

BUSINESS TODAY REQUIRES  
LEADERSHIP WITH A  
STRONG COMBINATION OF  
INSIGHT,  
AGILITY AND  
EXECUTION  
TO BE SUCCESSFUL.





## LEADERSHIP.

WHEN ALL IS SAID AND DONE, THE TRUE MEASURE OF LEADERSHIP IS RESULTS.

EFFECTIVE LEADERS REALIZE THAT GREATER RESULTS CAN BE ACHIEVED BY TEAMS RATHER THAN INDIVIDUALS.



THE GALT GROUP RECOGNIZES RESULTS AND TEAMWORK AS TENETS OF SUCCESS.

THUS, WE APPROACH EVERY CLIENT ENGAGEMENT AS MEMBERS OF THE LEADERSHIP TEAM. WE FOCUS ON RESULTS, WORKING HAND IN HAND WITH OUR CLIENTS TO DEVELOP THE INSIGHT, AGILITY AND EXECUTION REQUIRED TO BE SUCCESSFUL.

*The Galt Group - helping you with what matters...*

The Galt Group is comprised of senior, results-oriented management consultants who understand management needs, and work closely with client senior leadership to bring results to their business.

With experience ranging from Fortune 500 to bootstrap start-ups, and backgrounds in consulting, industry operations, strategy, sales, information technology, and product development, the Galt Group brings:

- *the INSIGHT to quickly identify appropriate strategies and solutions,*
- *the practical experience in business operations necessary to create organizational AGILITY, and*
- *a capacity for EXECUTION that brings real results.*

## *Results.*

The Galt Group's philosophy is one of jointly owning, with our client, their overall success. With decades of experience each, The Galt Group professionals see this mindset as essential to meeting our clients' needs.

*The vision is simply to achieve the results that help our clients succeed.*



INSIGHT.

SEEING SOMETHING  
OTHERS TYPICALLY  
DO NOT.

IN BUSINESS, INSIGHT  
OFTEN CREATES THE  
OPPORTUNITY TO  
DEVELOP STRATEGIC  
ADVANTAGE.



THE GALT GROUP  
DISTINGUISHES ITSELF  
WITH A RELENTLESS  
DRIVE TO BRING  
INSIGHT TO OUR  
CLIENTS.

WE BELIEVE INSIGHT  
IS THE RESULT OF  
BRINGING  
PERSPECTIVE TO  
KNOWLEDGE.

TO THIS END, WE  
ACTIVELY ENGAGE IN  
DEVELOPING  
KNOWLEDGE AND  
PERSPECTIVES WE  
BELIEVE BUSINESS  
LEADERS WILL FIND  
VALUABLE.

# INSIGHT KNOWLEDGE PERSPECTIVE

The Galt Group aggressively develops timely, relevant insight for business leaders. This insight may be generated to meet a specific client need, or may be about broader business issues that impact leadership's strategic decisions. Some of these broader insights include:

- *Business structuring (plans and financing);*
- *Actionable strategy formulation;*
- *Operational restructuring;*
- *Profit maximization – driving revenues and controlling costs in a variety of economic conditions*

Development and delivery of insight and knowledge are conducted jointly with other organizations that provide deep, specific expertise, such as in the areas of tax or law. This ensures a complete perspective for developing appropriate, actionable and meaningful insight.

The Galt Group insights are applied in the course of our project work, rigorous analysis, practical thinking, and facilitated work sessions.

Our publication, "*The Galt Group Perspective*" details these "lessons learned".



## AGILITY.

HOW FAST CAN YOU MOVE.

BUSINESS TODAY IS CHARACTERIZED BY UNCERTAINTY. ORGANIZATIONAL AGILITY IS THAT WHICH ALLOWS A BUSINESS TO REACT TO RAPIDLY CHANGING AND UNFORESEEN MARKET CONDITIONS.

HOWEVER, AGILITY ALONE WILL ONLY RESULT IN SURVIVAL,



THE GALT GROUP WORKS WITH CLIENTS TO DEVELOP NOT ONLY AGILITY, BUT ALSO BUSINESS INTUITION – A SENSE FOR THE FUTURE.

SENSING THE FUTURE AND GETTING THERE FIRST. CREATING OPPORTUNITY.

