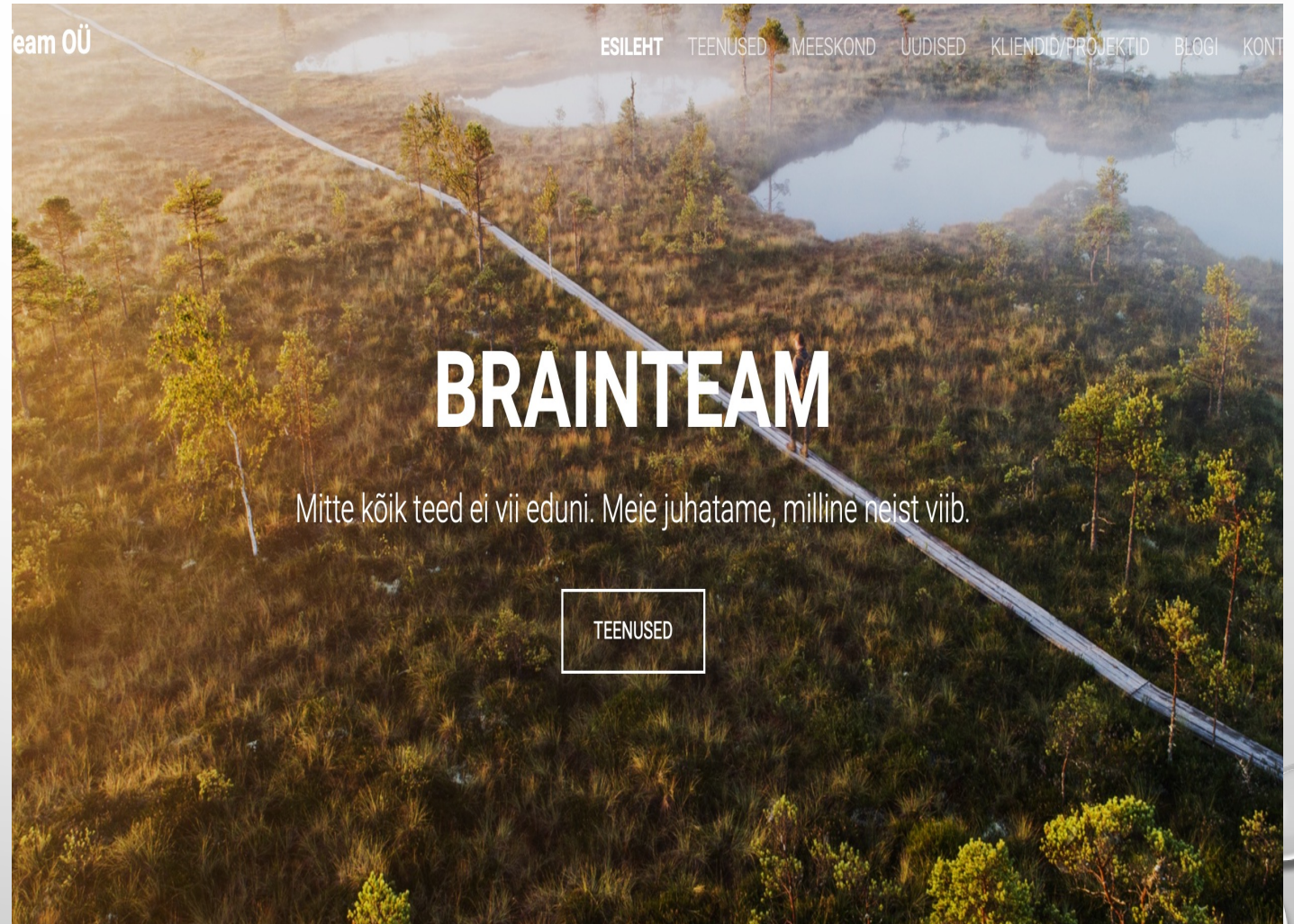


**BRAINTEAM HAS BEEN
ADVISING 12 YEARS
DIFFERENT COMPANY S
TO REALIZE ITS POTENTIAL**

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NEISER GROUP AS QUALITY FURNITURE PRODUCER SINCE 1992



- A PRACTICAL EXAMPLE IS OUR CLIENT NEISER GROUP, WHICH HAS BECOME AN INDUSTRY LEADER THROUGH PROCESS IMPROVEMENT AND DIGITIZATION.

