Successful go-to-market planning and execution with a systematic approach and tools

REDDAL ACADEMY

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New market entry – best practices and lessons learned

Zoom, February 2, 2023

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Speakers today represent a wide range of geographical expertise from Reddal's global offices

Introduction of speakers



Per Stenius

Kun Cao

Client Director at Reddal and leads Reddal's Strategy and Lean practices

As head of Reddal's Seoul office, he commands a deep understanding of the Korean and adjacent markets, in addition to his prior experience in Northern and Central Europe, Middle East and North America

Senior Manager at Reddal and leads Reddal's Go-To-Market practice

As a member of the Reddal Leadership Team and head of Reddal's Helsinki office, he has strong business perspective and understanding of complex corporate issues



Khashayar Ghadimzadeh

As head of Reddal's growing operations in the Middle East, Khashayar has a thorough understanding of the region's markets and of new business building.



Hankyeol Lee

Business Developer at Reddal active in Reddal's Venture Capital and Private Equity practice

As a member of Reddal's Seoul office, Hankyeol possesses broad experience from new business development, strategy and digitization related topics.



Agenda

The go-to-market strategy process has two main phases: selection of focus areas and target setting, then action planning and follow-up

Real-life stories in global expansion attempts – successes, failures and key take-aways

Practical templates and tools can better support new market entry

Q&A



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Real-life stories in global expansion attempts – successes, failures and key take-aways Practical templates and tools can better support new market entry Q&A



The go-to-market strategy process has two main phases: selection of focus areas and target setting, then action planning and follow-up

Go-to-market strategy process

Set growth targets, analyze market and define focus areas								
←	Pre-project planning		Month 1-2					
Selection of focus areas and target setting high level targets)		focus areas and set s for them				

	Set more detailed targets, define plan to reach them and follow-up progress								
	•	Month	3						
and follow-up	Define strategic initiatives, development needs and actions to reach targets	Conduct financial planning	Create follow-up tools and process	Follow-up and make corrective actions					

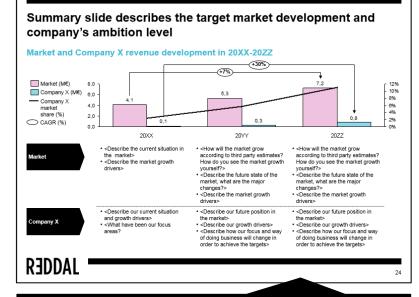


Start by describing how the market will develop, set short- and long-term sales targets and define the problem(s) that need to be solved

Define problem

Creating market overview and setting high level targets

Make market overview and set high level targets



Country managers give overview on the forecasted market development and set high level sales targets. Project management should provide supporting questions so that the country managers cover relevant topics in the text part.

Situation, complication, resolution analysis provides on overview of the situation in the target market and main pain points Situation, complication and resolution analysis Situation Result if nothing changes Desired outcome <Describe the overall market situation Implications to revenue <Revenue and other quantitative in your territory; what are the market and market share> targets> <Qualitative targets e.g. characteristics in your market> Or Contract of the second s competence development> situation in your territory: how do you <Changes in the way of doing currently do your business, what are business> vour focus areas?> Disturbing issues Key questions •<Describe what we do not like about</p> • What are the questions that need to be answered in order to the current situation> reach desired outcome?> <Customer/market requirements that set challenges> Challenges in our competence and capabilities: <Competitors actions that set challenges> REDDAL 23

Country managers define the first hypothesis on the pain points in reaching the targets and key questions to be answered in the strategy.



Market and Com	pany X pos	ition by segn	nents (20XX-	-20YY)	Once you have selected dimension(s) for your analysis it is good to give a more detailed overview of the market
Segment	Market 20XX	Market growth 20XX-20YY	Share of our revenue 20XX	Our market share 20XX	
Segment 1	49	9 %	7 %	2 %	Conclusions
Segment 2	42	11 %	22 %	7 %	 <which already<="" are="" li="" segments=""> </which>
Segment 3	30	12 %	19 %	8 %	important and which offer potential in future based on our
Segment 4	30	14 %	4 %	2 %	growth and profitability?> What is driving the growth in
Segment 5	18	11 %	15 %	11 %	each segment?> <which are="" li="" not<="" segments=""> </which>
Segment 6	18	8 %	7 %	6 %	relevant for us and why?>
Segment 7	15	13 %	11 %	10 %	
Segment 8	15	12 %	7 %	7 %	
Segment 9	12	8 %	0 %	0 %	
Segment 10	10	9 %	0 %	0 %	
Segment 11	10	13 %	0 %	0 %	If you have only few segments
Other segments	6	9%	4 %	8%	you may present the data in a bubble chart e.g. X-axis: our
TOTAL	270	11 %	100 %	5 %	current market share, Y-axis: forecasted market growth,

Country managers present the more detailed market overview by leveraging available market data and own historical sales data.



