## *Experts*

GDI Consultants in this role are responsible to deliver **specific** expert opinion on **specific** issues presented by the client. These opinions are based on years of experience & fact-based study & are presented as a **solution** to a client’s specific need.

**While we take responsibility for projects, we NEVER take responsibility for the Client’s business performance... because we do not have decision making authority.**

1. **Creating wealth for shareholders is the most important goal in any business.**
2. **Leadership is far more consequential than analyses and diagnostics, making it more difficult to execute.**
3. **Implementation is far more difficult than training & planning.**
4. **Improvement initiatives should be based on factual analysis.**
5. **Benchmarking often leads only to parity. Innovation & courage is a prerequisite to market dominance.**
6. **Industry leaders are not afraid to break rules of the industry.**
7. **Mastering the basics of the business & the economics of the marketplace takes precedence over implementation of new technology & management concepts.**
8. **Changing behavior is usually more critical than changing technology.**
9. **Methodology is at best, a guideline. Overly prescriptive change processes often become the end instead of the means.**
10. **All improvement initiatives should be supported with a solid business case & high level of employee mobilization.**

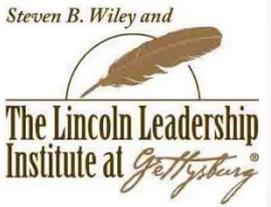
# GDI Consulting & Training Company Performs Focused Consulting Assignments



# GDI Consulting & Training Company Has a Solid Portfolio of Past & Present Clients... *a Partial List*

Abex	Chiron-Cetus	J.C. Carter	Siemens
Ace DePuy	Ciba Geigy	Johnson & Johnson	Solectron
Aerojet	Cigna	Kodak	Stanley Tools
Alcon Surgical	Cincom	Lear Siegler	State of California
Allied Signal	Citicorp	Lockheed Martin	Sybron Ormco
AMA	City of Industry	Lockheed Martin Idaho Technology	Systems Industries
American Accessories	Computer Science Corp.	Loral	Talley Industries
American Cyanamid	Continental Forge	Lumonics	Technology Training Corp.
Ameron	Curtis Burns	Mannesmann	Tellabs
Amgen	DataMetrics	Miles Labs	Teradata
Amperif	Data Products	Mitsubishi Motors	Teradyne
APICS	Datatape	MRI	Tektronix
Applied Automation	Davis Walker	Nalley's Foods	Time Warner
Applied Materials	Diasonics	NASA AMES Research Center	Tomorrow's Morning Corp.
Atlantic Richfield	Digital Equipment	NASA Jet Propulsion Lab	Toshiba Medical Products
AT&T	Dimetrics	NCR	TRE Corp.
Auto Club	Dun & Bradstreet	Natural Alternatives International	Tubesales
Balcrank	Eaton	Nestle	Tylan
Bio-Rad	Edwards Labs	Nielson's Cadbury, Ltd	Unisys
Boeing Commercial Aircraft	EG&G	North American Produce	University of California
Boeing Defense	Elsag Bailey	Northrop Grumman	United Technologies
Booth-Good	Everest & Jennings	Pac*Tel	U.S. Air Force Logistics Command
British Columbia Telephone	Fairchild	Pfizer	U.S. Borax
Brunswick	Flow Industries	Pilkington International	U.S. Customs Department
BW/IP	FMC	Proxima	U.S. Defense Contract Audit Agency
CalComp	GenCorp	Quotron	U.S. Department of Energy
CA Department of Commerce	General Instruments	Rain Bird	U.S. Mint
CA Department of Economic Affairs	GM Hughes	Reda Pumps	Whittaker Industries
CA State University	Hydro Mill Corp.	R.W. Lyall & Company	Weyerhaeuser
Caltech	Intel	San Diego City	Xerox Computer Services
Carrier Air Conditioner Corp.	ICV Partners	Santa Barbara Research Center	Zero Corp.
Chino Basin Municipal Water	ITT	SGS Thomson	3-Com

# GDI Consulting & Training Company Has Several Very Capable Practices, Alliance Partners & Affiliates



**GDI** Supplier Assessment Practice

Substantial Risks	Critical Risks	Moderate Risks	Manageable Risks	Minor Risks	No Risks
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**GDI** Talent Acquisition Practice

