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EXECUTIVE  
SERVICES

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Your organisation deserves to have the best possible management team. By developing your Executive Committee and Top Management you will directly optimise results.

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PNP Manager's "Executive Services" provide support for your management teams across different levels:

- Developing strategic thinking
- Increasing your management team's impact
- Strengthening the management team

## EXECUTIVE SERVICES

### Developing strategic thinking

The support from PNP Manager allows you to identify your positioning on the market and formulate a coherent and integrated strategy.

You will clearly define the efforts required for the success of your new strategic choices. At the same time you will ensure your strategy's effective communication and optimal implementation. In other words, we will guide you towards your future success.

### Increasing your management team's impact

A management team is defined by its members' strong personalities. They might have varied and complementary experiences but their individual objectives may differ. The management team members may not necessarily have chosen to work together. Are the right conditions for effective collaboration present?

The team's performance is more than just a sum of individual contributions. Raising awareness of its purpose, potentials and shared objectives will strengthen team cohesion.

We ensure that the necessary conditions for effective collaboration are present. The management team will develop its collaborative competencies, sharing the common values that most influence the company's culture and performance.

### Develop your strategic thinking through:

- Strategic seminars:  
*Strategic Directions*
- Sales and marketing strategies mentorships

### Our performance improvement programmes include:

- Management team development
- Strategic personal competencies development
- *Executive Coaching*

## Strengthening the management team

What could be more motivating for your team members than to see one of their own promoted to a managerial position?

The management must consider some crucial questions before making such a decision: who would be the most suitable internal candidate, what internal recruitment method should be used and how can they be sure that the selected candidate will measure up to the new challenge?

Sometimes strengthening the management team requires new expertise drawn from outside the company. The necessary competencies are often rare and the selection of candidates must be kept thoroughly confidential. We guarantee confidentiality and the professional approach of our multi-lingual team, which has significant experience with different cultures.

### PNP Manager's internal team strengthening services include:

- Identification of necessary competencies
  - Selection and evaluation of internal candidates
  - Individual development programme
  - Integration programme to assist co-workers entering the management team: *internal on-boarding*
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### If strengthening the management team requires external expertise, we propose:

- *Executive Search*
  - Integration programme to assist new top managers entering the management team: *external on-boarding*
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PNP Manager's mission: to increase its clients' performance and reduce organisational risks through individually tailored solutions.

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### BUSINESS DYNAMICS

Your future ways of doing business will be very different. Define the ideal structure for your organisation to suit your strategy and consider your business in a dynamic way.

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### LEADERSHIP DEVELOPMENT

Identify the leadership competencies most suited to your organisation and its future success. Develop your staff's leadership potential to meet your performance criteria.

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### TALENT MANAGEMENT

Design and implement a human resources policy that will sustainably attract, develop and motivate talent.



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