

PEOPLE MANAGEMENT

PROJECT EXAMPLE

PROJECT OPTIONS

COMPLIANCE CONCERNS
CONTRACT MANAGEMENT
COST CULTURE
DEPARTMENTAL CAPACITY
GOVERNANCE / POLICIES
INTERNAL COMMUNICATIONS
KPI MANAGEMENT
MAVERICK SPEND
PEOPLE MANAGEMENT
PROCESS MANAGEMENT
RATIONALIZING DEMAND
SKILLS & TIME UTILIZATION
SOURCING MANAGEMENT
SPEND ANALYSIS
SUPPLIER MANAGEMENT
TECHNOLOGY MANAGEMENT

ENTERPRISE BENEFITS

BENEFIT CULTURE
COST REDUCTION
EXPERT NETWORK
INNOVATION & TOOLS
LEVERAGED TIME
PEACE OF MIND
UNBIASED ASSESSMENT

PRICING STRUCTURE

FIXED FEE
FOCUSED ON ROI
NO HOURLY METER

PROJECT OVERVIEW

- **CLIENT:** CEO/CFO of \$175M Enterprise
- **CLIENT NEED:** Improve employee morale in order to decrease waste, potential sabotage and other negative and harmful behaviors in order to drive better management decisions & work environment.
- **PROJECT OBJECTIVE:** Uncover & improve existing GAPS between employees and management, Assess & improve organizational alignment to goals and expectations, Create a team atmosphere where everyone feels sense of ownership & loyalty.
- **PROJECT VALUE:** Improved morale and atmosphere will lead to improved Enterprise productivity and output, Improved profitability,
- **PROJECT METRICS:** 1) GAPS reduction, 2) Aligned incentives, 3) Improved employee morale and 4) Decreased negative & harmful employee behaviors.
- **PROJECT DURATION:** 120 days

PROJECT APPROACH

- Conducted comprehensive interviews, surveys and observations to assess all employee and management morale, time utilization, incentives, attitudes, feelings, communication and more.
- Gathered all data and applied the Expense Assist Vulnerability Index© to identify the severity of the vulnerabilities and plan for treatment.
- Designed customized treatment for each identified vulnerability and weakness to drive the desired Project Objective.

PROJECT OUTCOMES

1. Identified GAP areas that led to negative and harmful employee behaviors and developed treatment approach to improve these areas.
2. Improved communications from management to employees.
3. Improved employee productivity and morale.
4. Increased incentives for greater employee efficiency and outputs leading to substantial improvement in both areas.
5. Cost reduction due to increased productivity and efficiencies Enterprise wide.
6. Developed team building exercise for each quarter of each year in order to drive a “team-first” attitude that is pervasive throughout the organization.