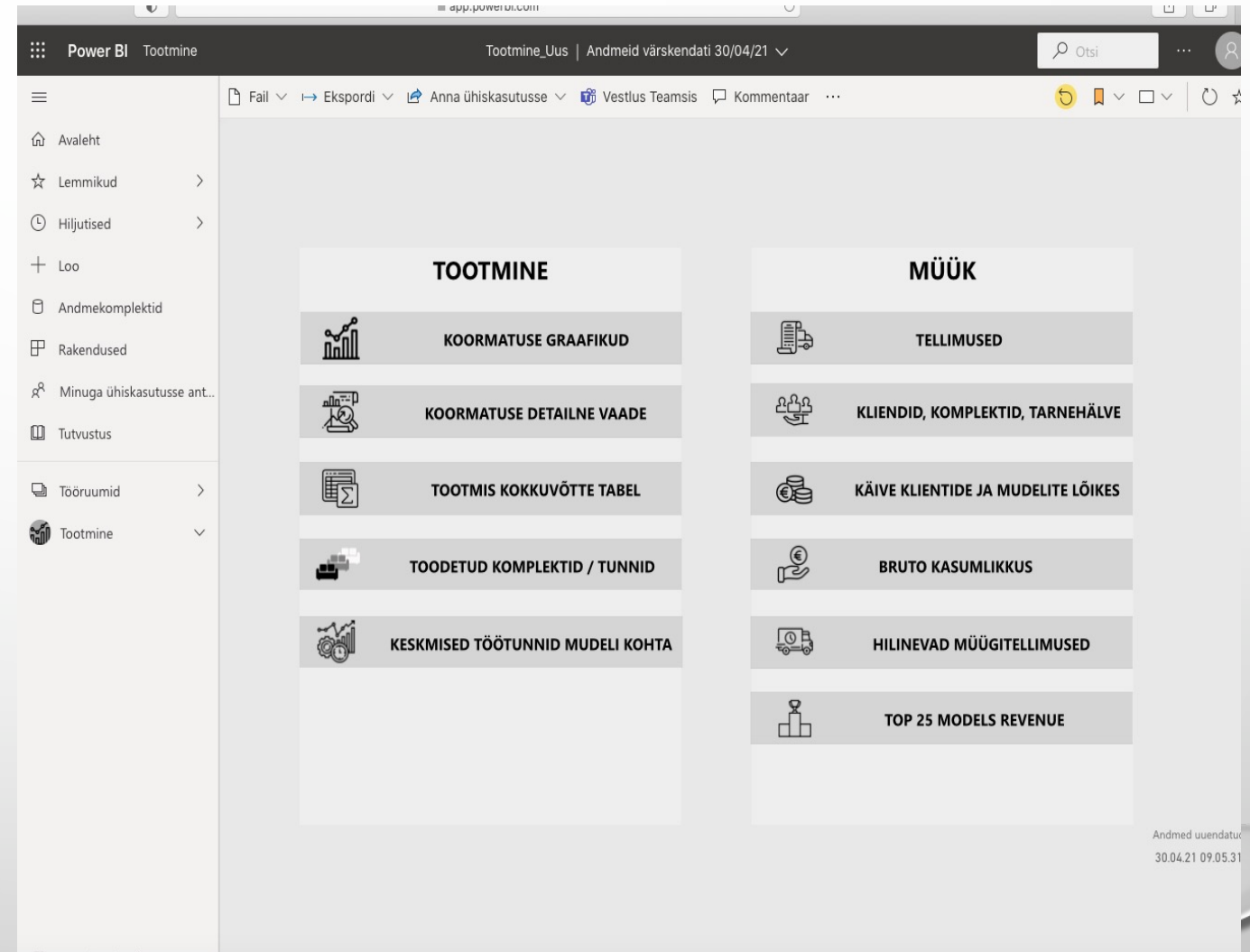


FACING WITH PROBLEMS

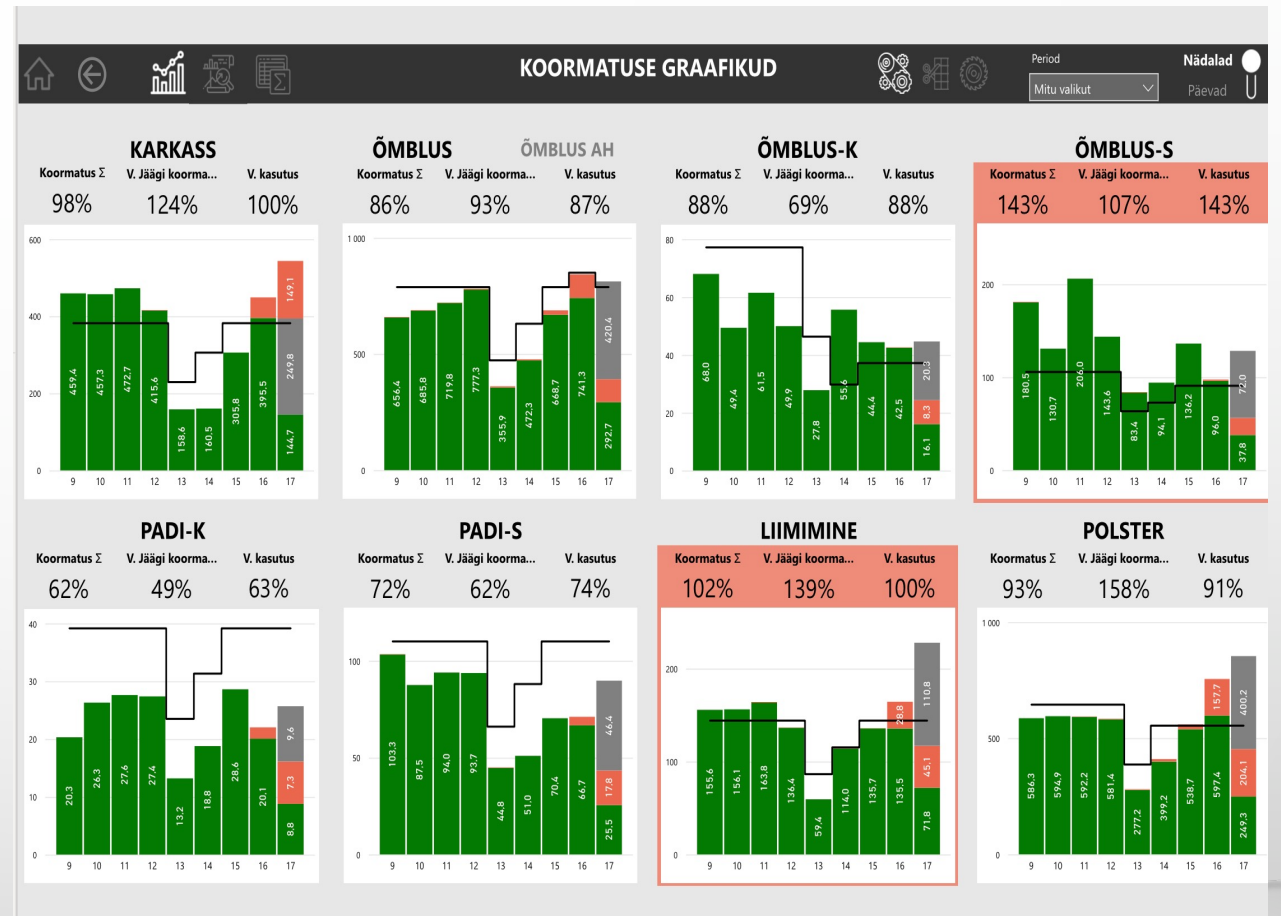
- FIVE YEARS AGO WAS NEISER WITH FACING PROBLEMS LIKE IN EVERY COMPANY. THERE IS A PERSON WHO KNOWS EVERYTHING, PERHAPS THE MOST IMPORTANT PERSON, "WHO IS SITTING IN THE CORNER". IF HE MISSING, THERE MAY BE CHAOS IN PRODUCTION.
- NEARLY 30,000 DIFFERENT PARTS GO THROUGH PRODUCTION IN NEISER EVERY DAY. FINDING THE RIGHT INFORMATION TO MAKE PRODUCTION DECISIONS CAN BE VERY TIME CONSUMING.
- LOW WORKFORCE EFFICIENCY, WAITING TIMES WITHIN THE PROCESS FOR WHICH CUSTOMERS DO NOT WILLING PAY
- WAGE PRESSURE WAS HIGH. ONE OPTION WAS TO STOP PRODUCTION OR MOVE IT TO A LOWER LABOR COSTS COUNTRY.