# AGILITY INTUITION OPPORTUNITY

Wayne Gretzky once said, “I skate to where the puck is going to be, not where it is.”

In professional hockey, incredible agility is a requirement just to be in the game. Gretzky’s intuition for “*where the puck is going to be*” coupled with his agility created opportunities.

Opportunities, when capitalized on, lead to success.

Business is not that different. An organization that lacks agility will be left behind by its competitors. Further, without good business intuition, a company may fail to see evolving economic conditions and not be strategically positioned to react to change.

The Galt Group is experienced in developing organizational agility, determining the appropriate structures ranging from process-based organizations to self-directed work teams. We are also adept at developing business intuition through knowledge management, performance metrics and communication strategies.

We help our clients develop agility and intuition so they can move to where the opportunity is going to be.



## EXECUTION.

FAR TOO OFTEN IDEAS AND PLANS FAIL TO COME TO LIFE. NOT BECAUSE THEY ARE BAD IDEAS OR POOR PLANS, BUT BECAUSE THEY ARE NOT ADEQUATELY EXECUTED.



THE GALT GROUP IS CHARACTERIZED BY A BIAS FOR ACTION. BRINGING QUICK, DECISIVE, GROUNDBREAKING EXECUTION OF IDEAS TO OUR CLIENTS.

WE BELIEVE EXECUTION IS THE ONLY REAL INITIATOR OF CHANGE.

# EXECUTION COMMITMENT RESULTS

*"Far better it is to dare mighty things, to win glorious triumphs, even though checkered with failure, than to take rank with those poor spirits who neither enjoy much, nor suffer much, because they live in the gray twilight that knows not victory nor defeat."*

- Theodore Roosevelt

Insight, ideas, strategies – all are only as good as what gets implemented. Without execution, the best thoughts are without meaning, and the business fails to achieve its objectives.

Over the years, we heard a resounding cry from senior executives for resources that could be counted on to convert ideas into results. Unfortunately, they have found those resources are not always available.

Recognizing this, The Galt Group crafted an approach and philosophy steeped in accomplishment. We engage with clients as an extension of the executive team, focused on creating the best ideas and strategies, and then implementing them.

Our commitment to our clients is to achieve results through the execution of ideas and strategies. Only by accomplishing this can we contribute to our clients success.



## RESULTS.

IN THE FINAL ANALYSIS IT IS RESULTS THAT MATTER.

NOT THEORY. NOT METHODOLOGY. JUST RESULTS. MEASURABLE IMPACT ON THE BOTTOM LINE OF THE BUSINESS.



THE GALT GROUP IS COMMITTED TO RESULTS.

ONLY THROUGH COMMITMENT AND DECISIVE ACTION ARE RESULTS ACHIEVED.

*The experience of our professionals speaks loudly to our commitment to results...*

- Reduced inventories by \$13 million and annual operating costs by \$2 million through JIT and improved master scheduling
  - Reduced overhead and support costs by \$12 million (12% of total) through reengineering support functions
- Planned, organized and launched a successful on-line division of a \$6 billion company that resulted in a significantly lower cost of customer acquisition
  - Reduced financial transaction costs by 70% (\$80 million) through global operations consolidation
- Eliminated \$2 million annual operating cost by determining customer profitability and altering channel management strategy
  - Reduced cost structure by 29% by implementing lab cellularization, inventory management and production preparation productivity enhancements
- Added \$6 million to the bottom line by improving workflow and employee utilization



THE GALT GROUP  
ENGAGES WITH  
CLIENTS THROUGH  
CONSULTING  
PROJECTS, SEMINARS  
AND TRAINING, OR  
IN THE CAPACITY OF  
INTERIM EXECUTIVES.

REGARDLESS OF THE  
APPROACH,  
ENGAGEMENTS ARE  
CONDUCTED BY  
SENIOR EXECUTIVES  
FOCUSED ON  
ENSURING RESULTS  
ARE ACHIEVED.

*The Galt Group helps businesses succeed through Strategy Formulation and Operations Improvement, from concept to implementation, as an extension of the leadership team.*

Our deep experience allows us to provide substantial breadth and depth in delivering on executive needs. Listed are some of the solutions The Galt Group offers that deliver such results.

