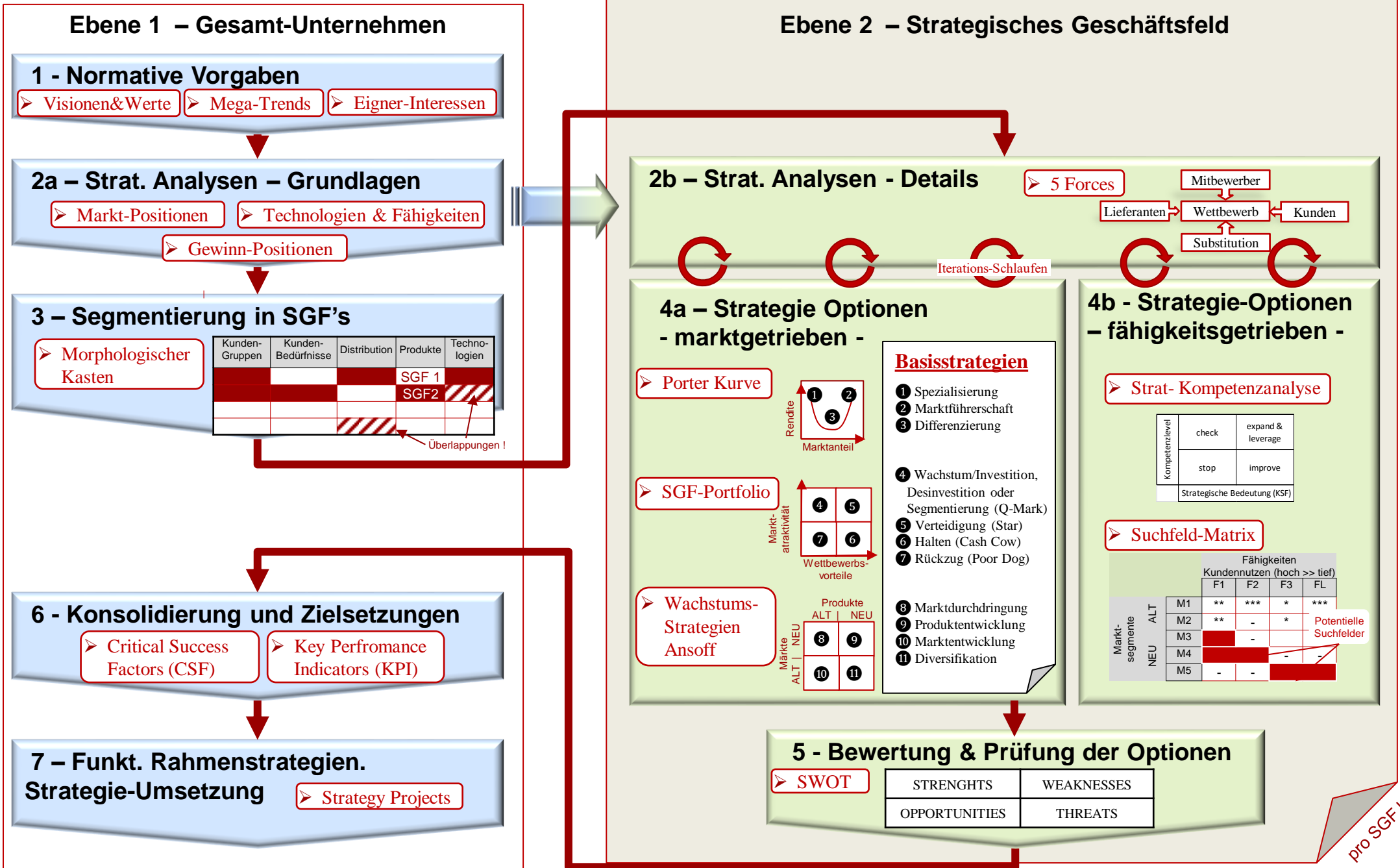
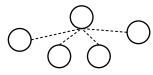
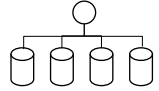
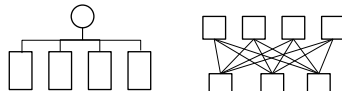
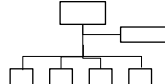
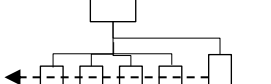