Select the dimensions for overall analysis and dimensions for analyzing market attractiveness and ability to capture

Dimensions for analysis, market attractiveness and ability to capture

General market dimensions

Description

Select first the general dimensions for the overall analysis such as industry segments or channels. You may choose only one or several depending on the case and available data.

Market attractiveness dimensions

Select the dimensions for market attractiveness evaluation. Good approach is to use 3-5 different dimensions.



Ability to capture dimensions

Select the dimensions for ability to capture evaluation.

- Examples on dimensions
- Industry segment
- Channel
- Product (category)
- Customer segment/group

- Our market share potential
- Size
- Growth
- Favorability of competition
- Profitability

- Knowhow
- Product fit
- Market acceptance
- Sales coverage
- Service capability

After selecting the relevant dimensions choose the key criteria and how they are evaluated

Evaluate market attractiveness and own ability to capture

Market attractiveness dimensions

Set same numerical scale (from 0-3) for each market attractiveness dimension and define criteria. It is good approach to tie the scale to the expected aggregate market development in order to see which segments, channels or products are the most attractive in the market. When calculating the overall market attractiveness you can use different weights for different dimensions.

Dimension	Example how to define
Market share potential	 Usually, the lower the market share the higher potential to grow Market share >20% -> low potential for growth Market share 0-5% -> high potential for growth
Size	 Industry segment share of total market 0-5% -> niche >15% -> large
Growth	 Compare with aggregate market growth CAGR lower than market -> low CAGR 2-3*market growth -> high
Favorability of competition	 Evaluate how strong competitors are concerning their ability to capture – you can conduct a separate analysis by leveraging the same dimensions that you use to evaluate your own ability to capture
Profitability	 If actual data not available then use qualitative levels such as low, medium, satisfactory and high

Ability to capture dimensions

Set same numerical scale (from 0-3) for each ability to capture dimension and give clear descriptions for different levels. This way you ensure that country managers understand strong ability to capture in the same way. When calculating the overall ability to capture you can use different weights for different dimensions.

Dimension	Example how to define
Knowhow	 Understanding on industry segment or channel requirements and way of doing business Number of identified customers (few, many, majority) and level of current business
Product fit	 Technical and commercial fit of products
Market acceptance	• Brand • References • General credibility
Sales coverage	 Reach to customers and ability to fulfill customer requirements with current sales resources: existing customers and new customers
Service capability	 Ability to fulfill customer service requirements with current services resources and competence

Focus areas are selected based on market attractiveness and our ability to capture the market

Market attractiveness, own ability to capture and focus areas

You can verbally analyze the most important competitors and/or quantify the qualitative information by analyzing strength of competitors in similar way you analyzed you own ability to capture. Include summary of competitor analysis to the market attractiveness analysis.

Conduct detailed analysis



Evaluate your own ability to capture

We analyze our ability to capture on relevant dimensions

nany X ability to canture in different sec

3 We are strong 0 We are weak

Focus segments

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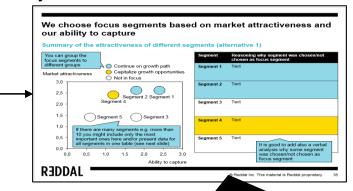
Continue on growth pa

Evaluate market attractiveness

Again we can use	iveness of di	You can analysis	either make separate, on competition (see pr	evious slides) and	D Low/P Focus segme Continue	trong/Favorable por/Unfavorable nts on growth path a growth opportunities
	Our market share potential*	Segment size	Segment growth	Favorability of competition**	Segment profitability	Summary
Weight	20%	20%	20%	20%	20%	100%
Segment 1	3	2	3	2	3	2,6
Segment 2	з	з	з	2	2	2,6
Segment 3	1	2	з	1	o	1,4
Segment 4	2	2	2	з	з	2,4
Segment 5	2	1	2	o	2	1,4
Segment size attract	al (e.g. high potential veness (e.g. high whe activeness (e.g. high w	n the current size is >	20 % of the market)	the p **The	lower our current mari otential lower the competitors lore favorable competi	ability to capture



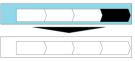
Select focus areas and give justifications for them

