

Company Profile

Your Success.
Our Consulting.

www.gcs-consulting.de



SPECIALIST CONSULTANCY FOR THE CONSUMER GOODS AND LIFESTYLE INDUSTRY

The requirements within the fashion, sports, luxury goods and lifestyle sectors are highly diverse. Our clients face the challenge of being not only a competent retail partner in addition to their core wholesale business, but also a customer-focused e-commerce retailer for the end consumer. All business models must be professionally structured both nationally and internationally, while operating efficiently side by side and across all channels.

Organising and mastering complexity is one of the key management tasks of our time. At the same time, increasing corporate performance and achieving defined objectives – particularly in our key industries – requires specific expertise in corporate and strategy development, process organisation and IT systems. Few companies can afford to maintain this wide range of capabilities in-house in a cost-effective manner. Staying ahead amid such a spectrum of challenges is only possible through consistent modernisation, structural flexibility, the adoption of state-of-the-art process standards, and the implementation of an IT system landscape tailored to the company's needs.

We are a highly specialised consultancy – our entire expertise is dedicated to clients from the fashion, sports, luxury goods and lifestyle sectors. Whereas specialist knowledge and operational experience used to be sufficient, today scalable consulting products and tools are required. Our clear specialisation enables us to deliver highly efficient consulting projects and tailor-made solutions.

We support you through all innovations and developments that forward-looking companies must address today, acting as your strategic and implementation-oriented consulting partner.

Thanks to our consistent industry focus, we can offer you a comprehensive and highly operational range of methodological competencies across all project phases – right through to implementation.

Our clients in the consumer goods and lifestyle industries operate in the areas of...

Fashion

Sports

Luxury Goods

Lifestyle

...take on the challenge arising from the agreement between and within the...

Distribution models:

B2B, B2C, private label, licences, project-based business, etc.

Sales channels:

Primary/secondary channels: brick-and-mortar and online

Omni-channel business models:

Vertical, semi-vertical with consignment/concession and trade inventory

...and address these challenges with the support of GCS.

Purpose:

To make **complexities** manageable and automatable, enhance the **company's performance**, and achieve corporate **objectives**.

Prerequisites:

Specific **expertise** required in the areas of corporate and strategy **development**, process organisation, and IT systems.

Measures:

Consistent **automation**, **flexibilisation** of structures, and utilisation of the latest **process standards**.

GCS Network

We are structured flexibly to meet the specific needs of our clients' projects, allowing our core team to be expanded as required, depending on scope and area of engagement. This enables us to provide appropriate support to both medium-sized and larger companies, as well as to single-brand and multi-brand organizations.

Our core team ("GCS") consists of the Managing Partners and a team of Junior Consultants, Consultants, and Senior Consultants. Depending on the project's requirements and complexity, project teams are composed in collaboration with our Senior Consultants ("Advisors"). Specialized or highly detailed expertise can be provided through a broad network of "Specialists".

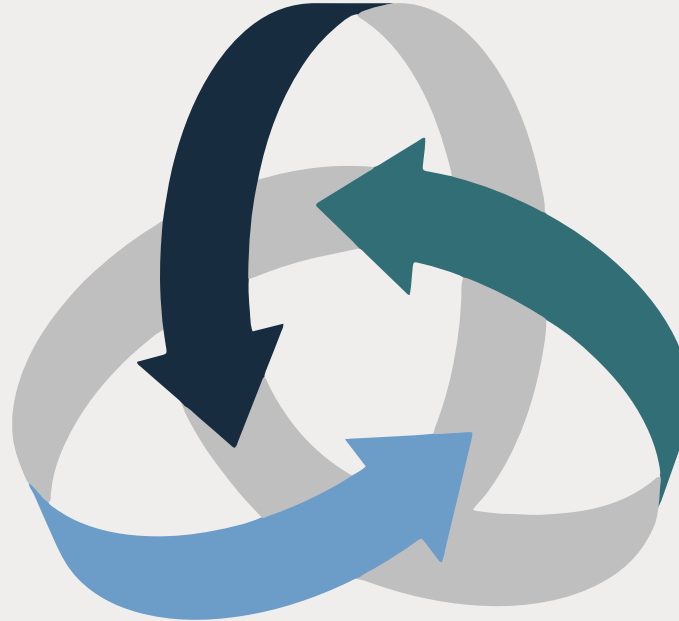
"Our "Partnerships" continuously generate valuable synergies for all parties involved. These range from knowledge exchange and joint projects to the initiation of new industry topics.

