

## Business Transformation - page 1 of 2

Business transformation is required to stay competitive. As market forces change, so must you. Your business faces constant and rapid change, and you must balance day-to-day operations while simultaneously planning for the next wave of change. You know change is necessary to stay competitive.

Organizations who successfully execute organizational and business transformation will be the winners in today's evolving business environment...

**TENACITY Unlimited** helps you by:

1. Enabling executives & staff need to embrace the transformation.
2. Coaching key personnel to become the role model by "walking the talk".
3. Setting clear expectations and monitoring results to ensure successful transformation
4. Rolling up our collective sleeves to "make it happen"

### Evaluating business and staff effectiveness

Is your strategy driving your organization or vice-versa? How well can key staff articulate the goals of their group and/or the organization? Understanding the capabilities and strengths of teams and the people within them is a critical element of success.

Whether you are considering a succession plan for an executive or determining the best way to organize to meet changing goals, we can help. We can help you identify options to strengthen the capabilities of your organization. **TENACITY Unlimited** helps by:

- Providing an impartial assessment of your organization and staff (gaps and overlaps)
- Recommending organizational structure and improving how an organization functions
- Recommending performance improvement plans, staff augmentation and/or strategic hires to optimize your capabilities
- Focusing the entire team on aligned business goals
- Removing destructive cultural behaviors and improving the way your people perform and think about the organization
- Rationalizing work-efforts and "taking the best, leaving the rest" in traditions, attitudes, and processes during integration of new companies/business units

### Human Resource management

We provide business planning and management, either as an interim executive manager or as a coach to help realign the HR organization to be a proactive business partner for a major organization transformation or to simply improve overall HR function effectiveness, including leadership, organization development, employee relations, staffing, training, compensation, diversity, records and benefits, planning, research, people, project, process and change management. We help by:

- Creating and/or updating policy and all HR processes including training plans and process optimization with IT automation recommendations when needed
- Helping all managers (Sr. executives to first level managers) better attract, manage, retain, and develop staff consistently across the organization
- Improving employee relations and effectively dealing with problem employees and managers
- Business Process Outsourcing (BPO) analysis and recommendations, both local, regional, national, and offshore (international)

### Program and project management

Are you planning a major move or implementing a major transition in your organization? Do you have the project or program management skills to manage geographically dispersed teams and activities? Are you thinking about the impact on customers of the change? **TENACITY Unlimited** helps you by:

- Taking a leading role in the execution of the transformation project to ensure it is structured for success, managed and monitored to completion while mitigating risks, statused for escalation and compliance, and reviewed for best practices and lessons learned. (enthusiastic, detailed, and self-motivated)
- Reviewing "broken" projects and turning them around
- Motivating project team members and ensuring that they are performing well
- Filling gaps with outside expert practitioners when needed (while defining the ongoing needs and helping to fill permanent positions when appropriate)
- Recommending new business processes and supporting technology to improve services as part of the project

(over please)

## Business Transformation - page 2 of 2

### Executive and general management

Do you need an executive (CxO) for a short term or part-time assignment? Are you trying to determine what the exact role and responsibilities are to meet your changing environment? Have you had a string of bad hires for this executive position?

Many times an organization has defined a position that is in transition (either the position has outgrown the current incumbent or has been rendered unnecessary or ineffective by organizational changes around it). When an organization goes through a business transition, the roles of key executives need to be reassessed and sometimes re-staffed. We can provide the needed temporary executives to lead in the interim.

**TENACITY Unlimited** helps by:

- Providing short-term help with executive management at any CxO level including researching and scoping the position for a permanent hire
- Providing executive coaching and/or performance shadowing to help an existing or new executive adapt his/her position to meet evolving requirements
- Suggesting alternative organizational designs and/or realigned responsibilities to better meet the needs of the organization

### Starting a new business

Are you ready to start your own Business, but don't know where to start? Are you getting conflicting advice regarding market, product, price, approach, etc?

As part of **TENACITY Unlimited** "Do Good, Be Good" philosophy, we help new small businesses with the basics, usually at little or no cost. Here's what **TENACITY Unlimited** can help by:

- Reviewing your current situation and providing a sounding board for your ideas as well as introducing you to our network of advisors and expert practitioners
- Helping you build/review your business plan and identifying funding sources
- Helping you determine staffing approach and timing that allows the business to get running without starvation from lack of resources and/or lack of cash flow (our motto is "cash is king")
- We are happy to provide your school with an overview of entrepreneurial information for educational purposes

### About **TENACITY Unlimited**

**TENACITY Unlimited** was incorporated in 2001 with the goal to deliver what our client needs, and no more...

- To build credibility through action, integrity of purpose, and focus on value to you, our client
- To extend our service by utilizing a reliable network of experienced and trusted associates that are available to step-up when requirements exceed capacity or capability in a client company
- Finally, to earn referrals from a job well done and to build our business from networked associations...

We believe in a "Do Good, Be Good" work-ethic that will return long-term results for everyone. We know that if we are responsible to our world community, environment, and associates and expect the same, we will raise the bar on business and social quality in those entities.

We are a premier collaborator, utilizing our talents and business networks to help our clients navigate tough times and exploit growth periods. We will do this by listening and understanding our clients' needs and then provide a unique combination of experience, research, and advice that makes you more successful (improved bottom-line).