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.

PNP Manager allows you to address your "business dynamics" issues with pragmatism whilst allowing for your company's current development phase:

- From company creation to rapid growth
- From strategic diversification to mergers and acquisitions
- Whenever structural changes become necessary

smart **processes need** smart **people**

PNP manager

Company creation

We help start-ups and spin-offs to find sustainable responses to any vital issues arising during the first years of business.

- How can I translate my business plan into an action plan?
- What current and future competencies are necessary for my project's success?
- How can I define and implement my commercial strategy?

PNP Manager will work with you to:

- Assess the correspondence between currently available competencies and those necessary for achieving your business plan
- Elaborate and implement an operational action plan
- Identify performance indicators which contribute to results

Rapid growth

My company is going through rapid growth.

- How do I implement a middle-management structure? What tasks should I delegate to it?
- How can I strengthen my business efficiency to achieve results more quickly?

These questions may appear simple at first. But the responses will generally imply a re-orientation of required efforts and organisational restructuring.

Our services include:

- Identifying the new competencies essential to your future success
- Implementing a suitable commercial structure
- Organising Sales & Marketing mentorships to ensure commercial success
- Optimising organisational resources

Strategic diversification

You are planning your entry into new markets. You are commercialising new products. Ask yourself these questions:

- How will this new strategy affect my organisation?
- Is my business potential sufficient?
- Is my current commercial structure appropriate for the planned diversification?

We provide answers by:

- Identifying and developing the business competencies which will contribute to success with your target groups
- Supporting you in the establishment of sales teams and the coaching of salespeople in the field
- Providing a specific "complex sales" training programme

Mergers and acquisitions

"Due Diligence" is a common audit procedure before any acquisition or merger operation. It aims to evaluate a company's current accounting, strategic, economic, legal and financial aspects. But have you considered these questions:

- Are there any cultural differences between the companies?
- Is it possible for both corporate cultures to mesh effectively?
- Which talents do I want to keep?

PNP Manager applies a *Human Due Diligence* procedure to guide you through this step.

This will help you to considerably reduce the risk of losing talents once the contract is signed.

We complete:

- An organisational values audit
- A before acquisition *Human Due Diligence* procedure
- An action plan to keep executives on-board over the long term

When structural change becomes necessary!

Internal or external influences may lead you to remodel your organisation.

- Is the age structure a medium-term risk?
- Who has the critical knowledge?
- Can the human and operational processes meet company expectations?
- How can you limit an organisational change's impact on your team?

Our specialised methods allow you to plan for organisational changes and manage any inevitable risks and hold-ups that may result:

- OXYNUM, a precise and rigorous methodology to identify critical knowledge
- Analysis of internal process failures
- Definition of an action plan based on the collected and analysed elements

PNP Manager's mission: to increase its clients' performance and reduce organisational risks through individually tailored solutions.

BUSINESS
DYNAMICS

EXECUTIVE
SERVICES

LEADERSHIP
DEVELOPMENT

TALENT
MANAGEMENT