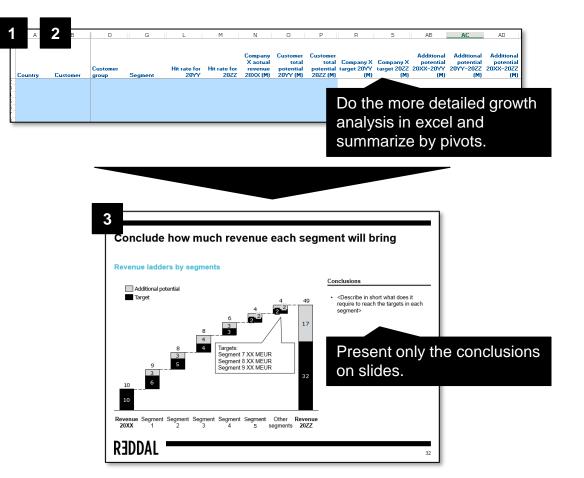


You can categorize the focus areas two different categories "Continue on growth path" and "Capitalize growth opportunities".

Conduct more detailed growth analysis, review original targets and refine the growth potential analysis

Detailed targets for focus areas







Define the level of detail for the targets

- The analysis can be conducted at customer level but in this case the customers need to be broken up by the different dimensions (segments, channels and product categories) in order to get the totals correctly
- Doing the analysis on customer level is quite heavy exercise but on the other hand it is the only way to show where the growth actually comes from

2 Set targets for selected level of detail

- Good approach is first to define the total potential and then hit rate which describes how large share of the total potential we expect to reach
- The actual targets are then defined as potential * hit rate
- Compare the targets with original high level targets and make adjustments if needed

3 Conclude the growth by desired dimension(s)

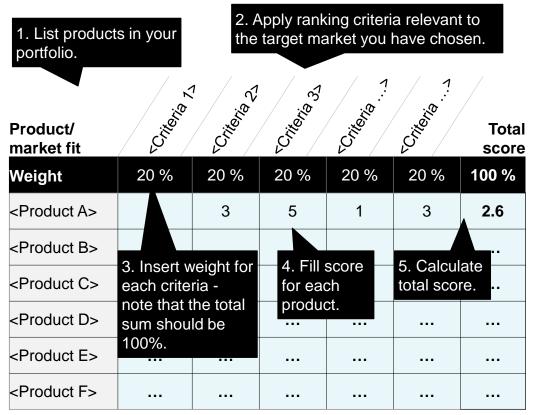
• Final targets can be shown as growth ladder by selected dimension(s) (segments, channels, product categories)



ILLUSTRATIVE

Rank product/market fit using a matrix scorecard to identify the most suitable product(s) (and/or services) for each market

Product/market fit



High = 5, Medium = 3, Low = 1

Potential evaluation criteria

- Appealing value proposition
- Solving customers' problems/pain points
- Affordability
- Ease of use
- Accessibility
- Product features (material, color, size, options)

Note: If the products in your portfolio fail to reach an acceptable score of product/market fit, you need to consider developing a new product that fulfills that specific market needs.

Define channel performance specifications, channel type and mix and criteria for choosing channel partner in accordance with strategic targets

Channel selection process

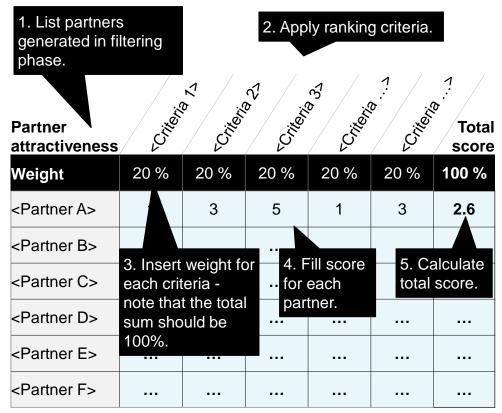


	1. Determine performance specifications	2. Determine channel type and mix	3. Develop criteria for choosing a channel partner
Description	Identify the overall needs of business which needs to be fulfilled through channel partners.	Define the channel types and mix that help in reaching targets.	Define the most important characteristics of channel partners for reaching targets.
Examples	 Geographical market coverage Intensity of market coverage Selling and promotion efforts Physical supply services (for instance, volume and location of inventories and delivery systems Pre- and post-purchase services for instance credit, installation, maintenance and repair 	 Resellers Affiliate partners Distributors Wholesalers Value-added provider Independent retailers Dealers Agents 	 Trading areas covered Size of the firm Experience with manufacturer's or similar product line Sales organization and quality of sales force Willingness to carry inventories After-sales servicing capability Record of sales performance Financial strengths and credit rating

