

## R&D Director

### Automotive R&D Director

This international automotive equipment supplier has embarked on a far-reaching strategic and operational transformation to reposition itself in the market and boost its competitiveness.

As part of this process, the R&D teams need strong support and guidance in achieving operational excellence. Therefore, the R&D Director wanted the support of a strong expert in R&D in their industry with a deep knowledge of their markets in a worldwide scale.

Taplow France search and selected the Interim R&D Managers for a one-year executive interim management assignment

### Taplow Solution

After having immersed himself in the teams in order to get to grips with the way they work, the R&D interim manager supported this change management process by responding to the company's challenges.

The first step was to deploy the methods and processes that have been put in place to optimize and improve them.

Secondly: he reflected on and made proposals for improving the organization of the program management.

The assignment was highly operational, maintaining a strong link between the company's management and the teams through management close to the employees.

### Outcome

After a 14 months assignment, by identifying malfunctions, making proposals and recommendations, applying corrective measures, supporting teams and applying best practices, supporting employees in managing change, the expectations from the clients were reached:

The transformation and application of operational processes to achieve 'Time to Market' performance objectives, robustness of developments, profitability and efficiency, deployment and application of the QCD culture were set up.

Also, by stimulating, encouraging and working closely with teams in the field, employees became more involved and autonomous.

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