



Transformation

From blueprint to full operation: structured implementation that turns strategic decisions into measurable results.



Transformation Mgt.

Reorganization

Change Management

Restructuring

CORE COMPETENCIES (Excerpt)

Organizational Design & Restructuring	Department Build-Up from Scratch	Procurement & Supply Chain Optimization
<i>Reorganizations fail when accountability structures are unclear, roles are inadequately defined and change management is treated as an afterthought – causing disruption without efficiency.</i>	<i>New departments – procurement, trading, portfolio management, commercial functions – require simultaneous set-up of people, processes, systems and reporting under time and budget pressure.</i>	<i>Procurement organizations concentrate on single suppliers and relying on bilateral negotiations leave significant cost reduction and supply-chain resilience potential unrealized.</i>
We redesign organizational structures, define roles and reporting lines, build accountability and KPI frameworks, and actively manage the change process – delivering operational effectiveness in restructured units within defined timelines.	We build new departments end-to-end: from recruitment and process design to IT system selection, KPI framework implementation and management reporting – fully operational and performing within the agreed timeline.	We professionalize procurement: differentiating strategic from operational purchasing, diversifying supplier portfolios, structuring competitive tender processes and implementing systematic cost reduction programs with measurable targets.

METHODOLOGY

Blueprint-to-operation discipline: each mandate starts with a fully scoped project plan – deliverables, milestones, budget and responsibilities defined before execution begins. Progress is tracked through structured governance with regular steering meetings and a clear escalation path. Stakeholder adoption is actively managed throughout: resistance is addressed early, and training and communication are built into the project plan from the outset – not added on at the end.

SELECTED PROJECT SUCCESSES

Build-Up of Energy Trading & PFM Department	Reorganizing Lubricants Procurement (incl. White Label Product Line)	Optimization Multi-national Biofuels Sourcing
Regional gas and power utility (Germany) Two-supplier procurement unit transformed into a fully diversified active portfolio management orga; 10-person team established with full capabilities across processes, IT systems and risk guidelines; diversified supplier base of approximately 30 trading partners built.	National fuels and lubricants supplier group Professional purchasing organization established; main supplier concentration reduced from ~90% to below 50%; structured tender procedures and regular market screenings introduced; central warehouse built and operational; significant cost reduction achieved.	National agricultural and energy group Biofuel sourcing portfolio optimized for fuel blending in special tax-free warehouses; new and existing supplier negotiations completed; marketing potential and procurement leverage improved; cost reduction of more than €100,000 per year achieved.

EnTra Consulting value add: We stay accountable beyond the blueprint – organizational design paired with hands-on change management for measurable results