ILLUSTRATIVE

Rank partners by competitive strength using a simple matrix scorecard

Channel partner evaluation



High = 5, Medium = 3, Low = 1



- Trading areas covered
- Lines handled
- Size of the firm
- Experience with manufacturer's or similar product line
- · Sales organization and quality of sales force
- Physical facilities
- Willingness to carry inventories
- After-sales servicing capability
- Knowledge/use of promotion
- Reputation with suppliers, customers and banks
- Record of sales performance
- Cost of operations
- Financial strengths and credit rating
- Overall experience
- · Relations with local government
- Knowledge of English or other relevant languages
- Knowledge of business methods in manufacturer's country
- · Willingness to cooperate with manufacturer

In order to minimize distributor related risks, it is critical to perform proper due diligence and examine the local legal/regulative system

Key takeaways



Due diligence and discipline	 Assessment of the business fit between the company and its distributor from due diligence is the best practice to prevent costly disputes and objectively evaluate the distributor's capabilities to meet company goals in the market Exercising discipline by conducting hard conversations if necessary to ensure that both parties review and sign the contracts prior to starting operations
Thorough local law and regulative analysis	 Typical drafting and negotiations is not enough to achieve successful international distribution The company must develop its own thorough understanding of the distributor country's local protection laws/regulations to correctly identify the associated risks during distribution process
Avoidance of corrupt practices	 For U.S. companies, target country's local anti-bribery laws and its accordance with the U.S. Foreign Corrupt Practices Act must be evaluated through due diligence in territories with high perceived corruption level This approach bolsters the company's protection against potential corruption issues and may allow monitoring or auditing of the distributor's activities
Strategic contract signings	 After understanding the local laws and the legal boundaries of the distributor, though they cannot likely be contracted away or waived, a strategic drafting approach is needed to improve the company's position and respond more effectively when disputes arise

Source: Thomson Reuters, Understanding International Commercial Contracts (2015).

Conclude the focus areas and detailed targets to strategic initiatives and define main actions for them

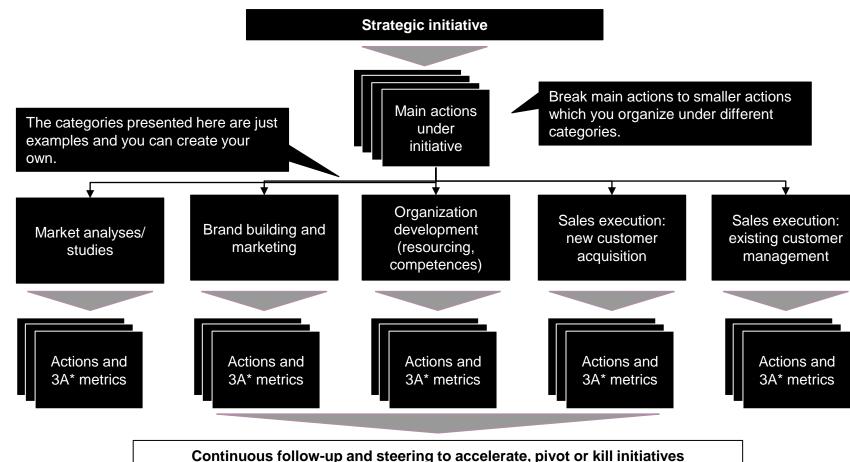
Strategic initiatives, development needs and actions to reach targets

Based on your growth ambition define 4-6 main strategic initiatives that are aligned with growth targets Company X strategic initiatives to capture the growth potential How do we know this will work? Description Strategic initiatives can be such as Strategic initiative 1 "Acquire new customers in seament 1" or "Develop competence in segment 2" Give short justification covering e.g. However, the initiatives should be what are the market conditions and tracked back to the growth our ability to win that support the numbers. In other words, it should Strategic initiative 2 strategic initiative be clear how and how much they contribute to the growth Strategic initiative 3 Give short description what each strategic initiative covers Strategic initiative 4 REDDAL Good approach is that the project lead concludes the growth numbers and then defines the strategic initiatives together with country/sales unit managers.

Break each strategic action to main actions that will address the development needs Once you have defined main actions it is easier to start to Main actions for strategic initiatives do the detailed action planning Strategic Strategic Strategic Strategic initiative 2 initiative 3 nitiative 4 initiative 1 Main action 2 Main action 2 Main action 2 Main action 2 Main action 3 Main action 3 Main action 3 Main action 4 Main action 4 REDDAL © Reddal Inc. This material is Reddal proprietary. 38 Once strategic initiatives are set it is good to start action planning by defining main actions.