- *Strategy formulation*
- *Market analysis*
- *Brand strategy*
- *Customer-focused solutions*
  - *Product/channel/customer profitability analysis*
  - *Sales force effectiveness*
- *Business process improvement*
- *Supply chain*
- *Balanced business metrics creation & deployment*
- *Organizational design & development*
- *Entrepreneurial services*
  - *Business planning & modeling*
  - *Fundraising*
- *Cost containment*
- *Revenue growth*
- *Interim executives*

Whatever the need, The Galt Group works with executive business leaders to determine the right approach and resources necessary to create success.



EXPERIENCE.

EACH OF US IS THE NET SUM OF ALL OUR EXPERIENCE. IT IS WHAT MAKES US WHO WE ARE.



THE GALT GROUP BRINGS A BROAD BASE OF EXPERIENCE.

OUR PROFESSIONALS HAVE WORKED WITH SOME OF THE BEST KNOWN COMPANIES IN THE WORLD AS WELL AS THOSE LESS FAMOUS.

WHILE THESE BUSINESSES MAY VARY IN SIZE AND FOCUS, THEY ALL HAVE ONE THING IN COMMON:

PROFESSIONALS FROM THE GALT GROUP UNDERSTOOD THEIR NEEDS AND ACHIEVED THE RESULTS THAT MADE A DIFFERENCE.



# CLIENT PERSPECTIVE

## BMH Americas

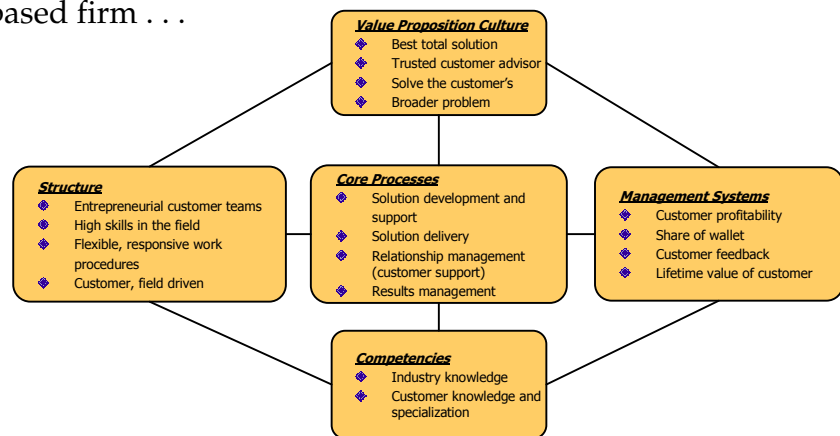
LEADERSHIP  
THROUGH INSIGHT,  
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ADVANTAGE.



BMH Americas (BMHA) - faced with declining profits and the inevitable elimination of a service line - understood a new business approach would be required. BMHA, a division of UK-based Babcock Materials Handling, designs and delivers engineered manufacturing solutions for the cement industry. Past customer approach, organizational structure, and business processes hindered the smooth design and delivery of projects through a series of interfaces, interruptions, and a “throwing it over the wall” culture. The challenge before BMHA was a complete overhaul of how it did business. Galt Group professionals, working closely with BMHA senior executives, set about transforming the business. Steps to accomplish this transformation included:

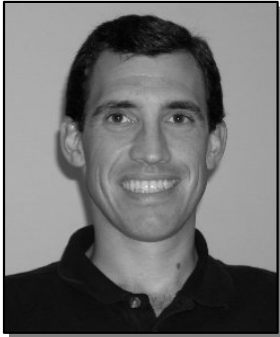
- *Understanding trends and challenges in the industry*
- *Repositioning strategic focus given the current environment*
- *Formulating a new market approach and delivery model*
- *Developing new business structures and processes*
- *Implementing the proposed solution*

The outcome - refocus market approach and delivery strategy to transform the company into a “customer solutions”, process-based firm . . .



The results – a focus on customer understanding, delivery of complete solutions, profits through customer satisfaction, and a smooth business process to support it all. BMHA has transformed it self into a profitable organization producing innovative, deliverable solutions and support for its customers.

