EffCo

Improvement that lasts

Since 1994

From our founder

At EffCo, we believe real change happens when ideas are turned into action.

I founded EffCo over 30 years ago with a clear ambition: to build a consulting firm that does more than deliver slides. One that helps organizations improve in ways that are practical, people-driven, and built to last.

Since then, we've worked with over 200 clients across Europe—always side by side, always focused on making change happen where it really matters.

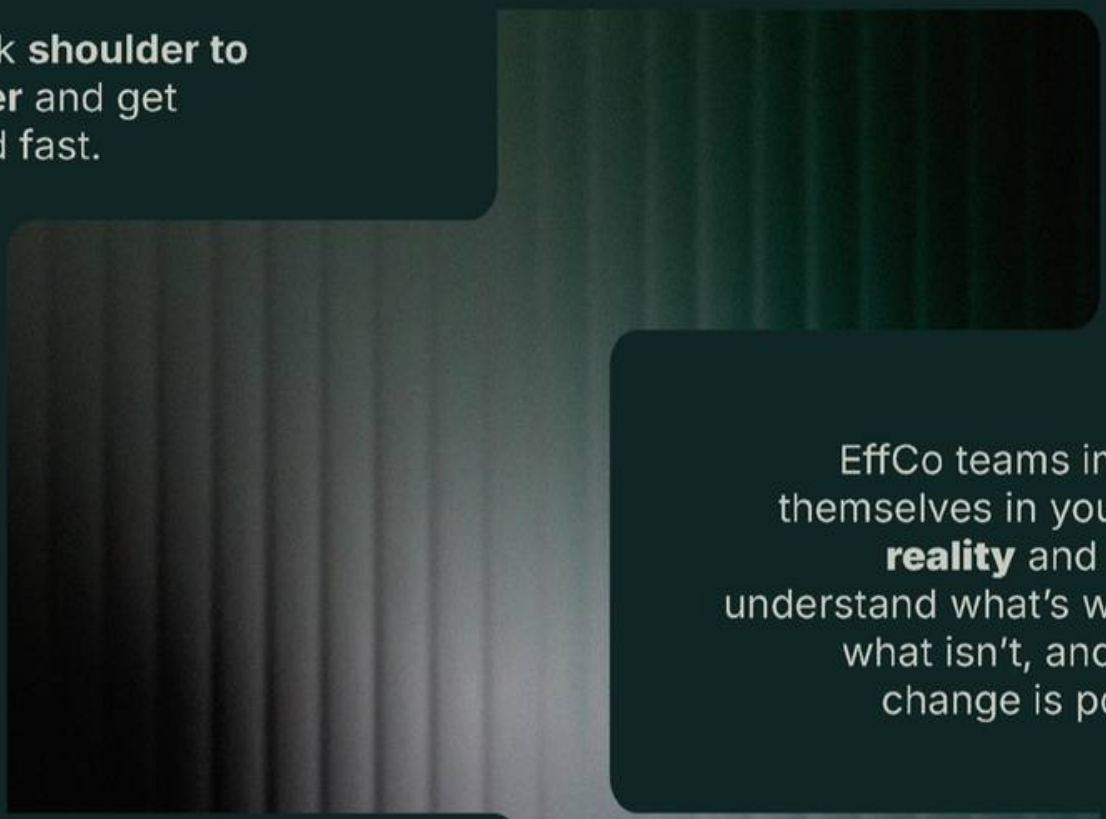
At EffCo, we don't work for you. We work with you—because lasting progress comes from trust, involvement, and doing the work together.

Philippe Rogiest

Founder and Managing Partner

What to expect

We work **shoulder to shoulder** and get involved fast.



EffCo teams immerse themselves in your **daily reality** and quickly understand what's working, what isn't, and where change is possible.

We combine that deep dive with an **outside perspective**.

We **challenge** assumptions, **uncover** blind spots, and **help** your teams move forward with confidence.

"EffCo helped us see our day-to-day work with fresh eyes. Their way of challenging assumptions while staying close to the reality on the ground: made all the difference."

Operations Director, Construction

Why clients work with us

Recognized for What Matters



We're known for being **practical**, **honest**, and **focused** on getting **results**.

We don't just hand over ideas - we stay with you to make sure they work.

What Makes Us Stand Out

We drive results.

Our work leads to rapid measurable improvements.

We work side by side.

We build solutions **with** your teams, not **for** them.

We offer fresh perspective.

We help you see familiar problems in a new light.

We do what it takes.

We stay until change is real and anchored.

We bring real-world experience.

Our consultants are experts in the industries we serve.

We transfer what works.

Our methods become part of your organization, so results last beyond the project.

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- Operations Director, Construction

What we do

Improving the Way You Work

EffCo helps organizations improve how they work so they can perform **better, faster**, and with **more clarity**.

We work across industries, from **food** and **retail** to **manufacturing** and **services**.

We bring both **deep experience** and **fresh perspective** for your teams to benefit from sector insight and **new ways of thinking.**

Where we make the difference

1.

Cost Efficiency & Value Creation

We help you cut waste, raise productivity, and sharpen focus. Fewer detours. Smarter use of time and talent.

2.

Strengthening Teams in Change

We support managers and team leads through the shift—helping them guide their teams, grow their skills, and make change stick.

3.

Operational improvement

We help teams improve how they work, connect, and deliver across the full value chain, from product development to logistics.

4.

Change implementaion

We turn plans into action. With your teams in the lead, we overcome resistance and embed real, lasting change.

"They have a rare ability to combine strategic insight with everyday common sense. Our managers felt supported, not lectured—and that's why things stuck." Division Head, Construction

Our approach in practice

Every project is different.
But our rhythm is consistent and fast moving.

We always start with a **quick scan**.

Interviews, data, field work: whatever it takes to understand what's happening, and where things can improve.

Our 4 phase method

Identification



What really matters?

Implementation



Let's make it happen

Development



What should we do about it?

Sustainment



Make it stick

We work shoulder to shoulder

You're in the driver's seat.
We guide, challenge, and support throughout the project but the solutions are yours.
That's why they last.

Tailored on purpose
Our methods are solid, but the way we use them is fully tailored to your world.

Projects usually last around six months. They are long enough to deliver impact but short enough to keep the energy high.

Working with EffCo felt like adding a sparring partner to our team—someone who listens, challenges, and helps you get the best out of your own people."
Transformation Director, Retail

The EffCo Way



We build broad support.
We involve people from the start.
Change isn't imposed, it's owned.



We turn ideas into action.
Real change, not pretty slides.



We pass on what works. Our methods become part of your organization so results last beyond the project.

"EffCo helped us turn vague ambitions into clear, workable solutions. They kept us moving forward without overwhelming the team, and they made it ours." Strategy Lead, FMCG

Examples of our work

Cutting Costs and Boosting Service in a Complex Support Operation

For a leading European retailer, we delivered a leaner support organization, reduced external spend, faster internal service, and a clear roadmap to long-term productivity.

Driving Sales Uplift Across a European Fashion Retailer

For a pan-European fashion brand, we achieved measurable uplift in key sales KPIs and successfully scaled new routines across stores— embedding daily habits that support long-term growth.

Strengthening a Retailer's Franchise Model for Sustainable Growth

For a leading Dutch retailer, we co-developed and tested a modular improvement program with top franchisees—then rolled it out across the network. The result: stronger franchise consistency, peer-led adoption, and lasting performance improvement through targeted training and hands-on support.

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Since 1994

Let's talk

Curious what's possible in your organization?

Schedule a short call with Philippe to explore how EffCo can support your goals.

Just scan the QR code to pick a time that works for you.