

# Smart Sizing™ – Finding the Size that Saves without Risking Your Future



All companies are walking the razor's edge of cutting staff while trying to maintain market readiness for an upswing. Cut too little, and you risk outstripping your revenue and margin targets. Cut too much and you'll get left behind when economic growth returns.

Why not take the guesswork out and work with professionals who have extensive experience restructuring businesses? These challenging economic times are not common, and management teams can't expect to have all the skills, tools, techniques, and processes within the company to right size, restructure, and scope the organization correctly.

Corporate Performance Strategies combines our real-world experience with our Smart Sizing™ process to guide organizations to strategic cost reduction, streamlined processes, and leader commitment. Our successes include:

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

## Smart Sizing™ Bottom-Line Impact

Corporate Performance Strategies has overseen successful downsizing and restructuring initiatives eliminating tens of millions of costs in headcount, facilities, benefits, and related expenses.

Examples of successful Smart Sizing™:

- \$500k saved in purchase agreement restructuring by modifying services, changing vendors, and renegotiating price
- \$22m in benefit cost avoidance by redesigning health and welfare plans, identifying underfunded seller pension obligations, eliminating low value benefits, and consolidating providers with improved contract terms
- 100% retention of key talent post close with focused communications and recruitment tactics

- \$600k in premium costs saved over three years through renegotiated insurance contract

*Our Guarantee: Corporate Performance Strategies will refund any portion of our fees not covered by realized cost savings and productivity increases.*

## The Smart Sizing™ 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 Smart Sizing™ process.

**Assess the business:** Work with management to identify the margin and cost drivers, organization structure, employee concerns, and business opportunities and risks.

**Ensure strategic alignment and executive commitment:** Develop new strategic imperatives, create/modify the vision, direction, and goals for the next 12-24 months, build leadership commitment, verify organization effectiveness criteria, and define data requirements. Build standardized reporting. Establish steering committee charter and membership.

**Challenge historic business mechanisms:** Encourage new ideas and methods of doing business. Assess talent, organization structure, processes, policies, planned investments, and customer satisfaction. Create your scorecard with external benchmarking metrics compared to internal operations.

**Develop Go-Forward Plans:** Empower senior management to develop the go-forward organizations required in the new business conditions. Identify and quantify the business opportunities and risks.

**Business Strategy Consensus:** Roll up the go-forward plans and reach consensus on the business strategy and plans. Establish the budgets required to execute the business plans.

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**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 as required.

## Smart Sizing™ Benefits

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Our clients typically report the following benefits:

- Improved margins
- Controlling own destiny
- Increased productivity
- Employee trust and respect for top management to lead the organization through tough times
- Increased efficiencies and focus on core products and services
- Improved leadership skills
- Top team commitment and buy-in

## Client Testimonials

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“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 Smart Sizing™ Audit

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Every day you struggle with restructuring decisions, thousands of dollars are spent. Start with a Smart Sizing™ Audit and you’ll know the risk and rewards of restructuring in 30 days, so that you can make the rapid, low-risk decisions that move your business forward.

**Corporate Performance Strategies**

**[www.cpstrat.com](http://www.cpstrat.com)**

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