INITIATIVES & PARTNERSHIPS



Sustainable Consulting

We don't stop at developing concepts – we also take responsibility for implementing our recommendations in practice. Our focus lies on delivering sustainable results and building long-term partnerships. Therefore, we continue to support our clients even after a project has been successfully completed, working hand in hand with their employees.



Working with Our Clients' Teams

Our clients' employees are at the heart of everything we do – even the best strategies can only succeed sustainably with their active involvement. Through open communication, fairness, and reliability, we work together with your teams to achieve even the most challenging goals. This requires not only strong interpersonal skills but also deep technical expertise and industry knowledge.

Commitment to the Industry

Beyond our client projects, we are founders and supporters of key industry initiatives, using our experience to actively shape the future and further development of the apparel industry. In addition, through our involvement with GermanFashion Modeverband Deutschland e.V. (GFMV), we lead the Competence Center for Digitalization, Processes, IT, and Logistics, sharing our expertise to strengthen the industry as a whole.

Industry relevance



Digitalization and supply chain management are essential for the consumer goods and lifestyle industry. We have the necessary experience and expertise to make these topics accessible to our customers in a way that is tailored to their needs. In this way, we strengthen our customers' market position and add value.

Structured for Success



Successfully completing consulting projects requires more than just technical expertise. Using our consulting tools and solid project management know-how, we support our clients all the way through to implementation. This enables them to reach their goals faster. Change management is essential to generate the critical acceptance and support needed for upcoming transformations within the organization.

Results-driven



We view concepts as a catalogue of measures designed to achieve specific goals. Our focus is always on implementation. We also value engaging with our clients as equals, which is why we prefer working through workshops and ongoing consulting. This approach ensures that all key stakeholders can understand and apply our concepts and recommendations at any time. It provides a solid foundation for successful projects.

Lifestyle & Technology



We have a background in consumer goods and enjoy lifestyle, which is why we love our job so much. We are enthusiastic about products and technology, as well as digitization and processes. These are the foundations of innovation for our customers.

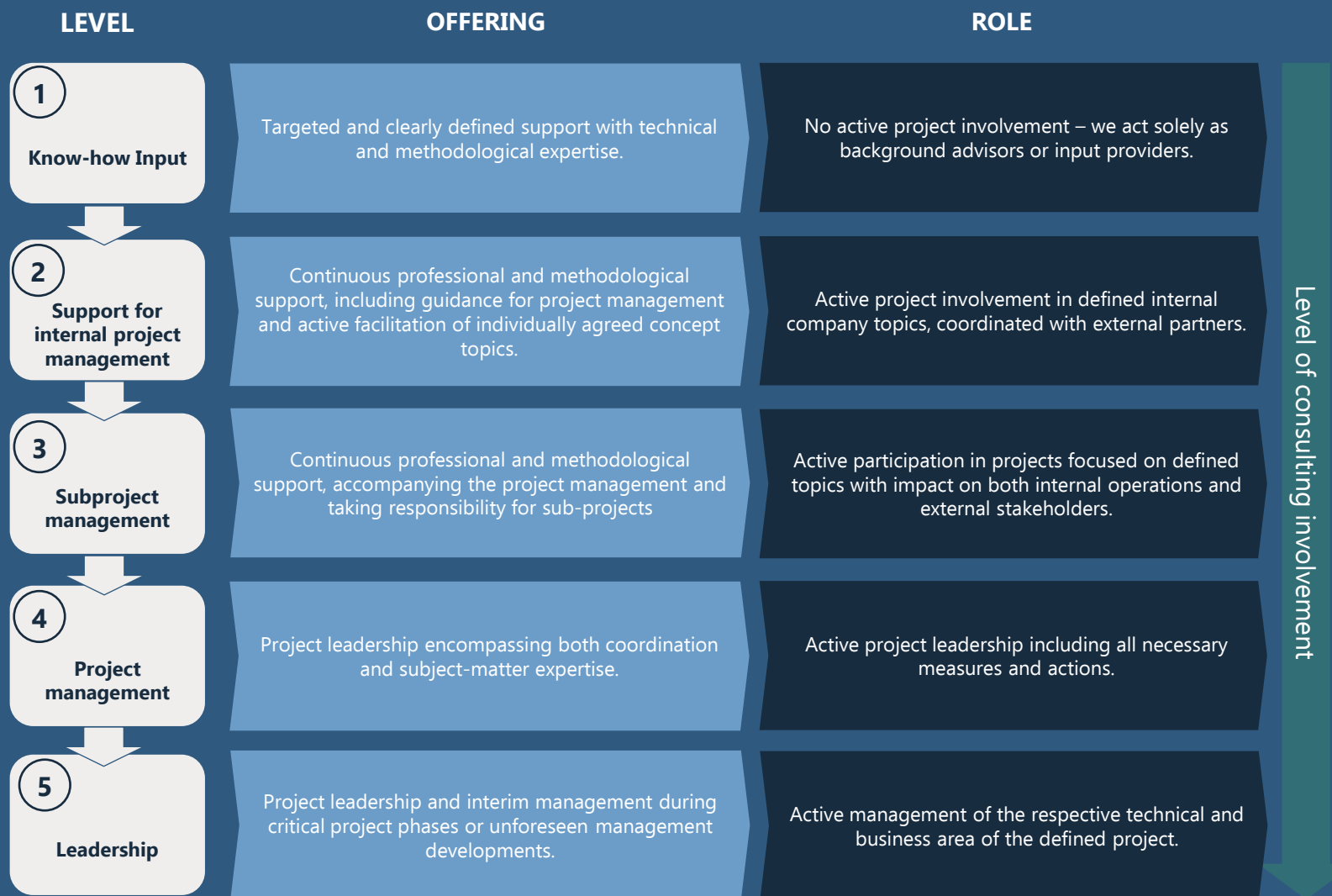
Tailored expertise up to interim leadership roles