Specify | Source | Evaluate | Profile | Engage | Onboard

**GDI** Owner & Investor Services Practice

Governance | Ops Due-Diligence | Valuation Enhancement

**MANUFACTURING EXECUTIVE INSTITUTE**

[www.mfgexecutive.com](http://www.mfgexecutive.com)



Center for Technology & Management Education

## *Our Core Values*

### *Client Related Values:*

- ◆ Your priorities on client assignments should be:
  - The client’s needs.
  - The firm’s needs.
  - Your colleague’s needs.
  - Your own needs, in this order.
- ◆ Always be a good business doctor. Never forget that the health of your client is your personal responsibility.
- ◆ Always do what is right for your client. Disagreements & conflicts are inevitable in any transformation assignment. Learn what to compromise & what not to compromise. **ALWAYS** be honest.
- ◆ Be deeply concerned about the welfare of your colleagues & clients. Learn to anticipate their needs & back-stop them when necessary.

### *Client Related Values, continued:*

- ◆ Over-communicate with clients & colleagues.
- ◆ Always set a good example for clients & colleagues to follow.
- ◆ Demonstrate empathy on all assignments, both for client & colleague situations.
- ◆ Maintain the highest level of confidences & confidentiality with clients, colleagues & those who you coach.

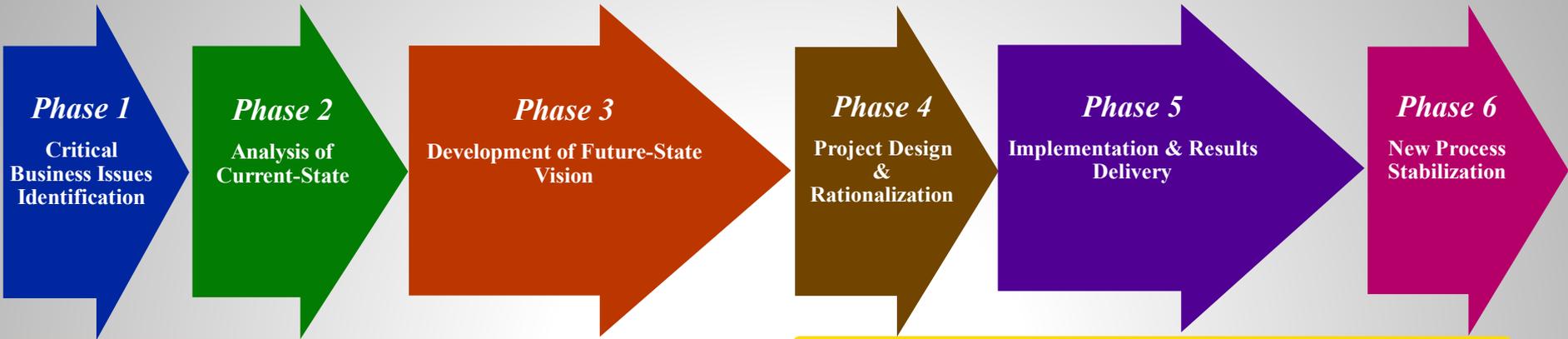
**Our clients' trust is not an entitlement. We have to earn it in every phase, every day.**

### *Team Member Related Values:*

- ◆ Your family & your health always come before the needs of the firm & clients.
- ◆ Enjoy the learning that every assignment brings.
- ◆ Approach all business issues with a clinical mind-set. Have your facts before making recommendations.
- ◆ Be analytical but not judgmental. Do not be quick to impose your personal values on others.
- ◆ Integrity & compromise are not mutually exclusive. Always demonstrate integrity while doing right.

