

MANAGERMAX[®]

ASSESSING THE LEADERSHIP QUALITY OF MANAGEMENT

THE MANAGEMENT CHALLENGE:

Do the company's top managers have the leadership competence to achieve your Investment or Growth strategy? Surveys prove that the quality of leadership is the most significant driver of company performance. Inaccurate assessment results in an undesirable rate of churn in top management, and delayed and reduced returns.

OUR GOAL:

The ManagerMax[®] approach will equip Investors and Boards with the techniques necessary to assess the leadership and competency of managers of a company with regard to either an Investment, Business Plan or Equity Value Creation strategy, in negotiation, due diligence or portfolio improvement scenarios.

Creating Leadership People Center Stage



WHAT IS MANAGERMAX[®] ?

A new method specifically developed by Carpe Diem International that:

- Assesses leadership qualities of management against your *forward looking* plans and goals, not just past performance
- Uses a targeted competency framework for that job rather than generic industry benchmark leadership characteristics
- Demonstrates the power of utilizing your multiple contacts with company managers
- Introduces a structured approach and common tools for assessing the leadership competencies of management against the strategy ahead
- In an interactive learning experience, can show your practitioners the process and tools, and how to integrate their use into your work flow and existing interactions with leadership teams

THE RESULT:

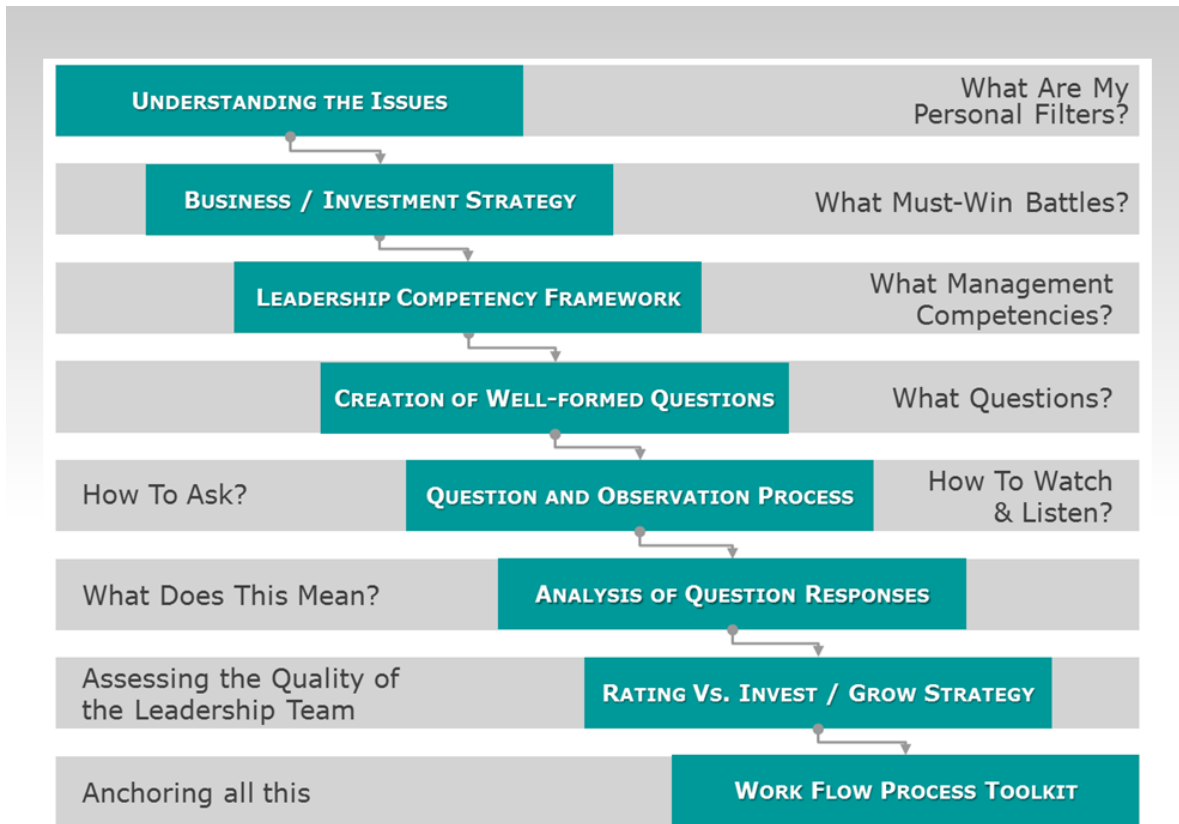
We aim to enable and equip our clients to:

- Identify those vital few "Must Win Battle" goals that gate the success of the business plan or investment strategy
- Develop a set of specific questions to assess a manager's leadership competency (soft wiring) with regards to their capability to achieve specific future strategic goals (hard wiring)
- Employ interviewing / meeting techniques appropriate for the occasions - informal through formal - and gain enhanced observational and listening skills
- Use a simple set of tools to calibrate management leadership competency against their ability to achieve specific business goals and set a common measurement yard-stick
- Understand their own learning and negotiation preferences and filters

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THE MANAGERMAX AGENDA:



CLIENT FEEDBACK:

"Outstanding framework for improving the odds."

"Nice delivery and style – kept topics interesting and engaging. First advisors I've seen that understand our business and real constraints of DD process."

"Great! Can't wait to see results: better assessments, lower unexpected turnover, better development of C-Level executives. Thank You."

"Really great – effectively demonstrated framework on how to measure management competency vs gut feeling."

"The interactive nature, with the exercises and group work, made it much easier to understand the lessons and put them into practice."

ABOUT CARPE DIEM

With over twenty years of project experience in European industry and commerce we count many major institutions as our clients.

Our credo:

- We have a passion for doing the right thing.
- We are convinced that you should drive improvements not consultants.
- We want to get you in the driver's seat sooner rather than later.

