

Tenacity Unlimited - Summary of Services

Providing Exceptional Service is our Goal at **TENACITY Unlimited**:

We first meet with you to discuss your situation, alternatives, and our ability to provide the capable support you require.

Based on our discussion, we can provide you with a written recommendation, statement of work, pricing and duration of our services.

TENACITY Unlimited identifies the motivators for individuals and the organization as strategic “levers” of change. We align personnel to your evolving organizational capability requirements, including performance improvement plans for existing staff and hiring new talent.

We effectively coach individuals in your organization through the changes required to be successful, changing support organizations (HR, IT, Finance) to be more proactive and supportive (high performing). In short, **TENACITY Unlimited** unlocks hidden productivity!



Strategy Setting and Alignment from **TENACITY Unlimited**:

- Reviewing, creating, and updating SLRP (Strategic Long Range Plans) for existing business and/or new ventures (adapted from Porter, Burgelman, Day and Reibstein)
- Writing business plans or reviewing them against best practices including competitive, societal, economic, policy, and environmental vectors
- Facilitating vision and goal setting, including triggering events, metrics, process, culture, and organization transformation requirements
- Creating or incorporating corporate social responsibility plans; holistic view of P3 (profit, people, and planet)

Innovation and Transformation from **TENACITY Unlimited**:

- Assessing and redesigning essential elements for effective organizations
- Identifying and executing business transformation projects that redefine how work is done and individuals/teams are rewarded and recognized
- Insuring that supporting business processes are adaptable, forward looking and agile (Business Process Redesign)

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Implementation Support (Program/Project Management and Interim Executives) from TENACITY *Unlimited*:

- Executive Managers
- Program and Project Managers
- Technical Experts
- Subject Matter Experts that are needed for interim projects, perform knowledge transfer and training, or to investigate options for business transformation

Assessment and Improvement Analysis from TENACITY *Unlimited*:

- Providing impartial and objective analysis, baseline measures and recommendations for improving bottom-line business results
- Creating and Implementing program reviews and training programs
- Designing and deploying executive dashboards
- Providing executive coaching

Business transformation services from TENACITY *Unlimited*:

- Staff assessment, profiling, evaluation and recommendation(s)
- Organizational design and staffing recommendation(s)
- Human Resource interim executive management/directorship
- Human Resource training, documentation, recruitment, staffing, and interim placement
- Change management planning, execution and monitoring
- Business Process Redesign, execution, and monitoring
- Program managers and project manager placement
- Executive coaching and shadowing
- Executive (CxO) recruitment, staffing, and interim placement
- New business review, positioning, and advice

IT transformation services from TENACITY *Unlimited*:

- Alignment of IT to Business strategy
- Staff assessment, profiling, evaluation and recommendation(s)
- IT Organizational design aligned to business strategy and technology trends
- Business process documentation, optimization, and automation alternatives
- Off-shore overview, training, alternatives, hazards and benefits
- ITO outsource alternatives and recommendation(s)
- BPO outsource alternatives and recommendation(s)
- Outsource discovery, vendor due diligence, pilot(s), and deployment

Project priorities and staffing needs change quickly, sometimes overnight. We are flexible. We can work on or off-site, providing additional staff during peak times, covering for leaves of absence, filling key jobs on an interim basis. Just ask us!