Depending on the project (phase), companies need very different types of support. Accordingly, we offer various consulting services that are tailored to the requirements of the projects..

From pure know-how input without specific responsibility in the project, to the support or takeover of (sub)projects, to interim management with distinct powers and areas of responsibility, the intensity of our consulting services is scalable at any time based on our network structure and in line with the given requirements..

The various characteristics cannot be strictly separated but often overlap. In most projects, GCS assumes characteristics 2-4 and plays an active role in ensuring the success of defined topics/goals.

CONSULTING SERVICE



End-to-end perspective

Structure provides security – modularity creates efficiency. Therefore, our consulting approaches are designed in a modular and individually scalable way. Each consulting product consists of sets of pre-prepared methodological tools, as this is the only way to ensure efficiency and a market-oriented price-performance ratio in our work.

We place great value on developing individual solution approaches for each client – often in the form of scenarios – that suit their specific needs. Our clients' requirements are as diverse as their own capabilities and possibilities. The various consulting products remain important levers in our industry, especially considering the growing e-commerce business and the resulting complexities of returns management.

Building the required process chains necessitates Business Process Management and IT as cross-functional enablers, ensuring efficiency within these domains.

GCS
CONSULTING

OUR EXPERTISE IN CONSUMER GOODS & LIFESTYLE



+ Digitalization and IT

Digital strategy, scalable system architectures, and future-ready technology landscapes form the foundation of successful digital transformation.

We combine a passion for technology with pragmatic implementation expertise to create scalable, business-oriented solutions that support sustainable growth and operational excellence.

We believe meaningful transformation happens through collaboration across the industry. As leaders of the IT & Digitalization working group at the GermanFashion Modeverband, we actively shape industry dialogue, initiatives, and events focused on digital transformation.

These are the key topics we focus on:

- + IT strategy aligned with your digital and corporate strategy.
- + Evaluation and implementation of technologies tailored to your business needs
- + Cross-company solution design for software landscapes.
- + Optimization and modernization of enterprise applications and digital platforms
- + Support in the selection and implementation of ERP, PLM, CRM, WMS, SCM, ECM, and related enterprise systems.
- + Data Quality Management / Master Data Management.
- + Digital communication.
- + Moderation des IT-Leiter Arbeitskreises beim GermanFashion Modeverband Deutschland e.V.
- + Assessment and optimization of current system usage and process efficiency.
- + Eliminating unproductive Excel jungles and workarounds.
- + Integrating suppliers and customers, e.g. using EDI and RFID technology.

