BUSINESS SAGA

Humoppilionic® Organization

Business Saga

We rebuild the engine room of organizations

Management consulting & organizational development

July 2026

Every organization has ambition

Almost none have the architecture to honor it

> You don't get the strategy you announce. You get the performance your system is engineered to produce. We work on the system

Sixteen years, nineteen countries, one operating system

2010
Building organizational foundations since

19
Countries with active engagements

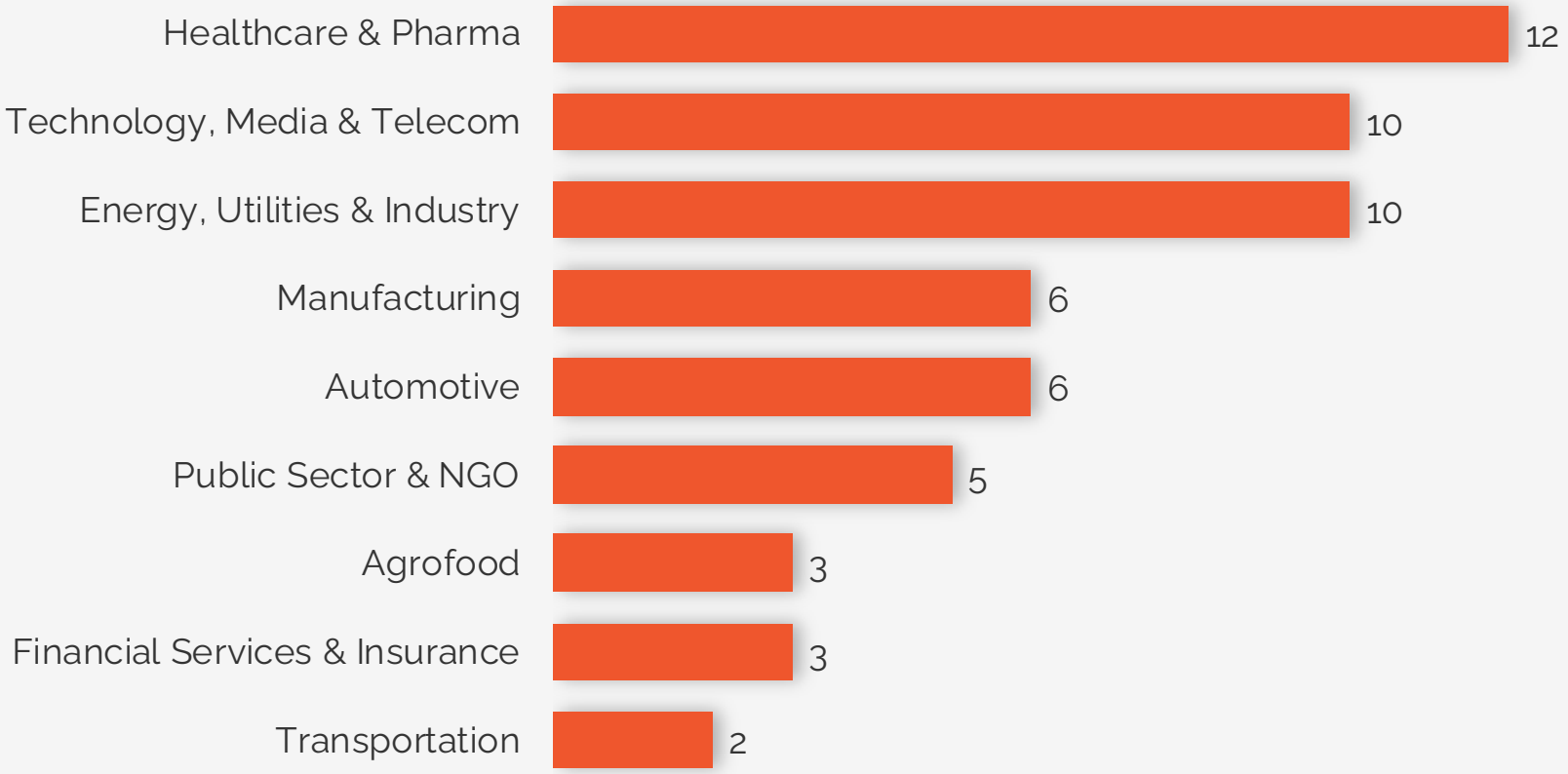
15
Industry competence areas

3
Levels of intervention: people · teams · organizations

70,000+
People through our programmes

99,1%
Rated the experience genuinely useful

We concentrate where operational discipline meets pressure to change



WHY IT MATTERS

Regulated, infrastructure-heavy and high-growth organizations share one tension: strict operational discipline, relentless pressure to change

That is exactly the paradox the Humagilionic® system is built to hold

Named reference clients by primary sector. Illustrative of portfolio composition, not exhaustive

The Humagilionic® Organization

Three engines. One system. We align them so performance stops being accidental

HUM

People & Culture

Human capital as the foundation of performance — culture, leadership, capability, and workforce foresight

AGIL

Processes & Customer-delighting innovation

Agile systems and customer-centric innovation that turn strategy into everyday execution

IONIC

Digital & Green

Sustainable digital transformation — with people, not tools, at the center

Strategy · Purpose · Funding · Sustainability — the spine the three engines drive

