

Cotswold Business Solutions Pty. Ltd.

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Clarity

Simplicity

Growth

Business Profile

At Cotswold Business Solutions we are committed to business improvement. We believe that clarity, simplicity and growth represent the cornerstone of success in all aspects of life, and this is just as true for business. Our mission is to assist clients in their quest for growth through the development and deployment of superior strategies. We work with medium to large organisations in achieving this outcome.

Our service offerings include:

- **Strategic Planning and Execution**
- **Project Delivery**
- **Performance Improvement**
- **Balanced Scorecard**

The Value We Deliver

The development of great strategies is not just about helping organisations compete more effectively, it is about surpassing the competition. We work with clients to create these superior strategies. In order to achieve outstanding performance, the strategy must then be executed effectively. The key to unlocking strategies is to integrate them into the daily operations of the business. At Cotswold, we facilitate this essential link between strategy, business operations and long-term value creation.

- Specifically, we help clients to:
- simplify the business planning process to deliver clear and compelling strategies
 - translate business plans and objectives into core business processes and activities
 - evaluate, mobilise and deliver strategic investment projects
 - give visibility of key business drivers and levers not captured in existing financial reports
 - set meaningful performance targets and build tools to measure and report performance
 - design superior business processes and enabling technologies
 - equip clients with invaluable insights, tools and knowledge

Strategic Planning and Execution

In today's complex and dynamic environment it is vital that leaders establish a clear road map for their business. A clear and compelling strategy is not only about achieving a competitive advantage in the market place, it is crucial to giving direction and purpose to an organisation's people and activities. The effectiveness of any strategy depends on how well it creates superior customer value, how difficult it is for competitors

to copy that value, and how effectively it is executed.

Once a compelling strategy is defined, the biggest challenge facing organisations is how to effectively implement and execute it. Research shows that less than 10% of business strategies are successfully implemented. The questions confronting organisations in bringing strategy to life include:

- What strategy to pursue
- How to successfully implement strategies to achieve superior returns
- How to align the resources across the organisation to the strategy
- How to measure strategy implementation and effectiveness



The Value We Deliver

Business success is dependent on the calibre of core strategies and how well they are deployed. The key is to translate high level business plans into the daily operations of the organisation with clarity and simplicity. Cotswold assists clients to develop, and more importantly, implement strategies so that they are meaningful and relevant for every person within the business. Cotswold equips clients with the necessary tools to align the organisation and mobilise the entire business towards the achievement of its goals.

Cotswold Business Solutions guides clients through a process that:

- enables organisations to establish a clear road map for the business
- simplifies the planning process to deliver clear and compelling strategies
- translates the business plan into meaningful objectives and work plans
- embeds strategies into the core business processes and activities
- coordinates resources and sets priorities to deliver the plan
- ensures alignment of the organisation to the strategic intent

Performance Improvement

To be successful in today's changing business landscape it is essential that organisations frequently assess how well they deliver value to their customers. It is not enough for businesses to continue to do what they have always done, since there is always the threat of a competitor doing it better, faster or cheaper. To achieve outstanding business performance, core processes

must be aligned to business goals and the right business drivers and lead indicators must be continually reviewed and measured.

An effective performance management process is the key to achieving sustainable improvement and breakthrough performance. The key challenges facing businesses are:

- How to identify opportunities for improvement and respond with innovation and agility
- How to embed a culture of performance improvement in an organisation
- How to redesign organisational processes to achieve efficiency and control
- How to identify and measure the lead indicators of business performance

Performance
Improvement

The Value We Deliver

An effective management system not only measures how the organisation is performing against its strategy, it shows how organisational performance at every level is linked to that strategy. Cotswold Business Solutions guides clients through a performance management framework that brings about both sustainable improvement and breakthrough performance. We help clients to identify the critical business drivers and leverage the internal processes and capabilities of their organisation to deliver immediate results. Cotswold brings breakthrough ideas in process design and innovation. We work with people at all levels in the organisation to develop a performance management system that is relevant and meaningful.

Cotswold Business Solutions guides clients through a process that:

- achieves greater visibility and control over key business drivers

- encapsulates real-time non-financial measures as well as the traditional financial indicators
- sets meaningful performance targets and builds tools to measure and report performance
- facilitates breakthrough ideas in process design and innovation
- delivers superior business processes and enabling technologies
- identifies non-value adding activities that can absorb 20% to 30% of organisational resources
- harnesses intangible assets such as knowledge, employee capability, customer relationships and superior operating processes

Cotswold
BUSINESS SOLUTIONS

Project Delivery

Undertaking major projects is a high-risk venture. The success of projects is primarily dependent on how well they are defined at the outset and how well they are implemented in the operating environment. The business world is littered with examples of major project failures costing organisations money, reputation and opportunity. In addition to over-estimating anticipated

benefits, the business case typically underestimates the complexity of implementation. This complexity can create a major distraction to the business and can undermine other initiatives.

Whether it is the delivery of a major program or a tactical response to the competitive landscape, project delivery can be a minefield of timelines,

milestones, budgets, conflicting priorities and expectations. The key challenges facing businesses are:

- How to identify strategic investment opportunities and develop a compelling business case
- How to establish a project framework and methodology that leads to successful outcomes
- How to manage varied and numerous stakeholders with conflicting priorities
- How to deliver projects into a dynamic environment whilst minimising business interruptions

The Value We Deliver

Cotswold Business Solutions are project delivery specialists, working with clients through all stages of the strategic investment process. Cotswold provides clients with an end-to-end project solution, which encompasses opportunity evaluation, business case development, project establishment and execution. Regardless of the magnitude of the project, Cotswold relieves the pain and manages the uncertainty associated with major project investment.

Cotswold Business Solutions guides clients through a project management framework that:

- evaluates strategic investment opportunities
- develops compelling business cases
- gains support and commitment across the organisation
- assembles and mobilises project resources
- manages project risk, stakeholder expectations and conflicting priorities
- seamlessly integrates project solutions into real-time operations
- ensures projects fulfil their time, cost and quality objectives

Balanced Scorecard

Today's strategies commonly deal with intangible assets such as operating processes, customer relationships, employee capabilities and information databases. These strategies are notoriously difficult to execute. What makes them complex is that they are difficult to describe, measure and manage. Yet, these intangible items are the source of today's competitive advantage.

What is needed is a way of describing the strategy in operational terms so that the entire organisation has a clear understanding of their part in the execution of the strategy. This way, it is possible that all employees across the organisation will be aligned, and that executing the strategy will become a part of their daily jobs.

The Balanced Scorecard is the management system that delivers this capability.



The Balanced Scorecard:

- Describes strategy in operational terms
- Aligns all employees to the business strategy
- Identifies and measures the lead indicators of future performance
- Allows executives to measure the value that all parts of the business are delivering
- Becomes the heart of the management process

Cotswold Business Solutions works with clients to bring about a dramatic improvement in strategic focus and alignment through the implementation of a Balanced Scorecard approach to business management.