

Demograph-X

Recognize the potential of demographic change in public transport and take the opportunities.

Consulting focus

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Lack of professionals & executives

This concerns the areas of service, commercial administration, sales and technology.

By 2030: 75,000 places to replace

Half of the current 150,000 employees in public transport are new.

Competition

The recruitment and retention of young and qualified employees is in full swing and cross-industry competitive pressure is increasing.

30% more bus & train

A VDV study estimates that 30% more buses and trains will be needed by 2030.

Demograph-X

Qualified and motivated professionals determine the success of your company. Demographic change is threatening and can negatively affect this precious commodity. Do you know your options?

Demograph-X by Synvax

Qualified and motivated employees make a decisive contribution to the company's success: they play a key role in meeting the needs of customers and passengers and always taking into account the internal goals and specifications. Demographic change is increasingly hampering competition for suitable specialists and executives. Forecasts indicate a significant need for resettlement of public transport companies by 2030. During this period, the industry association VDV expects about 75,000 jobs to be replaced in the areas of driving, commercial administration, maintenance and technology. Demograph-X is a consulting focus of Synvax. We show you how the skillful use of resources can be achieved through clever planning, process modeling and the use of selected technologies and turning demographic change in your organization from a threat to an opportunity.

The Alpha and Omega of Demograph-X

The Association of German Transport Companies (VDV for short) has already recognized the need for action and launched an initiative at the beginning of 2019 that addresses demographic developments with suitable measures and instruments. The recruitment and personnel retention activities of the VDV are an important element here. In order to understand change as a measurable opportunity, optimization measures are necessary at all administrative levels. The recruiting initiative of the VDV is systematically supplemented with Demograph-X and leads through the combination of technical and organizational solutions for process optimization and improvement of internal personnel capacities. Independently of the VDV initiative, the measures contribute to the achievement of the goals.

Agile or classic

It will be mutually decided as to how you will be supported with Demograph-X. We will offer you a classic methodology case and we will together reach the goal in two phases. This is carried out from the actual analysis via the target concept. It is also conceivable to choose an agile management process that is analyzed, systematized, presented and prepared for implementation in four phases. At the same time, hybrid approaches are possible. First and foremost: The choice of methodology is subject to the needs your company.

Benefits in view

- Measurable optimizations of operations
- Increase employee satisfaction
- Improvement of work quality
- Elimination of sources of error
- Simplification of work processes
- Demographic change is becoming a strategic opportunity

Take the ride and gain momentum

Prepare yourself for tomorrow and let us get going. If you have questions about the consulting focus of Synvax Demograph-X, please contact us by phone or e-mail.

Looking forward to hearing from you:

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Want to learn more about Synvax?

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