**We want to be a different kind of work environment... An environment that trusts Team Members, cares about their families & values team-work & individual performance equally.**

# SIX Phases in Most of GDI's Transformation Consulting Projects



\*\*\*\*\* The "Mobilization Foundation"\*\*\*\*\*  
Built On a Foundation of Facts, Intensity, Trust, Enthusiasm & Credibility

\*\*\*\*\* The "Deliverables Foundation"\*\*\*\*\*  
Built On a Foundation of Innovation, Courage, Tenacity & Leadership

Determine what REALLY  
Needs To Be Fixed

Determine what is REALLY  
wrong & right

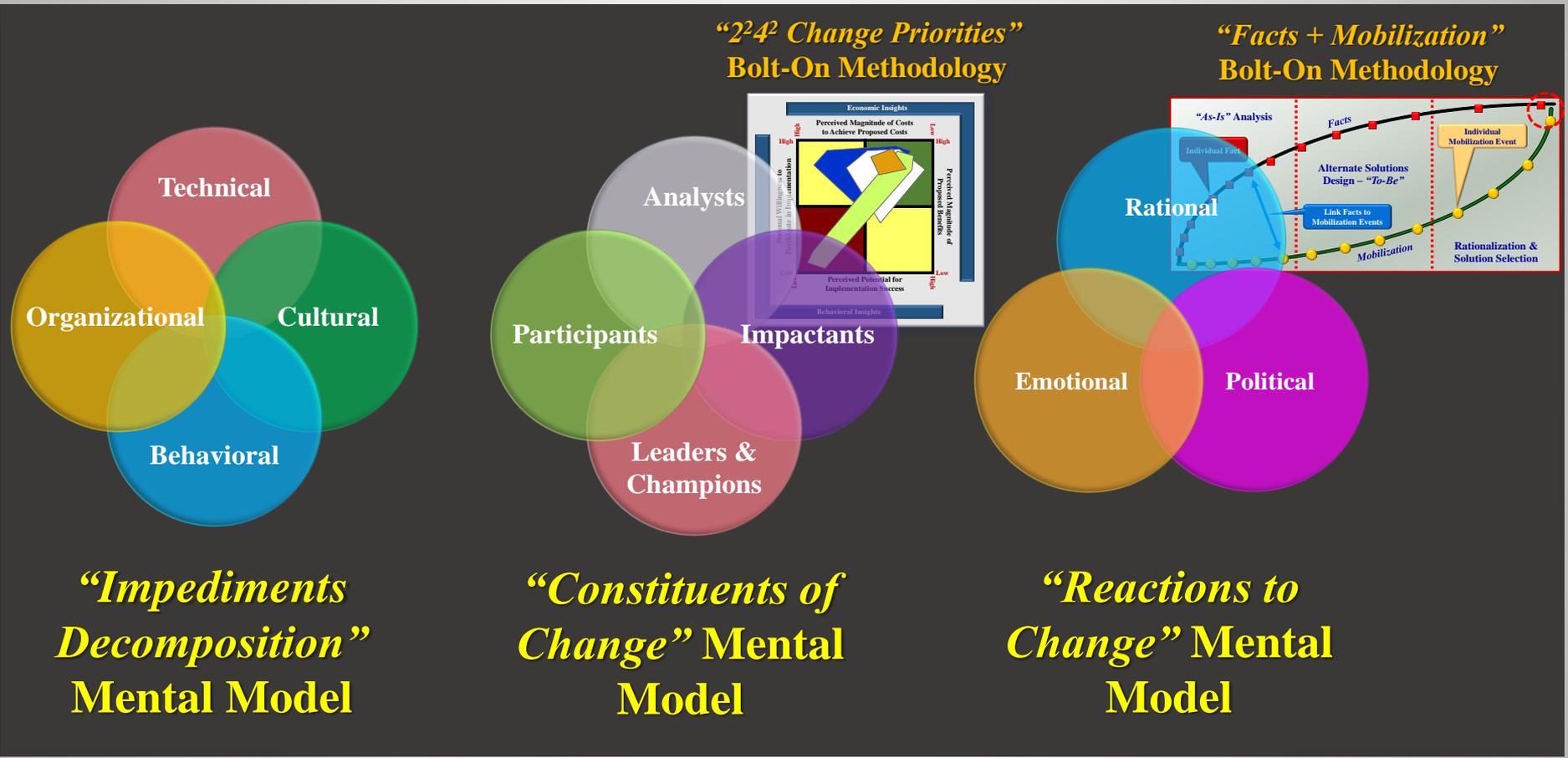
Determine what  
should be done

Determine how to implement  
the solution & the financial  
costs & benefits

Implement the solution(s)

Make the solution(s)  
stick!