Capability areas across three engines

HUM

- Culture Design & Transformation
- Leadership & Management Development
- Learning & Development Design
- Workforce Productivity & Wellbeing
- Strategic Workforce Foresight
- Capability building through Talent Searching and Team development

AGIL

- Strategy Design & Execution
- Business Development & New Markets
- Business & Deal Structuring
- Commercial Systems & Sales Effectiveness
- Value Proposition (Re)Design
- Customer-Centric Innovation
- Change Management & Operations
- EU Funding & Business Case

IONIC

- Digital Mindset & Culture
- AI Adoption & Workforce Augmentation
- Green & Sustainable Practices
- Digital-Green Convergence Strategy

A map of where we build — not the edge of what we can

We deliver the value without disrupting how you run the day



Minimal footprint on your teams

We start from your strengths and what already exists — your documents, your data, direct observation. Your experts keep doing their jobs; they never become our research project



Method, not more meetings

We've run this exercise hundreds of times

A proven method lets us read the system quickly — without endless discovery or make-work for teams already stretched thin



We carry the complexity

The analytical load stays with us and moves alongside your operations, not on top of them

The business never pauses to accommodate the work



What you're left with: clarity and structure your team can act on immediately — not another recurring meeting in an already-full calendar

Deep value, light footprint — transformation that respects the calendars of the people already keeping the business alive

Not off-the-shelf. Engineered for the room

1

Engineering for Futures You Can't Predict

Foresight, scenarios and backcasting for workforce strategy

2

Human Augmentation: AI Copilots & Augmented Leadership

Preparing leaders for human–AI hybrid teams

3

From Good to Great: Business Strategy with Purpose

Bridging vision and operational execution

4

The Art of Failure

Turning setbacks into innovation capability

5

Think Like a Customer, Innovate Like a Disruptor

Customer-centric innovation that reaches beyond the buzzwords

6

Level Up Your Strategic Decision-Making

Decision quality under pressure — via a Texas Hold'em serious game

7

Carbon-Neutral Employees

Embedding ESG behaviors into everyday operations

8

EU Funds Academy

Multi-session capability for funded project delivery

Toolkit and methodologies* (Illustrative)



Experiential activities, methodologies and tools

- Exploratorium in Motion
- Brainstorming
- Open Space Lab
- Storytelling
- Adaptive role-play
- Small group discussion
- Large group debate
- Business / Use case



Serious games

- Texas Hold 'em Poker
- LEGO® Serious Play®
- Supertanker®
- 4BP (Behavioral Patterns)
- Terra Nova®
- The Irish Mistery®
- Westrack®
- Efficient Production Line



Business simulations

- Lead4Future
- Sales-Force Excellence (SFE) simulator
- Innovators' Playground
- Everest Challenger®
- Banking / Insurance Agency – Key account management and retail platform



Profiling & diagnosis tools

- Humagilionic Index
- Self-assessment for simplification need
- Team cultural dimensions Pulse check
- Individual and Team Agility and Innovation Profile
- Individual and team working behavioral/ leadership profiling
- Return on Time self-assessment

* The final list of instruments to be used depends on the event's objectives and activities.

Industries

Deep experience across regulated, infrastructure-heavy, and high-growth sectors.

- Energy, Utilities & Industry
- Technology, Media & Telecom
- Healthcare & Pharma
- Manufacturing
- Automotive
- Financial Services & Insurance
- Public Sector & NGO
- Agrofood
- Transportation

They trust us

Technology, Media and Telecommunications

orange, T-Mobile, hp, EMERSON., METRO SYSTEMS, GEMINI SOLUTIONS, TOTALSOFT, NOKIA, vodafone, CustomSoft

Energy, utilities and industry

OMV Petrom, EMERSON., EnergoBit, OMV, rompetrol KazMunayGas Group Member, MET, TRANSGAZ MAGISTRALA ENERGIEI, Schneider Electric, DELGAZ grid, e·on

Transportation

TAROM ROMANIAN AIR TRANSPORT, AEROPORTURI BUCUREȘTI

Healthcare industry

REGINA MARIA REȚEAUA PRIVATĂ DE SĂNĂTATE, MERCK, NOVARTIS, Pfizer, CLINICA POLISANO, FERRING PHARMACEUTICALS, Abbott, gsk GlaxoSmithKline, novo nordisk, Europharm, VALEANT Pharmaceuticals International, Inc., Actavis

Insurance and Financial services

Allianz Țiriac, Groupama Asigurări, Raiffeisen BANK

Agrofood

FrieslandCampina, SOLINA, Transilvania Nuts

Automotive

Continental, vcrt, GRUPO ANTOLIN, BMW, KROSCHU KROMBERG & SCHUBERT

Manufacturing

JAEGGI INDUSTRIES, SEWS-R, compa, DS Smith, SAINT-GOBAIN ROMANIA, Zi Zoppas Industries Heating Element Technologies

Public sector and NGO

CURTEA DE CONTURI A ROMÂNIEI, PIAR, ANIS Asociația patronală a industriei de software și servicii, CNI Compania Națională de Investiții, CONFEDERAȚIA PATRONALĂ CONCORDIA DIALOG PENTRU DEZVOLTARE

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Humagilionic® Organization

The moment an organization no longer needs to announce that it is transforming — that is the Humagilionic® Organization

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