+ Logistics

Managing flows of goods transparently and efficiently has become one of the key success factors in companies.

As a result, logistics has become a critical capability within modern value chains across industry and retail. In both B2B and B2C environments, companies face growing challenges around fulfillment efficiency, delivery reliability, warehouse operations, and customer satisfaction.

We support you in developing the right strategies and making decisions when optimizing or restructuring your logistics processes and their implementation.

Our expertise in process design, operational optimization, and technology selection enables us to successfully deliver complex logistics transformation initiatives.

Whether optimizing warehouse operations for manual and automated processes or implementing modern warehouse management solutions, we provide both strategic advisory and hands-on project management to ensure successful execution.

These are the key topics we focus on:

- + Process assessment and opportunity analysis in the areas of warehouse logistics & distribution
- + Targeted development of optimizations for B2B, B2C & omnichannel business models
- + Design of logistics networks, material flows
- + Evaluation of technologies in the field of warehouse technology & automation to support logistics processing.
- + Implementation & support of tenders in transport logistics, warehouse logistics/fulfillment & distribution.
- + End-to-end project management for logistics transformation, restructuring, and warehouse relocation initiatives
- + Requirements definition, software evaluation, vendor selection, and implementation support for supply chain and warehouse management systems

+ Supply Chain Management

The demand for fast, flexible value chains is increasing, as are the requirements for transparency and good data quality. This requires clear strategies, which are becoming increasingly difficult to develop, as increasing digitalization and global geopolitical conditions that change almost daily often make it extremely difficult to look ahead. Rising consumer expectations and increasing market complexity require supply chains that go beyond cost optimization. Together, we develop future-ready operating models tailored to your business, products, and distribution channels.

We cover the entire supply chain lifecycle, from product development and assortment strategy to sourcing, quality management, logistics, and customer fulfillment.

These are the key topics we focus on:

- + Process assessment and opportunity analysis in the sub-areas of the supply chain.
- + Use of methodical approaches to develop supply chain strategies and objectives.
- + Definition of KPIs and performance metrics within the supply chain.
- + Development of measures to optimize and/or realign supply chains.
- + Integrated management of information, product, and financial flows across the value chain
- + Integrated planning and control.
- + Modern product development as the foundation of an effective supply chain
- + Integrated quality management across all relevant business processes
- + Development of process management with an End2End view.
- + Development of digital strategies to optimize processes and integrate business partners across the value chain

+ Product Development

The customer is becoming increasingly demanding and informed. On the one hand, manufacturers and retailers must meet the demand for goods to be available at short notice, even in the case of trends. On the other hand, customers' expectations of higher service levels and transparent supply chains must be met. This means that innovation cycles must be shortened and products must be more on point than ever before. Products must reach production readiness by the time sample development is finalized.

We are happy to support you in analysing your product development processes in both design and development and show you optimization potential to remain competitive. The transformation to digital product development also plays a decisive role here. It is not just about integrating digital systems to control and organize prices and master data, but rather about the complete digitization of product development from the first sketch to colour selection to the digital showroom.

We help you to find the right product development strategy for your company and the level of digitalization that suits you and your organization. Of course, we also support you with the associated changes and implementations.

These are the key topics we focus on:

- + Strategic assortment planning aligned with revenue objectives, demand forecasts, and consumer trends.
- + Seasonal planning with relevant milestones.
- + Analysis of existing product development processes, identification of bottlenecks and inefficient processes as well as suggestions for optimization.
- + Definition of the right level of digitalization for product development in your company.
- + Selection processes and pitches for PDM or PLM systems or other required systems.
- + Technical and methodical support during system implementation and integration into your existing software landscape; including change management support. +
- + Conceptual design of master data structures and management.
- + Managing change and engaging your teams successfully.
- + Organizational structures for multi-brand businesses.

+ Procurement

Procurement and production for industry and trade face a variety of challenges, ranging from ensuring a reliable supply chain to coping with seasonal fluctuations and the demand for sustainability.

We support you in developing the right strategies and making decisions when optimizing or restructuring your procurement network and its implementation.

Thanks to our expertise in conception, process design and system selection, we work with you to drive forward necessary further developments. Whether in the area of procurement and production planning, order and order processing, we combine strategic advisory and hands-on project management to ensure successful execution.