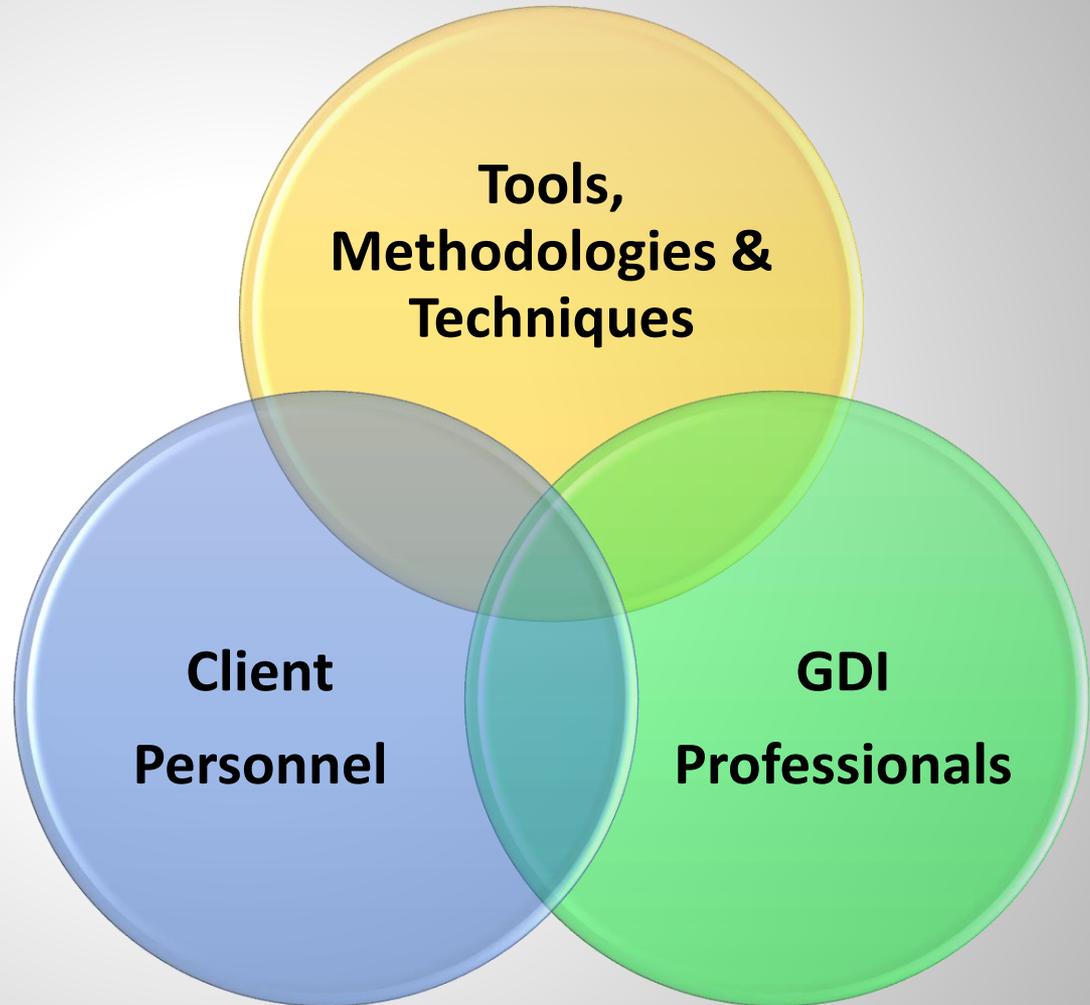
# THREE Models & TWO Bolt-On Methodologies We Use In Most Consulting Projects



**We Solve Problems That Others Cannot Solve by Deploying Proven Models & Methodologies When the “Rule Book” Runs Out!**

# GDI Consulting & Training Company Works Side-by-Side With Client Personnel In All Phases

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**GDI** Consulting & Training  
Making Breakthrough Changes at Breakneck Speed!

