



# A smart approach to transforming performance

- > Independent assessment of performance and structures
- > Corporate vision and strategy development
- > Opportunity identification
- > Change management
- > Talent development and mentoring; succession planning
- > Portfolio and business unit integration
- > Risk management process development and implementation
- > Development of organisational structures and processes
- > Cultural change

## We help large, complex organisations revolutionise the way they think and perform.

Our clients look to our experienced team for guidance on how to get the best out of their organisation, by improving and maximising efficiencies and effectiveness. Often working with highly-complex cross-border and cross-sector businesses, we have the specialist insight to help them re-think the way they do business and add value that is significant, tangible and sustainable.

## Process

We typically start with an independent review of the business to identify the greatest challenges and opportunities for change. This includes assessing the existing crisis and risk management capability to gain insights into how an organisation is led, makes decisions and responds to emerging threats.

This all happens alongside sessions with the senior management team to explore their understanding of the vision and corporate strategy. With a clear idea of the business's current position and ambitions for the future, we focus on the strategic, operational and tactical options to meet its objectives.

Our recommendations will cover issues such as how to cut costs, manage risk and improve productivity, and touch on everything from structures and cross-organisation integration through to talent development, procurement and an optimised crisis management and emergency response.

Once our recommendations have been agreed, we move to an implementation phase that is characterised by close cooperation and accountability across all business units and levels of the organisation.

This spirit of collaboration is vital in introducing new ways of working and transforming the underlying culture and values. Ultimately, we need to change both the processes and the mind-set of the organisation in order to deliver real and lasting improvement.

## Benefits

The results for our clients are truly transformational. Our recommendations are practical and their impact is quickly felt, but they are also designed to offer significant and enduring performance benefits. By revolutionising the effectiveness of a business at a fundamental level, we are able to unburden senior management from non-profit-making distractions. Confident in the knowledge that they have the right structures, people and processes in place, leaders can focus on fulfilling their organisations' ambitions and making their strategy happen.

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