These are the key topics we focus on:

- + Process and potential analysis in the areas of procurement and production.
- + Development and implementation of optimization initiatives for procurement, private label, and contract manufacturing models.
- + Development of integrated planning and quality processes, as well as supplier evaluations.
- + Requirements management to optimize relevant systems for product and procurement-related processes (e.g. ERP, PDM/PLM, SCM, QM, etc.)
- + Consulting for the optimization and digitalization of business partner connections with suppliers, producers and other procurement and development partners.
- + End-to-end consulting from product development through delivery, with a focus on sustainability, traceability, and cost optimization.
- + Risk management in procurement.
- + Fit / gap analysis to identify digitalization and automation processes.

+ Quality Management

In increasingly dynamic markets, companies must meet growing stakeholder expectations while maintaining high standards across products, processes, and operations. Effective quality management has therefore become a key competitive advantage.

We work with you to develop strategies for introducing a holistic quality management approach based on an assessment of your company's current situation.

In addition to internal processes, we identify the key stakeholders in quality management and develop strategies to improve collaboration, process transparency, reporting, and digital support structures.

We combine strategic advisory and hands-on project management to ensure successful execution of the developed solutions.

These are the key topics we focus on:

- + Assessment of product quality management processes and optimization opportunities.
- + Development of integrated planning and quality processes for continuous improvement processes.
- + Analysis of opportunities and potential for quality management, including evaluation of quality policy, mission statement, culture and strategy; quality structures and systems, digitalization approaches.
- + Analysis of key quality indicators and existing quality controlling for product quality.
- + Plausibility check of current inspection structures, current inspection costs and potential areas.
- + Identification of optimization possibilities in quality planning in the area of product and process costs as well as operational and strategic optimization approaches.
- + Evaluation of technologies in the field of warehouse technology and automation to support logistics processing.
- + Conception and project management for quality management processes in the company.
- + Requirements management, evaluation and selection as well as implementation support for quality management software for the digitalization of processes.

+ Business Process Management

Multichannel, Omnichannel, Crosschannel: Today's businesses must manage not only a growing variety of sales channels, but also increasingly complex business models. To succeed in this environment, maintaining a strong focus on the customer experience is essential. A backward-looking approach to processes, known as customer-thinking, is of central importance here. To address these challenges and continuously improve customer satisfaction, companies need lean, transparent end-to-end processes across the entire organization.

We help companies structure complex process landscapes, assess current operations, and identify opportunities to improve agility and efficiency. With deep industry expertise and proven methodologies, we bring clarity and structure to complex processes. Our support ranges from strategic restructuring initiatives to hands-on operational change management. We develop tailored solutions designed around your specific business requirements and provide support where it creates the greatest impact.

These are the key topics we focus on:

- + Development of a process architecture as the basis for the process landscape within the entire organization
- + Definition of company-specific process maps as the basis for process-oriented organizations
- + Targeted identification of optimization potential through the integration of location and structural analyses
- + Process mapping to create transparency and identify potential weaknesses due to different motives
- + Introduction of BPM in the company and promotion of a process-oriented culture and reduction of hierarchical departmental thinking.
- + Support and selection of BPM software and assistance with process modeling

+ Wholesale/Retail Distribution

Today, sales is the key factor for success with customers. Optimal sales structures and processes are the basis for this. Customer centricity and the associated service-oriented structures form the methodical basis for modern sales.

We believe successful sales approaches are built around customer needs and aligned with the unique identity of each brand.

There are also standardized methodological approaches, but they must be tailored to your individual situation.

We have the expertise for this - feel free to contact us.

These are the key topics we focus on:

- + Sales planning with top-down and bottom-up planning.
- + Development and optimization of sales controlling.
- + Development of national / international sales structures with the corresponding sales channels.
- + Service and customer-oriented organizations.
- + Development and optimization of eCommerce and retail worlds, both stationary and online.
- + Development and optimization of marketplace environments with business models, inventory management and service processes including logistics processing.
- + Development and expansion of distribution and importer structures for B2B and B2C, including drop shipments.
- + Selection and implementation of CRM systems for B2B and B2C.
- + Selection and implementation of B2B self-service portals.
- + Selection and implementation of WebShop systems with necessary connections to supporting systems and OMS processing.

