

CASE STUDIES – SUCCESSION PLAN

Renovation Manufacturer & Installer

Project background and description — A family owned new/renovations manufacturer and installation services provider to the building industry required an independent management mentoring and training program tailored to meet with an approved succession plan to ensure continued development and growth of the organisations visions, strategy and long term objectives.

The business process discovery included identifying all stakeholders individual skill sets in managing operational standards and developing new business growth.

The problem — A review of the original business plan, management capabilities, operational procedures and revenue outcomes identified the need to develop a more cohesive management team and departmental alignment to further streamline operational costs, deliver effective timelines and increase project profitability.

Project goals and objectives — Establish a management mentoring and training program focused on developing specific skill sets of the key personnel supporting the agreed succession plan.

Review current staff key performance indicators, cost to serve analysis, operational/sales processes and procedures.

Develop a new business plan incorporating the new management teams visions, optimizing operational efficiencies, revenue growth and improving the bottom line.

Identify sales growth opportunities including new vertical market segments and an industry GAP assessment.

Outcome — Successfully developed a clear pathway to improving overall management and operational practices.

Professional confidence and ownership in all major stakeholders of the succession plan was vastly improved to support the next phase of the business.

