David Trotter Overview

History:
Based in Jacksonville, Florida Mr. Trotter has over 30 years of collective business and consulting experience in more than 15 countries and in industries as diverse as chemicals, manufacturing, transportation, health care and consumer products. Mr. Trotter understands the unique needs facing business today and has the capability to respond quickly to business issues.

Mission:
Personal dedication to understanding a company’s needs and tailor service offerings (from analysis to delivery) to deliver targeted solutions to meet clients specific needs.

“No Cookie Cutter or Canned Solutions… We Listen and Respond to our Clients”

Global solutions that meet local needs is the hallmark of David Trotter’ delivery model
The successful application of David Trotter’s experience spans many industries, and countries.
David Trotter creates value throughout your business life cycle

Maintaining high return, on a consistent basis, requires ongoing health monitoring and continuous change to keep performance on track.

**Creation**
- Due Diligence
- Mergers and Acquisitions
- Integration (Pre & Post)
- Divestitures
- Business Assimilation
- Synergy Realization
- Carve Outs
- Turnaround

**Maturity**
- Operational Excellence
  - Asset Realization
  - Maintenance and Engineering
  - Supply Chain
  - Call Center / Customer Service Improvement
  - Quality (TQM, TPM, Six Sigma)
  - Lean Manufacturing
  - Sales & Marketing Effectiveness
  - Organizational Design/Definition and Implementation
  - Program / Project Management

**Exit**
- Value Attainment
- Positional Strength
- Management Confidence
- Measurement Accuracy
- Operational Transition Planning
- Merger Execution Capability
- Fund Value Recognition
- Marketable Success Story

David Trotter develops customized business solutions to maintain fiscal performance
"What Is Done"

1. We help you determine your current position... “A”

2. We can help you work out where you want to be... “B”

3. We can help you develop a roadmap to get...from “A” to “B”

4. We train you along the way from “A” to “B”

5. We’ll transfer our skills... so you can get from “B” to “C” yourself

- Recognized need
- Structured change process
- Leadership
- Channelled energy

Because getting there quickly is just as important as getting there at all
We work with you to deliver results with disciplined, coordinated approach

**TEAM Breakthrough**
- Teams tackle specific issues fast
- Local issues and cross-functional issues that can be addressed quickly
- Managed locally – empowered but accountable
- Success celebrated and transferred

Results are expected within 60 days

**MY Breakthrough**
- Individuals assess their contacts and interaction
- They take personal action to work more efficiently
- They liaise with their leader, internal customers and suppliers
- If OK, they ‘Just Do It’

Results are expected within 30 days

**PROCESS Breakthrough**
- Larger projects to simplify, integrate and reengineer business processes
- Because these are bigger and cross-functional, they are sponsored by the Top Team
- Very big tasks broken down into 90 day chunks

Results are expected within 90 days

Doing it once gets you savings...understanding how to do it again puts you on your way to a continuous improvement culture
David Trotter’ Dynamic Improvement Cycle

Build leadership accountability and ownership among the critical mass of managers

Build realistic plans, aligned across the business to deliver the strategy

Build and focus the winning strategy for the organization

Deploy the plans to everyone in the organization and integrate with performance management

Learn the lessons, celebrate success and prepare for the next challenge

Build the capability to deliver the plans (the resources, the will and the skill)

Measure progress and take prompt corrective action to stay on track

Deliver the plans with relentless discipline and drive

The wheel is dynamic…if business circumstances change, we need to quickly re-think, re-plan, re-deploy and deliver to the revised plans

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High impact team events

- Implementation plan developed by the Team
- New procedures / guidelines developed and documented
- Implementation and roll-out
- Roles and responsibilities for implementation clearly defined and documented
- Implementation and roll-out
- Follow-up / audit procedures developed, documented and implemented

Executive Mgt Team

Team Selection

Team Charter Development

Team Launch

Issue Analyses and Solutions Development

Team / Mgt Approval and Commitment

Executive Champions

Results

Implement Solutions and Follow-up

Plans & Schedules Developed

Documented Output

IT Systems Utilized

Performance Reports Published
The approach is structured to achieve sustainable results.

**SUSTAINABLE RESULTS**
CONTINUOUS IMPROVEMENT

A process is a series or sequence of related activities or events which have a start point (trigger) and an end point (output).