WHAT DID WE DO

- WE STARTED BY MAPPING INDUSTRIAL PROCESSES.
- WE CHECKED THE PRODUCT VALUE CHAIN, AND LOOKED FOR WHERE TIME IS WASTED.
- WE TRIED TO FIND THE PLACES WHERE INFORMATION IS “SLEEPING”.
- WE CREATED A RULE THAT ALL PRODUCTION INFORMATION IS DIGITIZED.
- WE HAD TO CREATE BENCHMARKS TO FIND OUT HOW THE COMPANY WAS DOING. **WHEN CREATING THEM, KEEP IN MIND THAT THERE ARE NOT TOO MANY OF THEM, THEN THE ATTENTION WILL DISAPPEAR.**
- AND FINALLY, WE VISUALIZED THE RESULTS OF THE DAY AND THE WEEK.



- Visualization was especially helpful during covid time when changes in both manpower and supplies were want to be made quick decisions.
- It was quick to see how it works and at what point employees have to move between different workplace
- In case for such activities to be successful, we must have trained employees to operate in different work centers. For this, they have a qualification bonus.
- The digitalisation of production cannot be a magic word in itself, but a helper to measure and manage your work processes even more effectively.



HOW DID EMPLOYEES REACT TO THE CHANGES

- Don't forget that changes will not be accepted with applause

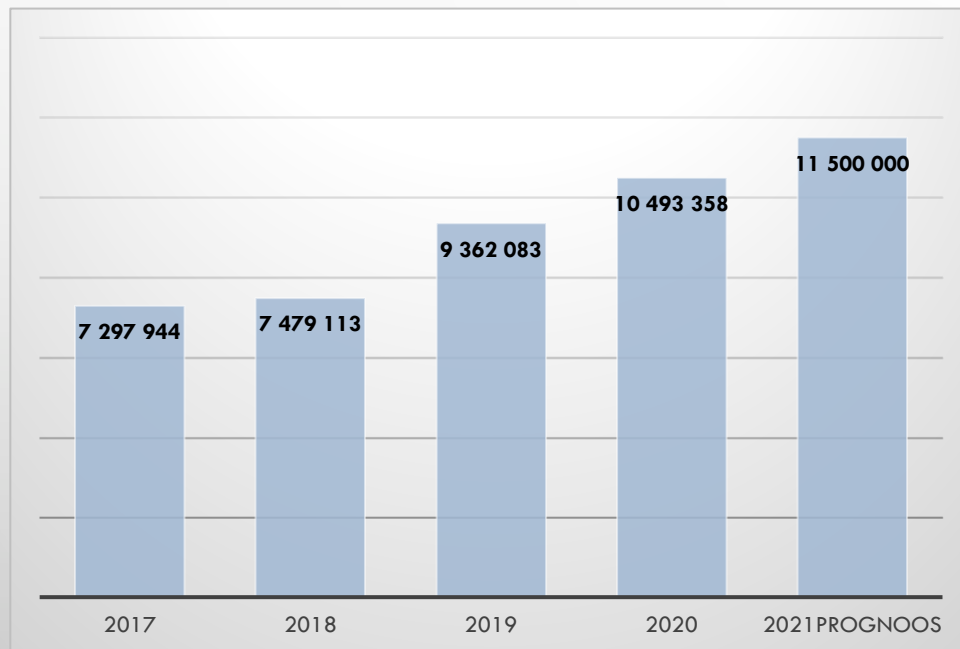
If you want to earn applause remember:

- Plan your journey that there are small success stories to celebrate.
- Recognize each employee and the small progress they are making. This is especially important at the beginning.
- Involvement of people is a key win, so explain how change can make their work easier and increase their income.
- Make production indicators visually visible to everyone



