

Strategy Risk Assessment – Ensuring Success With The Right Talent



One of the biggest reasons that companies fail to achieve their strategic goals and plans is when the leadership team's capabilities are overlooked or assumed to be aligned with the new requirements. Best practice strategy plan implementation includes an assessment of the leadership requirements for the new strategy and identifies gaps in the current management team that must be addressed for success. Many times the strategy outlines new structure, functional and leadership skills to expand to new markets, products and services, restructure businesses, and grow through mergers and acquisitions.

Corporate Performance Strategies combines our real-world experience in leading operational units, executive assessment and coaching, and private equity turnarounds with our Strategy Risk Assessment process to guide organizations to identify and mitigate risks, focus on the vulnerable areas in the strategy implementation, and build effective implementations. Our successes include:

- Assisting private equity investors buying and rebuilding businesses
- Helping leaders and teams achieve improved effectiveness and results
- Providing on-demand Risk Assessment expertise for enterprise-wide projects

Risk Assessment Bottom-Line Impact

Corporate Performance Strategies has helped many senior leadership teams improve performance, implement new strategic initiatives, and turn around highly valued at-risk executives.

Examples of successful Strategic Risk Assessment:

- Supported CEO succession planning in \$400mm+ and \$2B+ companies
- Identified critical strategic leadership requirements and assess all executives against these new standards, creating development plans that positively impacted performance
- Implemented senior executive development initiatives with a 3.5:1 ROI
- Worked with large private equity companies in 13 deals designed to turnaround poor businesses
- Helped several companies retain executives that were on the verge of derailing

Our Guarantee: Corporate Performance Strategies will refund any portion of our fees not directly attributed to achieving our agreed-upon outcomes.

Strategy Risk Assessment Process

We deploy a proven process driven by our highly experienced and skilled consultants. The major steps in our process include:

Scope and expectations: Agreement on the expected results, timeline, roles, scope, and priorities for the Risk Assessment process.

Strategic Plan Requirements: Define the new functional and personal leadership skills and abilities required to execute the new strategic initiatives.

Data Collection, Assessment, and Feedback: Professional assessment of the structure, process, and leadership skills in place to support the strategic plans.

Risk Assessment: Identification of the gaps and degrees of risk severity for each executive toward the benchmarks required to implement the strategic plans.

Develop Go-Forward Plans: Creation of development plans based on where each executive requires the attention and support to ensure that their accountability for the plans is successfully implemented. Some executives will not need any support while others require help.

Continuous Targeted Support: Support provided by experienced business coaches to assist targeted executives in their strategic plan leadership development and implementation. Anticipate support duration of three to six months.

Implementation: Develop the implementation plans, including employee communications, talent actions, change management, timing, key tasks, accountabilities, milestones, and reporting mechanisms.

Monitoring: Establish frequent review formats and venues to keep track of progress. Adjust and modify support as required.

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Strategy Risk Assessment Benefits

Our clients typically report the following benefits:

- Link leadership development with the executive's job requirements
- Snapshot of the executive team's strengths and liabilities
- Improved leader performance levels
- Improved benchstrength

Client Testimonials

"We first engaged CPS about four years ago to assist with integration planning and execution. At that time we looked for a partner that fit our unique methods, philosophy, style and culture, and was capable of helping us achieve our business goals. Over the years we have valued CPS' professional expertise and high quality work.

Dave and his team are preferred providers who have been able to meet our aggressive time schedules for starting and executing complex and large transactions across different industries. They quickly frame our requirements, execute project plans, meet deadlines and effectively translated our deal objectives into action plans.

We receive positive feedback on their effectiveness from the sellers' leadership team and from our senior partners in the firm. Their work has contributed substantially to the successful transitions of companies into the Platinum Equity portfolio."

Mike Scott, Transition Leader, Platinum Equity

"The greatest thing about Dave is his style. He's relentless. If somebody is not engaged or committed to doing their work, he will fire them. He's not going to take it. He is very direct and very honest, and very dedicated to producing the results he knows are possible."

Mark Banks, VP HR, Sciele Pharma

"Dave's experience and leadership was invaluable to OFS during this transition period. As a result of his efforts, especially in cross-cultural assimilation with our new owners, we were able to seamlessly integrate the management team executives with the new leadership and jumpstart the HR

department's initiatives to support our stand-alone company."

Eddie Edwards, CEO, OFS Fitel

"It has been a win-win situation. The quality and capabilities of the talent being brought into PracticeWorks now have been significantly upgraded, and even though there are more steps in the hiring process – such as abilities testing, drug testing, reference checks, background screening – the cycle time has been reduced.

"And, the amount of time it takes for the hiring manager to be involved has been cut as well. Dave Brookmire and CPS have made a significant difference in upgrading our HR function and upgrading the talent in our company."

Rich Hirschland, CEO, Kodak Dental Systems

30-Day Risk Assessment

Every day you falter on the strategic plans that set out to grow the company you lose millions of dollars in revenues and profits. Start with a Strategy Risk Assessment Talent Audit and you'll know the risks for your strategy to be successful.

Representative Clients

Lucent, Pitney Bowes, Platinum Equity, The Cheesecake Factory, Sciele Pharma, Solvay, The Arthritis Foundation, Longhorn's Steakhouses, Flowers Foods, Furukawa Electric

Corporate Performance Strategies

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