

CASE 3: Integration of shovel and drill manufacturer into an OEM company

— Business opportunity:

Our customer, an important OEM dealer, acquired an important shovel and drill manufacturer and is facing the challenge of integrating the operation into its business, which will expand the scope of its current services (covering practically 100% of machinery). This integration does not only imply expanding its operation and business, but also integrating the people who currently work at the target company (approximately 560 people).

Solution:

Vantaz developed the change management strategy, whose purpose was to retain key personnel for the target company and ensure a fluid service towards mining customers. The main points considered were:

- Preparation of the scenarios, business cases, and process and systems integration plans
- Formation and maturity of a task force without 100% dedicated shifts
- Strong need to create shared urgency and create organisational support
- Strong impact on adoption of business processes
- Transfer of all business information from the systems
- Support and training for the supervision line
- Support for communications management
- Support in talent management



Results:

- Transition 100% complete with retention of key personnel, without accidents, and without service interruptions
- Processes documented and transitioned to the new shovel and drill organisation