Streamlined and cycle time reduced

**BEHAVIOR CHANGES**
Coaching for Action to Exceed Target

**SYSTEMS**
Effective Meetings & Reports

**PROCESS**

**PROJECT WORKSTREAMS**
- Work Centre Mgt
- Inv
- Train
- Maint
- OEE

Skills Enhanced with classroom and shop floor training
## Financial Benefits - 3:1 ROI

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<tr>
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<td>Extensive Qualifiable Benefit Enablers</td>
<td>Cumulative Net Benefits</td>
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### Cumulative Cash Flow of Benefits with and without Enabling Benefits

- **First Year Benefits**
- **Project Break-Even**
- **Maximum Out-of-Pocket**
- **Total Project Investment (fees)**

### Notes
- Determine cumulative cash flow (payback over time) gained from closing the gap between the current and future state models.
- Calculate the Cumulative Return on Investment over the duration of the Results Delivery Project.
- Project benefit scenarios, e.g. High / Low range of benefits.
Organizational Benefits

- Change Orientation
- Active Management Skills
- Organizational Alignment
- Team Effectiveness
- Affiliation Alignment
- Quality of Work Life

- Goal Orientation
- Organizational Effectiveness
- Supervisory Training
- Leadership Skills
- Maintenance Effectiveness
- Dash Board Utilization
- Roles and Responsibilities

Phase Three - Accomplishments and Results

We value your reputation and stake our own on producing dramatic results during the Results Delivery Phase. Taking pride in our hands-on approach and working with your team at all levels is just as important to us as interacting daily with your employees to ensure the solution we propose is realized. Our united goal is to ensure you are able to see a ROI of at least 3:1.
Summary of Improvement Savings

- **Cost reduction**: 10% - 40%
- **Cycle time reduction**: 50% - 90%
- **Inventory Optimization**: 45% - 95%
- **Asset rationalization**: 20% - 60%
- **Increased capacity and utilization**: 70% - 130%
- **Yield**: 20% - 60%
- **Quality**: 25% - 55%

David Trotter has a track record of consistently providing significant ROI
Critical Success Factors for culture change

Critical Success Factors

- Active, visible committed leadership
- Clear vision, business results and objectives
- Established sense of urgency
- Clear and complete RACI's (responsible, accountable, consult, inform) established Empower action
- Effective communications and stakeholder management
- Active barrier removal and management of resistance to change
- “Critical mass” of change agents
- Frequent progress review Quantify benefits Recognize successes
- Disciplined project management
- Create short term wins Build momentum
- In order for the implementation effort to be successful, these success factors must be planned and integrated into all initiatives
Experience and Role Highlights:
- David has over 20 years of business and consulting experience with a focus on operational and M&A work including due diligence and integration, manufacturing process improvement and organizational design and excellence in a variety of industries (Automotive, Consumer Products, Technology, Food, Telecoms and Financial Services).

Representative Experience:
- Led multiple Operational Excellence teams in optimizing food service equipment manufacturing in five plants. Using a joint consultant/plant team concept the focus was on implementation of LEAN (centers of excellence, prime line optimization, warehousing, plant consolidation and the development of a “common manufacturing platform” across multiple plants. Results included 4:1 ROI, inventory improvement turns of 200% and EBITDA improvements >10MM.
- Led the successful integration of two global specialty chemical companies and the subsequent Operational Excellence program to support a “three times bigger in four years” strategy. Overall impact >60MM in EBITDA improvement plant rationalizations in US, Canada, Italy, France, Germany and the UK.
- Detailed due diligence of plants in Malta, Germany, the Philippines and two US-based locations in anticipation of the merger of the two largest competitors in safety radio controls industry. The overall objective was to consolidate two direct competitors in a dynamic markets and achieve a 50% savings in operating costs.
- Due diligence of a large information services enterprise as part of an acquisition strategy that focused on, G&A, operations and an outsourcing strategy in the US, UK and Europe.
- Detailed post acquisition execution of two insurers including structure, operations and G&A support. Overall effect was to design and install the “model office” for standardization, back office efficiencies and lower operating cost for service delivery.
- Analysis and design of operational engagement in the US, Europe and APAC focused on reducing operating expenses, improving sales effectiveness and asset rationalization in the manufacturing of radio control systems.
- Extensive experience delivering Operational Excellence in a variety of Manufacturing organizations (automotive, consumer goods, technology services, chemicals, banking, insurance, Life Sciences and Healthcare)