

Building competitive advantage

"I stepped up to understand what really drove the business I had worked in for ten years. Rather than blame the board for what was happening, I began taking accountability for success."

National Sales Manager – Food Industry

"This is the best investment anyone has made in my personal development."

Regional Manager – Bank

"As team leader I needed help to get my team to reinvent itself – now we focus on adding value rather than being busy."

Production Team Leader – Service Industry

"I never thought we could talk to each other as we do now. We are now performing in areas that previously would have been undiscussable."

Technical Manager – Dairy

"It felt like I was doing an express MBA – the difference being I applied things immediately in my business, rather than theorise about other peoples."

Marketing Director – Dairy

There are many aspects to competitive capability:

Motivation to think strategically, entrepreneurial leadership, greater perspectives on influence, financial clarity, better market engagement, the invention of commercial best practice.



Committed support

At *rezolv* we are committed to developing the new style of leadership and management required by business in today's turbulent commercial environment. Increasing demands often make individuals work harder and faster in search of new solutions.

Confusing fads, come and go with alarming speed: Globalisation... Value migration... Supply chain integration... Efficient consumer response... Business process reengineering...

Often common sense is the key to sustainable increases in performance.

***rezolv* is a think-do tank.**

We bring intellectual rigour and discipline to the delivery of challenging performance outcomes.

We support individuals, teams and organisations to rethink commercial best practice in their market, organisation or team.

rezolv cultivates commercial common sense.

We establish with our clients the best ways for their organisation or team to exceed the ever-changing expectations of customers, shareholders and other stakeholders.

Profit focused and effective



Technical competence is rarely enough to cope with the challenge of tough, unpredictable, competitive environments. Many programmes develop a manager's soft side; *rezolv* prefers to add value by developing the commercial orientation of business leaders and their teams.

rezolv have a range of proven approaches that deliver exceptional business impact whilst honing the commercial sharpness of participants.

Engage. Enlighten. Enable.

We work with and along side leaders and teams. Our process brings valuable commercial insights. We equip people to make a tangible difference in performance.

We clarify the changes that make performance gains inevitable.

Most of *rezolv*'s clients come by word of mouth recommendation.



Commercially focused approaches

Developing team focus on value creation

rezolv enables teams to work with speed and focus on ambitious commercial outcomes - saving both time and money. The process equips teams with an understanding of internal value creation and how it builds competitive advantage for a business.

Realism

Team initiatives are delivered on time and within budget. Leaders grow their overall understanding of their business and its market environment.



"I was daunted by the vision we created for the team; we realised the business needed us to add value by educating decision makers about margins rather than just distribute figures. Delivering outside the accountant's box became possible because we had a guide, who knew the mountain-top and the short-cuts but, most important of all, he helped us build a chairlift!"

Head of Finance

To build competitive advantage

Mentoring individuals in business leadership

rezolv one-to-one mentoring provides a trusted confidant, who challenges, stimulates and acts as a strategic sounding board. Our highly structured approach is tailored to benefit business at two levels:

rezolv strategic corporate impact

is for directors, senior executives, fast tracked leaders, or talent pools

rezolv personal impact

is for individuals taking their first commercial leadership role or top flight graduate recruits.

Ambition

Outstanding entrepreneurial leadership is within the grasp of many – not a few. Nurturing individual commercial ambition and focussing it to deliver strategic outcomes can energise an organisation.



"Five years ago was my first big job: I was tasked with saving £350,000 and closing the site. Working with *rezolv* made my head hurt – they stretched my thinking and expectations. In the end I saved £1.3 million, secured the site's strategic future and achieved a dream promotion."

Production Director

Growing commercial awareness

Business workshops

rezolv business workshops are an effective way to give managers an appetite to bring commercial best practice to their working life. Decision making is enhanced as they cultivate commercial common sense.



Focus is on the fundamentals:
Designing commercial outcomes
Mapping commercial motivation
Strategic dialogue to resolve commercial conflict
Exercising strategic influence

Each workshop gives participants easily grasped thinking tools and processes. Each are illustrated with practical insights. Assignments encourage immediate application. Workshops are spread to minimise business disruption, maximise commercial impact and connect with business cycles.

“The intensity of these days makes them real professional development. I found the level of scrutiny and commercial focus stretching. It’s the first time I have seen how developing people can directly add value for shareholders and customers. It’s the kind of approach every director should invest in.”

Director of Finance

All approaches enable participants deliver pre-agreed commercial outcomes.

A process that delivers every time

The *rezolv* process clarifies outcomes; it raises individual team and organisational commitment then helps devise influencing strategies to marshal the resources to deliver them.

Value comes through rigour and discipline

Rigorous thinking is applied to the past, the present and the future.

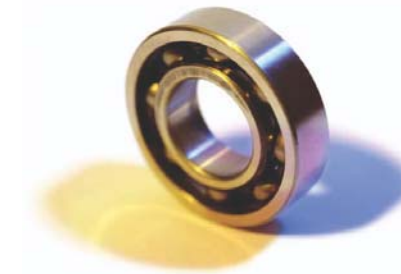
Why things happen is clear so that a new discipline is applied to the art of commercial execution.

We have vast experience of making things happen.

Our clients come from a wide spectrum: the food processors... retailing... banks... the building industry.

We have worked with all business functions.

We have a comprehensive range of methodologies.



Strategy and Action labs.. Structured coaching and facilitation...Personal and group diagnostics.. Team and organisational culture mapping... Stakeholder and 360 degree feedback... Focus Groups... Benchmarking... Case study development... Tailored competency development in strategy, collaboration, Dialogue and problem solving... and many more.

We deliver outcomes that make a tangible difference while building a pool of capable commercial leaders for our clients.