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Break main actions to smaller actions that will be categorized based on their nature



Define actions to reach the targets

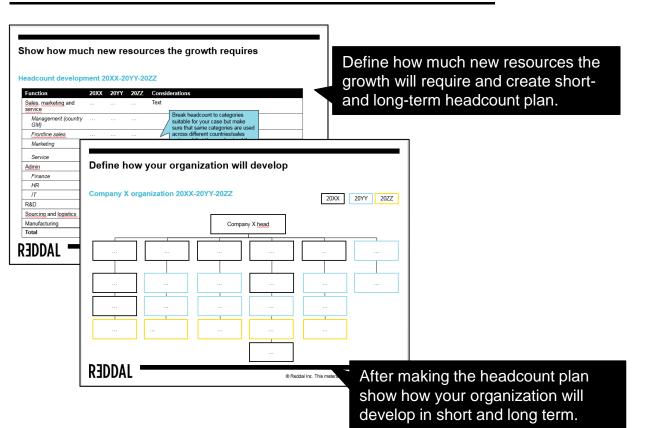
*Auditable, Accessible, Actionable.



Financial planning should be conducted before or at same time with annual budgeting process

Financial planning process

Create headcount plan

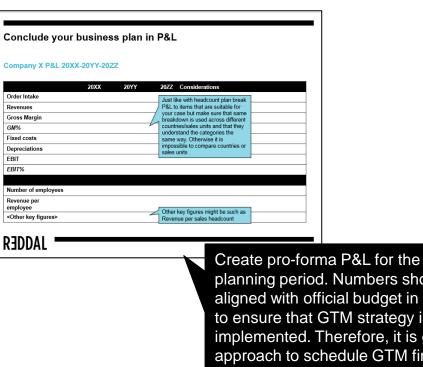


Create P&L

GM%

FBIT

FRIT%

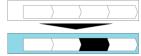


planning period. Numbers should be aligned with official budget in order to ensure that GTM strategy is implemented. Therefore, it is good approach to schedule GTM financial planning before or at the same time with annual budgeting process.



Structured and well-planned follow-up process supports implementation of the GTM strategy

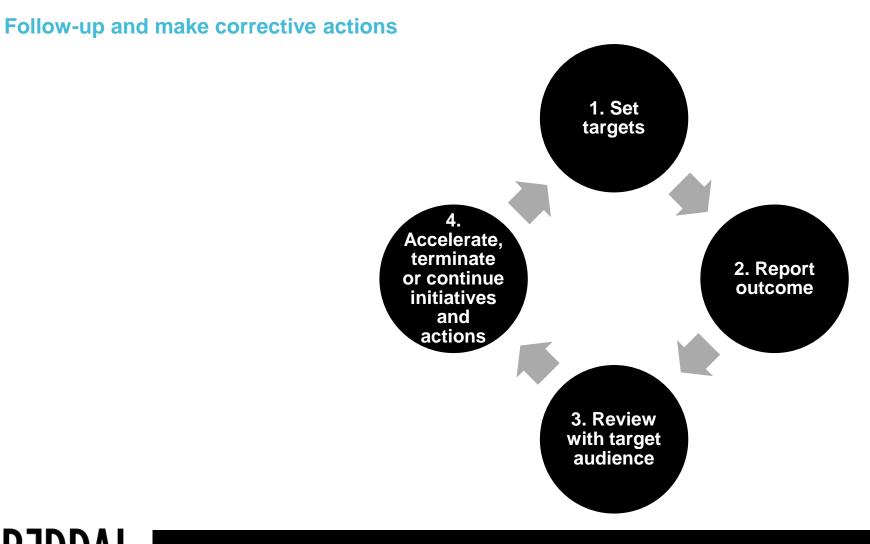
Create follow-up tools and process



Define the target, scope, audience and frequency for follow up	Define quantitative KPIs for strategic initiatives	Create needed tools and collect feedback	Communicate the process to different stakeholders



GTM strategy follow-up is an iterative process





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Real-life stories in global expansion attempts – successes, failures and key take-aways