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A founding partner of The Galt Group, David brings extensive operations strategy leadership skills to the challenges of today's business environment. In over seventeen years as an advisor to business leaders in critical situations, David has achieved measurable results developing and leading efforts in process-based techniques, restructuring, profit and productivity enhancement, process re-engineering, performance management, and business strategy execution across a wide range of industries both domestically and internationally. He is deeply experienced in strategy analysis, restructuring, and performance improvement.

David currently serves as a board member of MarketShare Group, a privately-held, Houston-based integrated advertising, consulting, and marketing-communications firm; as well as privately-held Oncore Technologies (<http://www.oncoretechnology.com/>). He has also recently served as interim Chief Operating Officer of Primedia Productions, a division of Primedia, Inc. (a New York-based integrated media company), guiding revenue increase through franchise expansion while streamlining operations and then integrating the enterprise back into the company's Education and Training division, resulting in millions of dollars of savings.

Prior to founding The Galt Group, David was a Director in a brand and strategy consulting firm (now the Mitchell Madison Group) serving client needs in the areas of business design, strategy development and deployment, as well as performance management and operations enhancement. David has also been a consultant with a Big 5 consulting firm (now a part of Ernst & Young); where, living in Sydney, Australia, David served as the Asia Pacific-wide leader of the Cost and Performance Management Practice. Prior to his transfer to Australia, he was the leader of the Dallas office ISO 9000 consulting practice. David began his career with this firm in after three years as a consulting engineer.

During his career, David has been extensively involved in the development and delivery of business methodologies as well as training programs and educational seminars, and is a contributing author to several leading books on activity-based management. His other published topics include performance management and strategic knowledge management. He has presented and spoken on success in re-engineering and best practices in a global marketplace.

David holds a BS in Mechanical Engineering from the University of Kansas and an MBA from the University of Texas at Austin. He is a registered engineer (EIT) and licensed Emergency Medical Technician (EMT) ; serving on the board of directors of Global Mission Partners, an international mission providing medical, dental, and surgical care, and medical and health education. David is a licensed commercial pilot and flight instructor, an active youth sponsor at Highland Park UMC, and participates in a number of outdoor sports.



A founding partner of The Galt Group, Craig brings to clients a strong understanding of executive needs developed over the last fifteen years working both as a management consultant; and an executive charged with growing and improving businesses. He has provided insight and execution strategies for organizations in the areas of business strategy, brand strategy, IT strategy, e-commerce, process reengineering, organizational design, and the development and use of cost and performance management systems.

Craig has been a Partner with USWeb/CKS in the Dallas Strategy Consulting practice (now a part of the Mitchell Madison Group), where he led projects ranging from developing strategies for businesses to better utilize emerging technology, to leading a 70-person team in the development of a new operating division from the ground up for a \$6 billion company. Prior to that, he was a Senior Manager with a Big 5 consulting practice where he was the Dallas business performance management practice leader. It was while at the Big 5 that Craig refined his approach of focusing on “storytelling” as a means of sustaining positive change in an organization. Recognizing that in a successful project a substantial portion, if not the majority, of efforts were focused not on the technical aspects of the solution, but on realizing the benefits of the solution, and that the most effective way to achieve this was through “telling the story” of how the change benefited all the parties involved. He put this into practice not only with his clients, but also internally, leading the “Culture Committee” for the 400 person practice, a key result being turnover of 6% vs. an industry average of over 25%, during his four year tenure in this position.

Craig has also been a founder and Vice President of an Austin Ventures funded start-up, interim CEO of a record label and music company, and a contributing author to four books in the areas of cost management and performance improvement. He is currently serving in a part-time role as a special advisor to the Chief Financial Officer of the United States Department of Agriculture (USDA), providing oversight and assistance with the development and implementation of organizational strategies to meet the performance and cost management needs of the Department.

His clients include American Express, Hewlett-Packard, Texas Instruments, Pennzoil, ServiceMaster, Tenet Healthcare, American Airlines, AIMCO, Dallas County, and the Zale Corporation.

Craig is a graduate of Texas A&M University where he received both his BBA in Finance and his MBA. He has also attended the Washington Campus Executive Development Program at Georgetown University.