TURNOVER 2017-2021

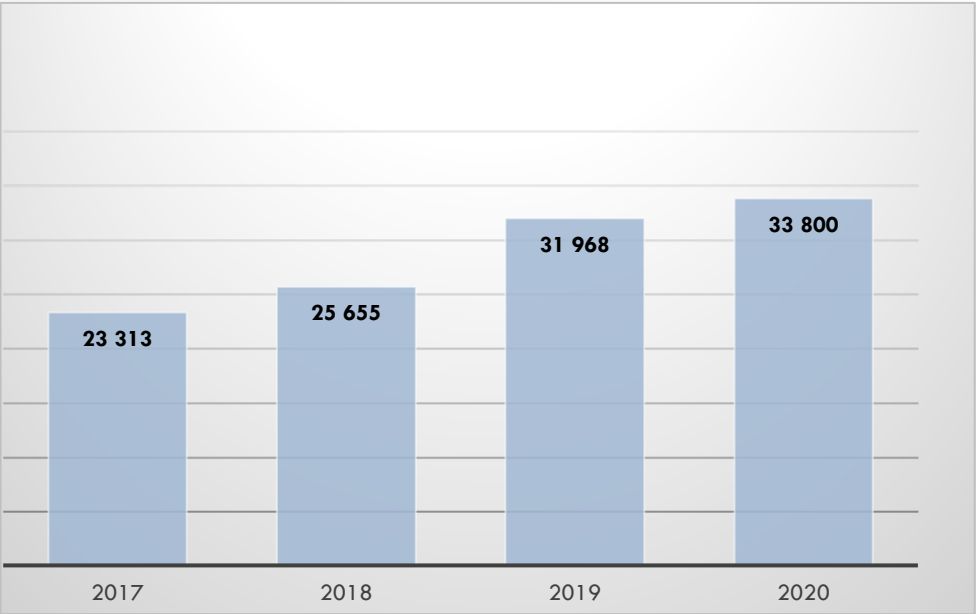
TURNOVER 2017-2021



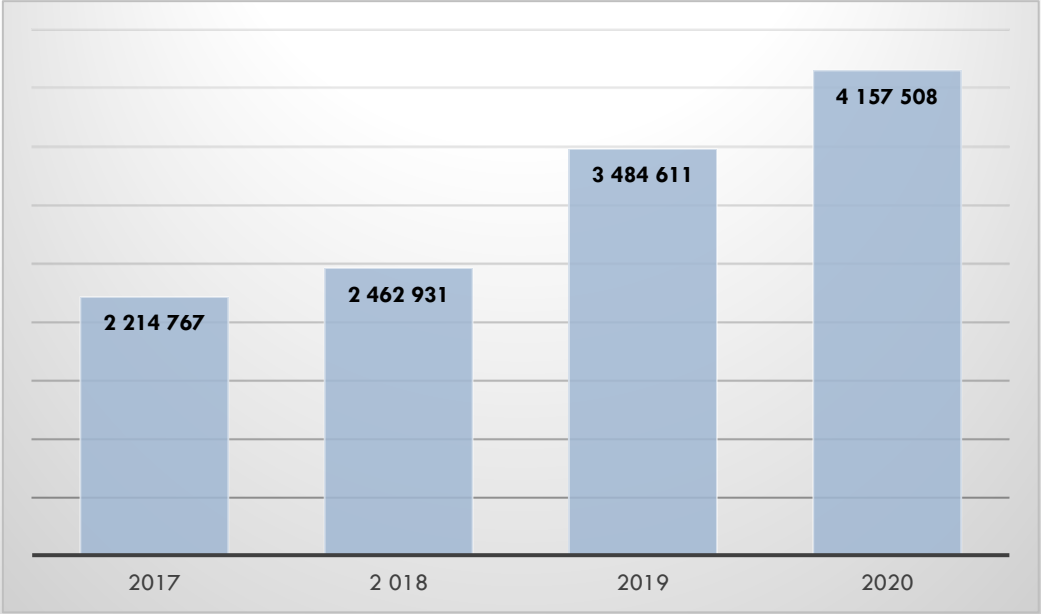
- THE COMPANY'S TURNOVER 2020/2017 INCREASE 44%
- 2021/2020 4 MONTH INCREASE 20%
- EXPORT 97%
- NEW DIGITAL SOLUTIONS AND INVESTMENTS IN TECHNOLOGY MADE IT POSSIBLE TO INCREASE THE VOLUME AND EFFICIENCY OF PRODUCTION