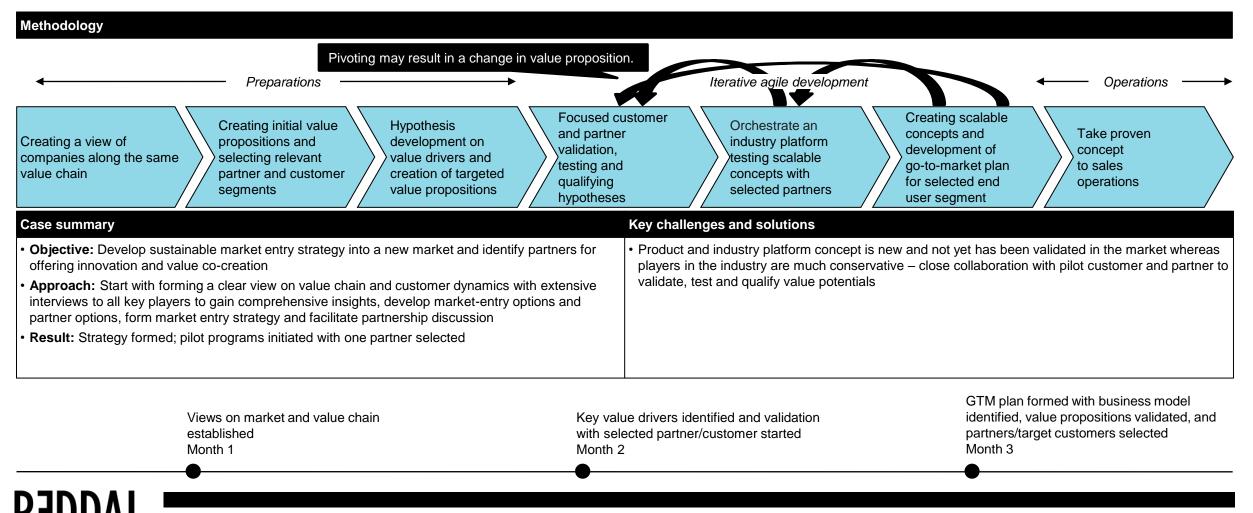
Practical templates and tools can better support new market entry Q&A



DISGUISED CLIENT CASE

Company developed an industry platform for new market entry – early-on and proactive test with customers and partners was critical

European power electronics company expansion to Asia



DISGUISED CLIENT CASE

Looking at each market as a new market to counter availability bias – experience that worked in other markets does not always work elsewhere

European electrification company expansion to Asia

Market research and preparation for partner search	ightarrow Long listing and initial evaluati	ion	Meetings and short-listing	Contact support and follow-up	
ase summary	1	Kev o	hallenges and solutions		/
Objective: Develop a market entry strategy for commarket and identify potential partners to accelerate		• The	company has been very succes ositions. It wants to quickly dep		urope with its unique offering and valu essful European model to South Korea
Approach: A comprehensive mapping of value cl competitive and regulatory landscape and dynar in its existing value propositions for Korean mark	nics helps company to fill the gaps		rnment also plays a key role al		unique technology ecosystem and ntire value chain due to energy securi
Result: The company established a foothold in S	South Korea		rough understanding of the Ko fering from "from Europe" to "in		ket helps the company to re-think abo r Korean"
Thorough understanding of value chain and competitive landscape	Developing new value propositions based on Korean market dynamics		tiating partner long-list and sessment		ing potential partnership to le interest
January – February	March – April	٨٢	oril – May	April	– June



A Middle-Eastern home appliance group grew its international business organically and inorganically over the course of 2 years

Middle-Eastern home appliance company expansion to Europe

International	expansion strategy proces	8		Case summary			
All EU. North African	First filter criterion: Market size, growth and accessibility Viable	Executability		the rest of the I fold and levera • Approach: Due execution plans	MENA region and Europe, i ging acquisitions to high uncertainty in the rest s were re-iterated based on mpany established a footho s	rent strategy to grow the company from the Gult ncreasing the share of international revenue of egion, after developing the overall strategy, deta latest information throughout the implementation and in Northern Africa and Southern Europe and	the group 5- ailed on
All countries	 Country 1 Country 1 Country 2 Country 3 Country 4 Country 5 Country 6 Country 7 	/ 2	h company Z	 A number of m view on the ma During the proo ongoing auctio challenging to i In the strategy approaches we conducted in supplical risks in The acquisition logistics center With the foothom 	arkets in the regions seeme arket expansion priorities an cess, an available acquisition n process was expected to ntegrate development process, target are developed, then, a detai elect countries to identify th acreased, feasibility studies of a carveout of the target to penetrate the market	ed attractive, however the management lacked a id uncertainty in the region further complicated to on target was identified in Southern Europe, how increase the price and the large company was g et markets were short-listed and initial go-to-ma led feasibility study based on on-the-ground res e best manufacturing locations for the target ma were refocused to markets next on the priority I was negotiated, enabling the creation of an R&I ablished, bolt-on M&A and product expansion w ation	the situation vever the going to be arket search was arkets; as list D and
	expansion strategy	Acquisition of a Southern European player	manufacturing location analysis	Southern Europe bolt- on M&A target scanning	Eastern Europe manufacturing location analysis	Product expansion to penetrate new adjacent markets	
	Year 1 April-August	Year 1 July-September	Year 2 Q1	Year 2 Q2-Q4	Year 2 Q4	Year 3 →	
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Practical templates and tools can better support new market entry

