

The Client

Fast growing auto component manufacturer

In-house Design and Engineering Cell

Owner managed business

Business Driver

First/second generation family management

Owner intervention in every aspect

Limited business process discipline

Engagement

Phase I – Design

- Articulate strategic intent & establish business goals
- Review organisation for achieving strategic goals

Phase II - Implementation

- Develop organisation structure, people competencies-capabilities/ roles and HR systems & processes
- Identify key roles and assist in recruiting professionals
- Develop processes and control systems in BD/Marketing, Financial Management and Business Excellence areas
- ‘Coach’ leadership to adopt appropriate management style and practice

Benefits

Client was able to articulate strategic intent, align the organization structure to strategic goals and roll out a number of performance improvement initiatives