

Case Study

Tyco Safety Products

The Tyco group of companies is one of the world's largest manufacturers and distributors of electronic and electrical equipment and components. With over 260 thousand employees worldwide and annual revenues in excess of \$35 billion, Tyco operates in over 100 countries. As part of its activities, Tyco is the world's largest largest manufacturer, installer and provider of fire protection systems and electronic security services.



As part of its response to the increased globalisation of the fire protection industry, Tyco Fire & Security decided to place a new Research and Design Centre in the Czech Republic, with the express purpose of benefiting from the low cost and high quality of technical skills available. The new Research and Design Centre works closely with Architecture Centres in London and Munich and employs more than 100 electronics specialists and technicians.

Alpha Management Consultants s.r.o. was retained to provide the following services:

- Carry out initial research to identify locations able to provide appropriate premises, skilled employees and educational institutions specialising in applied electronics.
- Organise and accompany contact visits to universities, Labour offices and suitable properties in a number of towns in the Czech Republic.
- Prepare an analysis to support the final choice of Brno as the target location for the Design Centre.
- Propose a comprehensive and creative approach to the recruitment of engineers and technicians including media selection, advertising copy for client review, media negotiation and candidate application processing.
- Implement the complete recruitment process up to and including the signing of employment contracts.
- In parallel with recruitment, provide property advisory services on the choice of location, specific site and building in Brno.
- Provide a professional procurement service for all equipment, fittings and office furniture purchases.
- Provide a complete site monitoring service for the management of the construction of the permanent Tyco premises.

The Tyco Safety Products Design Centre became fully operational in its interim premises in June 2004 and occupied its purpose-built location from early in 2005. A full complement of staff is now accepting design projects transferred from existing Tyco Design Centres worldwide. Initial experience from training and project transfer indicates that all initial expectations of Czech engineers and technicians have been

met. With Alpha support, Tyco commenced operations within 6 months of the decision to proceed.

Details of Tyco Safety Products can be found on www.tycosafetyproducts.com