+ Finanzen und Controlling

For us, efficient, transparent, and highly integrated finance and controlling processes are much more than just a support function, they are a key component of successful projects.

That is why we bring in-depth expertise and many years of experience from numerous projects to this field.

Please feel free to contact us if there is anything we can do to assist you.

These are the key topics we focus on:

- + Digitization of financial accounting processes with general ledger, accounts receivable and accounts payable.
- + Development and optimization of central and divisional controlling.
- + Introduction and optimization of controlling tools such as contribution margin accounting, profit center accounting, cost center and cost unit accounting, etc.
- + Development and digitalization of optimal financial and merchandise management processes for the entire company.
- + Digitalization of budget planning and controlling.
- + Introduction and optimization of cost of sales methods.
- + Make or buy cost calculation with different calculation levels.
- + Introduction and optimization of reconciliation systems.
- + Introduction and optimization of financial reporting.
- + Cross-client and international G/L charts of accounts with associated digital controls.

+ Sustainability/ CSR

Sustainability and its side effects are becoming increasingly important for the industry and pose major challenges.

Since 2012, we have been supporting our clients in aligning their companies with the Tripple Bottom Line. This means that in addition to the economic perspective, the ecological and social perspective also determines entrepreneurial action.

The most important things here are products, suitable corporate processes and transparency in the SupplyChain. Topics and current legislation such as DPP, CSDDD, CSRD, etc. present companies with challenges in which we are happy to actively support you with our know-how.

Sustainability reporting is becoming increasingly important in order to increase transparency and strengthen stakeholder trust. Companies need to capture meaningful metrics and report on their sustainability performance to underpin their credibility and achieve long-term success. We help our clients understand these new requirements and adapt their structures to be fit for the future. Our approach is based on close collaboration and a holistic view of business processes to develop and implement sustainable solutions.

These are the key topics we focus on:

- + Requirements for products and company organization with regard to the circular economy and triple bottom line.
- + Concepts and implementation of current CSR requirements such as digital product passport (DPP) and supply chain law (CSDDD).
- + Sustainable solution design of IT and software environments.
- + Support with requirements management, selection and implementation of CSR systems, PLM/PDM, ERP and other IT systems.
- + Increased efficiency through process optimization.
- + Digitalization of business processes with regard to ESG reporting and its requirements.

+ Project Management

Effective project management is the foundation for the success of any business project. At a time when projects are influenced by a multitude of factors, it is crucial to manage the associated complexity and challenges efficiently. These growing influencing factors are making it increasingly difficult for organizations to complete projects on time and on budget.

We are here to help you find the right approach for your corporate project, regardless of the subject area. Our tried-and-tested methods will help you to successfully implement your projects. Whether it is a classic waterfall project or an approach with agile methodology, we are there for you. Throughout the entire project process, we can use our extensive experience to help make your project organization more efficient and to establish and maintain communication with internal and external stakeholders.

We offer customized solutions to ensure that your projects are not only completed successfully, but also generate long-term value for your company.

These are the key topics we focus on:

- + Setting up individual project plans and project strategies, taking into account our industry expertise
- + Project management and project coordination through resource management, budget management, stakeholder communication, tracking of project activities with proven methodologies for digitalization and supply chain projects.
- + Risk management by identifying challenges and developing suitable strategies to minimize and avoid risks.
- + Structured project closure and post-implementation review, including outcome evaluation, lessons learned, and identification of improvement opportunities for future initiatives.

+ Changemanagement

Effektives Projektmanagement bildet das Fundament für den Erfolg jeder Veränderung. Change is a process, not an event!

Gewohnheiten schaffen Trampelpfade im Gehirn. Gewohnheiten sind „billig“ und stoffwechselphysiologisch kosten sie weniger. Dennoch sind wir nicht Sklave unserer Gewohnheiten, denn jedes Muster ist modulierbar!

Changemanagement ist der gezielte Prozess der Veränderung im Unternehmen. Während diese Veränderung verschiedene Aspekte betreffen kann, steht an ihrem Anfang immer das gleiche: Mitarbeiter, die sich darauf einlassen, ihre Gewohnheiten zu ändern.

Changemanagement kann die angestrebte Veränderung nur herbeiführen, wenn das Management jeden Mitarbeiter inhaltlich und auf persönlicher Ebene abholt.