Q&A



We analyze our ability to capture on relevant dimensions

Company X ability to capture in different segments

You can also evaluate ability to capture with Harvey Balls instead of numbers. However, numbers are better when you have many dimensions and segments. After conducting the whole analysis you can set colors for focus segments.

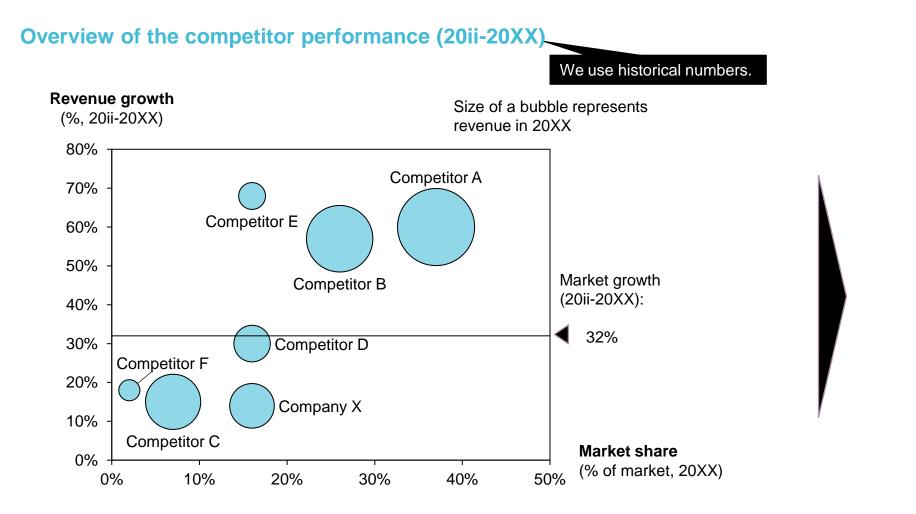
Sales coverage 3 We are strong Market acceptance Product fit Service capability Knowhow 0 We are weak Summary **Focus segments** Continue on growth path Capitalize growth opportunities 20% 20% 20% 20% 20% 100% 3 3 3 2 Segment 1 2,4 Segment 2 2 3 2 1,8 1 1 Segment 3 3 3 1,8 1 1 1 Segment 4 2 0 0 2 2 1,2 Segment 5 2 0 0 0 1 0,6

Do not add to many dimensions because it makes it difficult to draw conclusions.

You can set different weights to different dimensions.

It is important to clearly define how ability to capture levels are defined: compared to leading competitors or other countries/sales units within the organization.

We provide an overview on the competitive environment



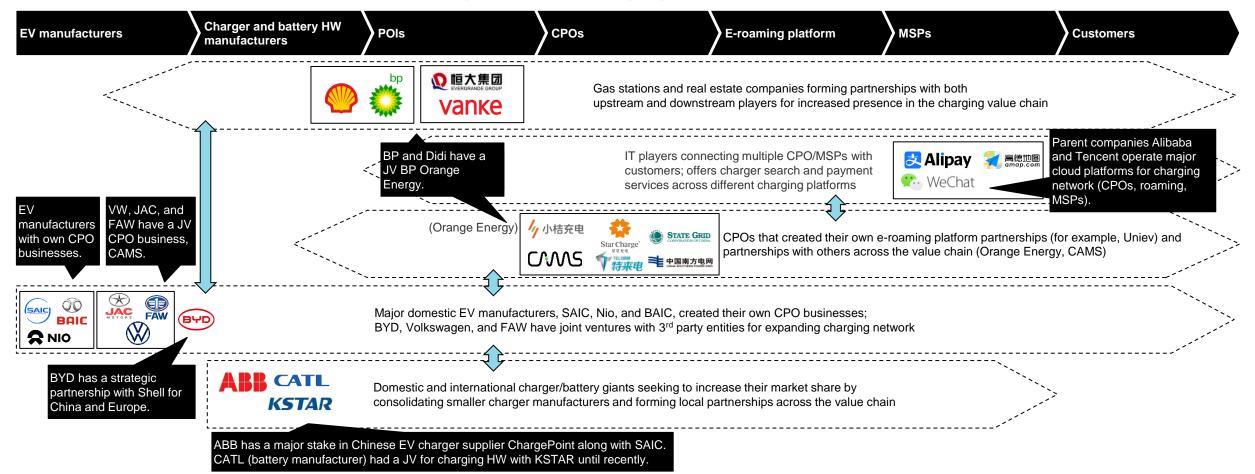
Conclusions

- <Why have some of the competitors been able to grow faster than the market?>
- <What is the implication for us?>

Note: Graphs are based on dummy figures.

