

Service Portfolio

Provision of professional management services in the frame of the following entrepreneurial activities/challenges:

- Start-Up undertakings;
- Company restructuring, Turn-Arounds;
- Implementing, analyzing and/or improving of the Project Management Process;
- Management Coaching;
- Administrative & commercial services as well as strategic/operative controlling.

Business Focus

Start-Up undertakings:

Provision of support services during the execution of the following tasks/activities:

- Collection/compilation of the administrative and legal foundation specific tasks, structuring and prioritization of those as well preparation of the respective time and resources planning;
- Definition and editorial transcription of the corporate strategy (especially by preparing professional business plans containing company's vision & mission the description of the product and/or service portfolio, the geographic and customer segment specific target markets, the organizational aspects, the estimation of the key business data for the next 2-5 years, potential exit strategies for investors, etc.);
- Acquisition of venture capital, e.g. by presentation of the business plans to potential investors;
- Definition and implementation of initial business processes and efficient strategic/operational/commercial controlling measures.

Business Transformation, Restructuring, Turn-Arounds:

Such transition phases do regularly require tremendous changes / adaptation measures within a company, which can typically not be handled with available operative resources, but should be rather done with dedicated and (in this area) well experienced resources:

- Planning and roll-out of a Business Transformation (covering the business strategies, processes, technology, organization, HR, etc. in order to achieve a partial or complete new planning, implementation and operation of a given organization);
- Identification of synergies;
- Development and preparation of business plans;
- Creation and comparison of actually available against target personality profiles for organizational key positions.

Implementing, analyzing and/or improving of the Project Management Process:

In order to secure that the available Project Management does not deliver suboptimal results (addl. unplanned costs, delays, customer dissatisfaction, ...), the Project Management process should be specifically tailored for the focal company and consequently be implemented:

- Development and presentation of the ideal organization for the customer specific business;
- Definition of clear responsibilities and targets;
- Implementation or improvement of the PM process (incl. interfaces and deliverables), certification of the organization;
- PM training and certification, development of a tailored PM career model;
- Proposal of a suitable incentive schemes;
- Implementation or improvement of Risk & Opportunity Management;
- Implementation or improvement of Change Management;
- Project Controlling;
- Development of a suitable Project Reporting and/or Project Portfolio Reporting;
- Operative PM Coaching;
- Development and proposal of helpful PM Initiatives (e.g. „Project closing“).

Management Coaching:

- Sometimes, managers are promoted due to their specific talent quite quickly to important positions without having had sufficient time to gaining the experiences, which can be regularly obtained on the much longer typical career paths;
- A Coach (a well experienced Executive Manager) will be accompanying the Manager for a specific time for the sake of
 - ❖ helping to reduce the risk of failures (= avoiding addl. costs), AND
 - ❖ accelerating the ramp-up phase of the Managers (= saving costs).

Commercial Controlling:

- Continuous collection of key business data (KBD);
- Periodical internal reporting & analysis of KBD in order to timely identify potential issues;
- Establish an adequate risk & opportunity management in order to be able to define & implement necessary counter & contingency measures, to timely adapt business strategies, etc.;
- Following up on all external/official/legal reporting obligations.

Methodology

Our Management Coaches resources cover upon request the following methodologies:

- Interdisciplinary - TQM (Total Quality Management): CMMI, EFQM;
- Project Management: PMI®, V-Chart Model, Earned value, NCC reporting;
- Management Coaching: GROW-Model, Personality-Profilung;
- Reporting: BSC (Balanced Score Cards);
- ...others as required.

Decision Criteria

Advantages for Passt-Customers:

- Separate, independent analysis;
- Demand-oriented support not only for the analysis and planning, but also for the implementation phase;
- Management Consultancy/Coaching would be executed, other than by many large and well-known consulting companies, exclusively by previous members of the Senior/Executive Management of multinational corporations with pertinent operational experience; i.e. the professional knowledge of Passt's Management Consultants is not only based on the participation in other consultancy projects, but on 20+ years of experience in building/restructuring and disciplinary leadership in the frame of line management functions of organizations with several hundred employees as well as in managing such projects with full responsibility;
- Availability of highly professional resources with relevant experience and pertinent references;
- Competitive pricing.