

Organization Development Consulting

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What does MBMC do?

- Consultancy in the area of Organization Development and Human Resources
- For Owner driven and Family Managed Businesses
- Assist our client to Systemize and Professionalize their Organization to make growth sustainable



Characteristics of Owner Driven Business

- Centralized decision-making
- Employees don't take decisions
- Operations Orientation
- Owners involved in day-to-day business activities
- Growth of the business builds increasing levels of stress on the owner



Characteristics of Owner-Driven Business

- Owner feels that employees are not delivering to their fullest ability
- Wants to professionalize, but doesn't know where to start
- Wants to create an organization and delegate the work
- Feels that the business does not attract high-calibre talent



What is the Top Management's job?

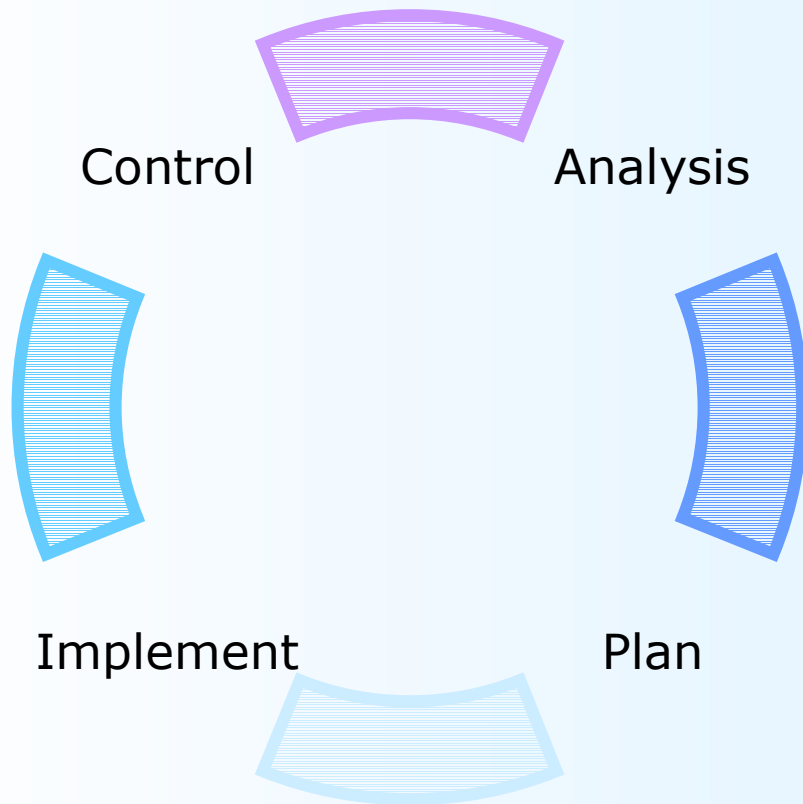
After a certain point, for the business to grow:

- Owners should free themselves from day-to-day active involvement
- Should create an Organisation Structure
- Put people in place to take care of the day-to-day operational activities
- Create systems and processes for routine business activities

What is the Top Management's job?

- Should obtain critical figures, which will give them the feel of business
- Closely monitor the critical figures
- Build an organizational culture
- Act as an ambassador of the business to recruit and retain good people
- Spend time on scaling-up the business activities

MBMC Pedagogy



- We work on a four-step approach of:
 - Analysis
 - Plan
 - Implement
 - Control

MBMC Pedagogy



Analysis

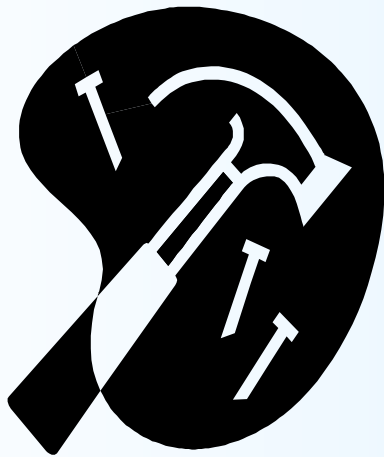
- Organisation Structure
- Systems
- Work Processes
- Key Employees on
 - Skills
 - Style
 - Orientation
- Understand the GAPS in the process

MBMC Pedagogy



- Plan
 - Organisation Structure
 - Detailed Job Profile
 - Manpower planning
 - Reporting relations
 - Design system for routine activities
 - Role for Top Management

MBMC Pedagogy



- Implement
 - Fitment of employees into new roles
 - Counseling employees for their new roles
 - Selection of new employees for new positions
 - Facilitating smooth transition
 - Reporting Systems

MBMC Pedagogy



- Control
 - Review of the activities
 - Counseling for Performance Improvement
 - Brainstorming for improvements
 - Training for Skill and Perspective-Building

Benefits to the Client



- Process driven operations
- Ability to scale-up operations
- Specific monitoring for result orientation
- More focused and responsible employees
- Improved efficiency and effectiveness

Benefits to the Client



- Better inter department coordination
- Better inter and intra department communication

Our Strengths

- Experienced Consultants
- Familiar to Family-Managed and Owner-Driven businesses
- Focused approach
- Ability to implement successfully
- Man-management capabilities
- Dynamic and quick



Our aim is to inculcate in Owner-Driven Business, the attitude to:

Work on the
Business, rather
than
Work in the
Business.

Thank you!