We map value chain dynamics to capture competitors and value chain partners' intentions

Roles and interests of different players along China EV charging infrastructure value chain



Source: KSTAR (2021), IPE (2021), Sina (2021), Reuters (2022), Shell (2022), CNSTOCK (2022), China Daily (2022), BP (2021), GLP (2021), MotorGraph (2019), company websites, Reddal analysis.



We analyze the competitive intensity based on competitors' ability to capture the market

Favorability of competition

3 Competitors are weak0 Competitors are strong	compared to the analysis on own ability to capture. Thus, the weaker the	Note that if the levels in the analysis on own ability to capture are defined as compared to leading competitors then favorability of competition is not needed since we have included that already in the own ability to capture analysis.					
Focus segments	competition is for us.		t	e			
Continue on growth path Capitalize growth opportunities	Use same weights as you used for analyzing your own ability to capture.	Knowhow	Product fit	Market acceptano	Sales coverage	Service capability	Summary
	Main competitors	20%	20%	20%	20%	20%	100%
Segment 1	Competitor A, Competitors B	1	3	3	1	2	2
Segment 2	Competitor A, Competitor C	2	2	3	1	2	2
Segment 3	Competitors A, Competitor E, Competitor B	2	1	1	1	0	1
Segment 4	Competitor D, Competitor F	3	3	3	3	3	3
Segment 5	Competitor A, Competitor G	0	0	0	0	0	0

RJDDAL

We analyze market attractiveness based on market conditions

Market attractiveness of different segments

3	High/Strong/Favorable							
0	Low/Poor/Unfavorable	Again we can		u can either make se				
Focus segments		use differentcompetition (see previous slides) and the put the result inweights.here or simply analyze the competition here.						
	Continue on growth path							
	Capitalize growth opportunities		market ootential*	Segment size	Segment growth	Favorability of competition**	Segment profitability	Summa
Wei	ight	2	0%	20%	20%	20%	20%	100%
Seg	jment 1		3	2	3	2	3	2,6
Seg	jment 2		3	3	3	2	2	2,6
Seg	jment 3		1	2	3	1	0	1,4
Seg	jment 4		2	2	2	3	3	2,4
Seg	jment 5		2	1	2	0	2	1,4

Define ranges for

• Market share potential (high potential when the current market share is 0-5%)

• Segment size attractiveness (high when the current size is >20 % of the market)

• Segment growth attractiveness (high when the CAGR> 2* the market growth)

*The lower our current market share, the higher the potential.

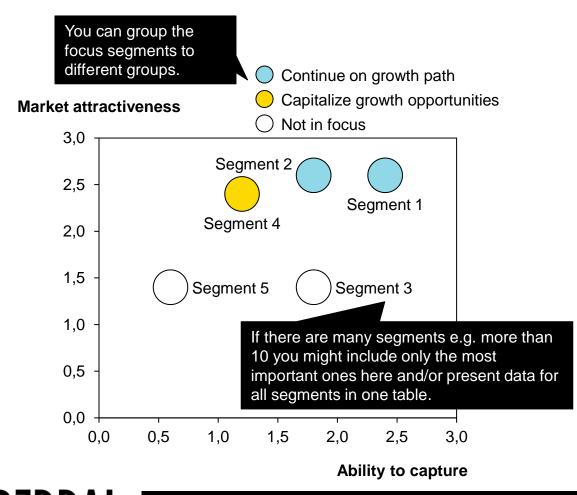
**The lower the competitors' ability to capture the more favorable competitive environment.



TEMPLATE

We choose focus segments based on market attractiveness and our ability to capture

Summary of the attractiveness of different segments



Segment	Reasoning why segment was chosen/not chosen as focus segment
Segment 1	Text
Segment 2	Text
Segment 3	Text
Segment 4	Text
ana was	Text a good to add also a verbal alysis why some segment s chosen/not chosen as us segment.

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