ADD VALUE INCREASE 2017-2019

VALUE ADDED PER EMPLOYEE

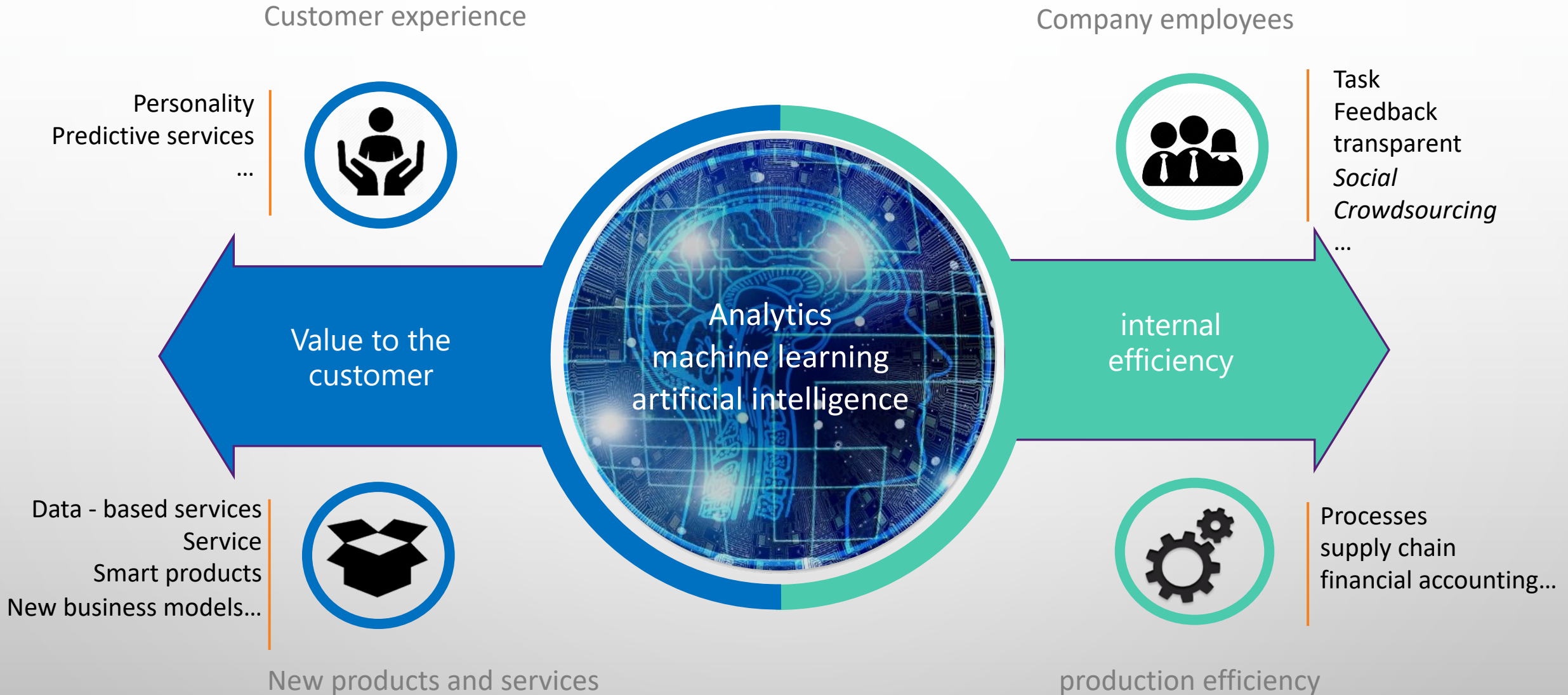


NEISER GROUP AS ADD VALUE



CHANGES WILL BRING US A BETTER TOMORROW

I USE OUR PARTNER COLUMBUS ESTONIA AND ITL SLIDE TO SHOW





I AM READY TO ANSWER YOUR QUESTIONS
INFO@BRAINTEAM.EE