**Lead & deliver big results!**

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*We can bring numerous professional services to our manufacturing & distribution clients... all focused on making people more successful.*



**GDI Consulting & Training (GDI) provides practical solutions to complex business and managerial problems in manufacturing and related industries.** Our firm has successfully assisted clients around the world for more than 38 years, having performed 188 projects in 114 companies in 24 countries. GDI applies specialized and common-sense solutions... *not overly-intellectualized approaches...* to numerous types of challenging client problems in manufacturing and distribution industries, including:

- **Enterprise transformation and core business process re-engineering**
- **Business strategy formulation**
- **Organization design & improvement**
- **Factory & distribution center layout & design**
- **Factory & distribution information systems implementation**
- **Cost management systems**
- **Quality management systems design & implementations**
- **Information systems data integrity & reliability improvements**
- **Enterprise performance metrics & compensation systems**
- **Complex problem solving**

## GDI Supplier Assessment Practice



**GDI's Comprehensive Supplier Assessment Practice** utilizes a structured fact-based methodology that clinically assesses the performance of your company's significant materials Suppliers by quantifying up to 19 categories of risks that may directly impact your company's performance.

- Fact-Based, Proven & Tested Methodology
- Execute in 3 Weeks With Up To 3 Trained Assessors
- Execute Any Where In the World
- Quantifies 19 Specific Areas of Risk
- Results in Terms & Condition Mandates
- Provides an Improvement Path For the Supplier
- Modeled After Operational Due-Diligence From the M&A World



Leadership, management and technical staff requirements continually evolve, but the need for high-performing talent remains constant. Recruiting top-talent into any manufacturing or distribution company requires a rigorous methodology. It begins with a thorough understanding of the position and continues through a detailed vetting and structured evaluation process that determines each Candidate's *real* abilities and *real* potential to succeed.

Using proven assessment and evaluation processes, GDI's Talent Acquisition Practice specializes in matching the best Candidates with each position we are engaged to fill. We have 35 years of relationships with high-performing manufacturing and distribution industry talent, giving us unparalleled capabilities to fill almost any management and technical position within these industries. Our clients value our deep industry expertise, valuable insights, rigorous Candidate evaluation methodologies and commitment to the success of both clients and Candidates.

**GDI** Talent Acquisition Practice

Specify | Source | Evaluate | Profile | Engage | Onboard



[www.gditalent.com](http://www.gditalent.com)



[www.gdiinvest.com](http://www.gdiinvest.com)

Working in concert with other GDI practices, GDI's Owner & Investor Services Practice focuses on THREE specific disciplines:

<b>Governance</b>	Assisting public and private manufacturing and distribution companies to establish, strengthen and reconfigure Boards of Directors and various Board committees. We also sit on Boards of Directors, always bringing strong operational and economic perspectives to the governance process.
<b>Operational Due-Diligence</b>	Normally working for an acquirer, we often execute comprehensive operational analyses prior and post acquisition. Many of our operational due-diligence assignments have resulted in significant changes in the acquisition scope, price and terms.
<b>Valuation Enhancement</b>	Helping clients to understand <u>precisely</u> how to increase enterprise valuation by defining specific ways to generate more cash from a company's suite of gross assets is what we do best.

We have completed numerous projects for private equity investors, individual investors, business owners, corporations and activist shareholders.

The Manufacturing Executive Institute (MEI) is a training and publishing organization dedicated to bringing relevant knowledge to individuals who are interested in making dramatic performance improvements in their manufacturing and distribution companies.

MEI delivers knowledge to these communities in THREE distinct ways:

- **Training Workshops...** includes venue-based workshops, e-learning programs and hybrid training programs. All can be modified to speak to specific environments and scheduled to minimize impact on business operations.
- **Publications...** includes books, white-papers, archived e-learning programs & other information of interest to the manufacturing and distribution communities. Also includes access to the “*MEI Bookstore*” containing all of the most important manufacturing & distribution industry books for sale.
- **Manufacturing & Distribution Focused Research...** MEI conducts and supports ongoing research to extend the body-of-knowledge in various manufacturing and distribution disciplines. These research projects result in valuable reports and presentations that are routinely shared with these communities.

To learn more about the Manufacturing Executive Institute, it's mission and additional programs, call (951) 587-2003 or visit us on the web at [www.mfgexecutive.com](http://www.mfgexecutive.com).





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