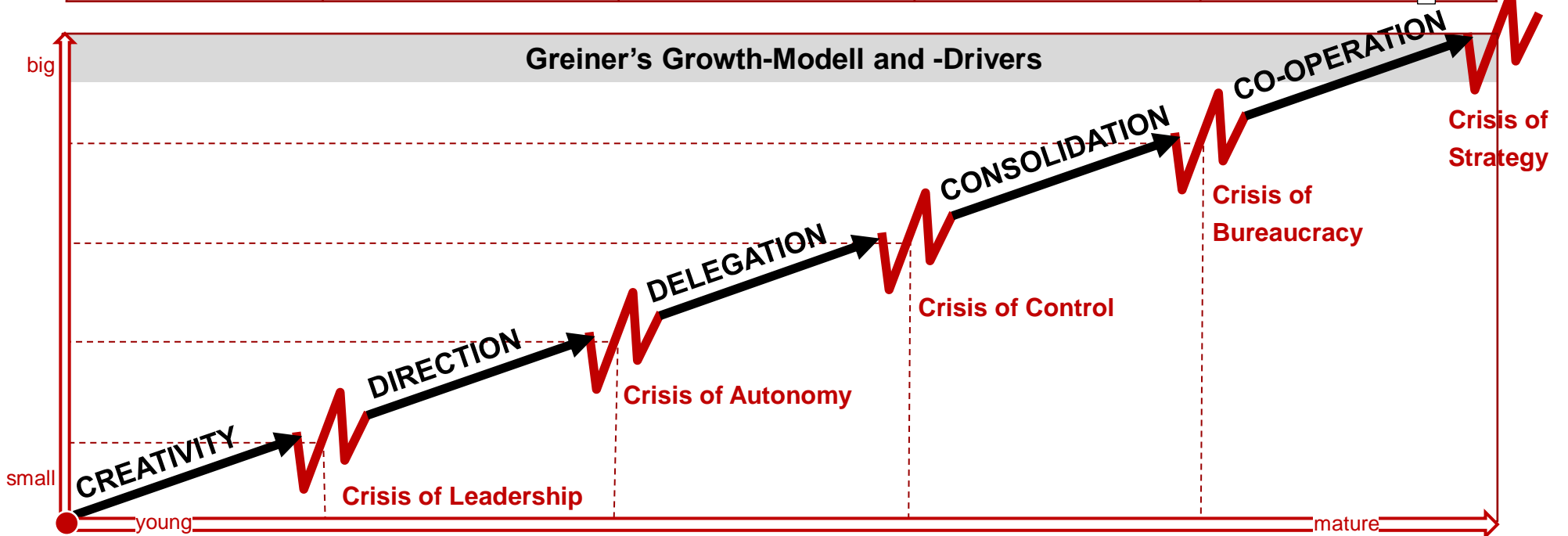
Outside – In : Der St. Galler Strategie-Entwicklungsprozess



pro SGF I

Inside – Out : Internal Growth Drivers (Greiner-Modell)

Organisational Structures				
Informal, flat owner-centric 	Functional organisation 	Divisional, Business Units, Network 	Headquarter + OpCo's 	Matrix, multi-dimens. company programs 



	Organisational Practises				
Mgmt-Fokus	make & sell	efficiency	expansion	consolidation	problem solving
Structure & Style	entrepreneurship	directive	delegative	watchdogs	participative
Control & Reward	market results & ownership	cost centers & fix salary	profit centers & bonus	business plans & stock options	team performance & team bonus