

# MANAGEMENT CONSULTING

## Grow with the developed management system

Today Companies face a myriad of complex business challenges. To help navigate through these challenges, **VGM Partners** business consultants provide a comprehensive range of management services in the areas of *diagnostic, strategy, operations* and *human resources*.

**Management consulting** refers to both the practice of helping companies to improve performance through analysis of existing business problems and development of future plans.

## Our Services

### ▪ Management System Design

Often after diagnostic audit it become clear that till now in the majority of the companies' strategy is a prerogative of top-managers while simple workers have no representation about the maintenance of strategic plans of a management and even about their presence.

Nowadays **VGM Partners** possesses significant competitiveness in market on implementation of an effective management system mapped by balanced system of activities (Balanced Scorecard), which is a new management concept to help managers at all levels monitor results in their key areas. Thanks to their experience, our consultants offer customized solutions in four areas:

- financial performance;
- customer knowledge;
- internal business processes;
- learning and growth.

### When service is necessary?

- In your company there is no common understanding of the strategic goals for managers, as well as for workers;
- You consider that the strategic goals are realized incorrectly, there are no estimations how the executed decisions correspond to the objectives;
- Important parameters for business - activity are not controlled;
- Personnel do not know and do not connect his activities with the strategic goals of the company.
- The motivation system of the personnel is not connected to the achievement of the goals;
- There is no system of the personal responsibilities for achievement of the goals;

- There is "break" between strategic and operational contours of management;
- There is a lack of the information about realized activities aimed at development of the company according to Strategy;
- It is not possible to react to changes operatively.

### ▪ Organization Structure Design

A growing and financial successful company can meet to the following situation:

- part of employees are overloaded, others do nothing;
- part of functions is duplicated, others "are weighed down".

**To remove the listed problems, VGM Partners offers to optimize organizational structure of the company.**

In order the new structure to not remain on the paper, our specialists work with the personnel during implantation of changes in org-chart of the company. Our results of the project on optimization of organizational structure are following:

- The number of the personnel is optimized, and the organizational structure corresponds to tasks of the company;
- Loadings and responsibilities between managers and subdivisions are precisely distributed;
- Managers of the company are appreciated and recommended for positions in new organizational structure;
- Procedural documents are generated:
  - ✓ regulations about subdivisions;
  - ✓ job descriptions;
  - ✓ administrative documents for passage to new structure.



## ▪ HR Management

Effective Human Resources functions and processes in your organization entail constant fine-tuning and continuous improvement.

Few organizations have the time or the expertise to track trends, analyze and restructure their compensation program, conduct internal audits and surveys, or institute new appraisal processes.

Our HR professionals will partner with your staff to create and execute processes and products that support and further your specific and unique business objectives.

### **VGM Partners offers the following services in the area of HR management:**

- Diagnostics of a personal management system;
- Development of HR strategy;
- Statement of a personnel selection, arrangement and moving systems;
- Statement of a management system performance;
- Elaboration of a motivation system;
- Statement of training and development systems;
- Optimization of organizational structure of HR service;
- Preparation for automation of the personnel management systems.