In unseren Projekten unterstützen wir unsere Kunden dabei, einen grundlegenden Fahrplan zu vermitteln, wie Change-Management dabei helfen kann, Beteiligte und Mitarbeiter auf Veränderungen im Unternehmen oder Projekten vorzubereiten. Eine aussagekräftige Vision, klare Ziele und transparente Maßnahmen ebnen den Weg, nicht nur Veränderung, sondern auch Verbesserung zu schaffen.

Gleichzeitig wird deutlich, wie das Unternehmen die Transformation schaffen und die Grundlage für erfolgreiche Projekte legen kann.

These are the key topics we focus on:

- + Workshop und Seminare im Bereich Change-Management anhand der vier Bausteine: Vision, Kommunikation, Beteiligung und Qualifikation.
- + Definition und Aufnahme der Vision und der Ziele eines Projektes.
- + Ausarbeitung von Kommunikationsstrukturen, Formen und Stufen eines Projektes.
- + Definition und Ausarbeitung der verschiedenen Rollen im Projekt.
- + Optimierung der Beteiligungsmaßnahmen, Konflikt und Eskalationsmanagement.
- + Definition und Ausarbeitung von Inhalten, Anforderungen und Möglichkeiten einzelnen Rollen im Projekt.
- + Optimierung digitaler Lösungen und Technologien, die Veränderungsprozesse unterstützen und beschleunigen.
- + Optimierung von Tools, Modellen, Methoden, um Veränderungen messen, bewerten und sicherstellen zu können.

Popular Topics

Many changes and recurring issues within companies affect not just individuals, but numerous people across departments or even entire groups. In such cases, it can be more effective not to send individual employees to seminars, but to conduct a tailored training program in-house that meets the specific needs of your company. This approach also saves travel time and costs, while allowing for a more flexible and inclusive selection of participants.

Furthermore, company-specific topics can be directly integrated, allowing concrete results tailored to your internal requirements to be discussed and developed within the respective workshops. Since we encounter certain topics with a certain regularity, we have developed a dedicated in-house training program that includes both the industry-relevant technical content and space for company-specific additions or deeper exploration.

CORPORATE WORKSHOPS

Our seminars – Examples*:



Focus on textiles –
as a specialization

+	+	+	+	+
8 Areas of Digitalization	EDI for Fashion	Customer Service 2.0	Software Project Challenge	AI for Fashion
+	+	+	+	+
End-to-End Quality Management	Master Data Management	Supply Chain Management	Business Process Management	BI for Fashion
+	+	+	+	+
Returns Management	The Digital Enterprise	Intralogistics & Last Mile	Implementation & Use of WMS	Change Management

*We are also regularly approached regarding topics outside our core seminars, for which we are happy to develop specialized workshops. Please feel free to contact us without obligation if you are interested.

From the Industry – For the Industry

- + For various reasons, we find ourselves in the midst of rapid change. Choosing the best direction for key process and strategy issues is becoming increasingly challenging.
- + With this understanding and by keeping track of current digitalization developments, we regularly conduct industry surveys in cooperation with the GermanFashion Association. Comparing relevant industry benchmarks provides our members with valuable guidance and delivers many pragmatic approaches.
- + In addition, we regularly publish expert articles on current topics and issues encountered in our projects in the GermanFashion Modeverband e.V. newsletter.
- + We wish you an engaging read and would like to take this opportunity to sincerely thank all participants and supporters of the industry monitors.

Digitalization and Logistics Industry Monitor



We regularly publish surveys for our industry monitors through the GermanFashion Modeverband e.V., in which we inquire about the latest topics in the industry. Among others, we cover the following topics:

- + Logistics
 - + Intra- and Warehouse Logistics
 - + Returns Management
 - + and Automation
 - + Inbound and Procurement Logistics
- + Digitalization
 - + IT Security
 - + Analytics & Business Intelligence (BI)
 - + Digital Business Processes
 - + Automation

Articles on Current Industry Issues



We regularly publish expert articles in the GermanFashion Modeverband e.V. newsletter, providing examples of pragmatic solution approaches, such as:

- + Application Lifecycle Management
- + Green Logistics
- + Software Project Challenges
- + Practical Change Management for Successful Projects
- + AI for Fashion

... Why You Should Engage Us as Your Expert Consultants:



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