

Profile

End to End Services

Individual to Corporate

End to End Services

Single to Multiple events

WHO?

Directors

Senior Management

Departmental Managers

Employees

Customers

Suppliers

Discovery & Assessment Services

Consulting Services

Deliverables

Ongoing Support Services

Private and Secure

Total Quality Management

Best Practice

Home page – Select Choice by clicking on squares



End to End Services



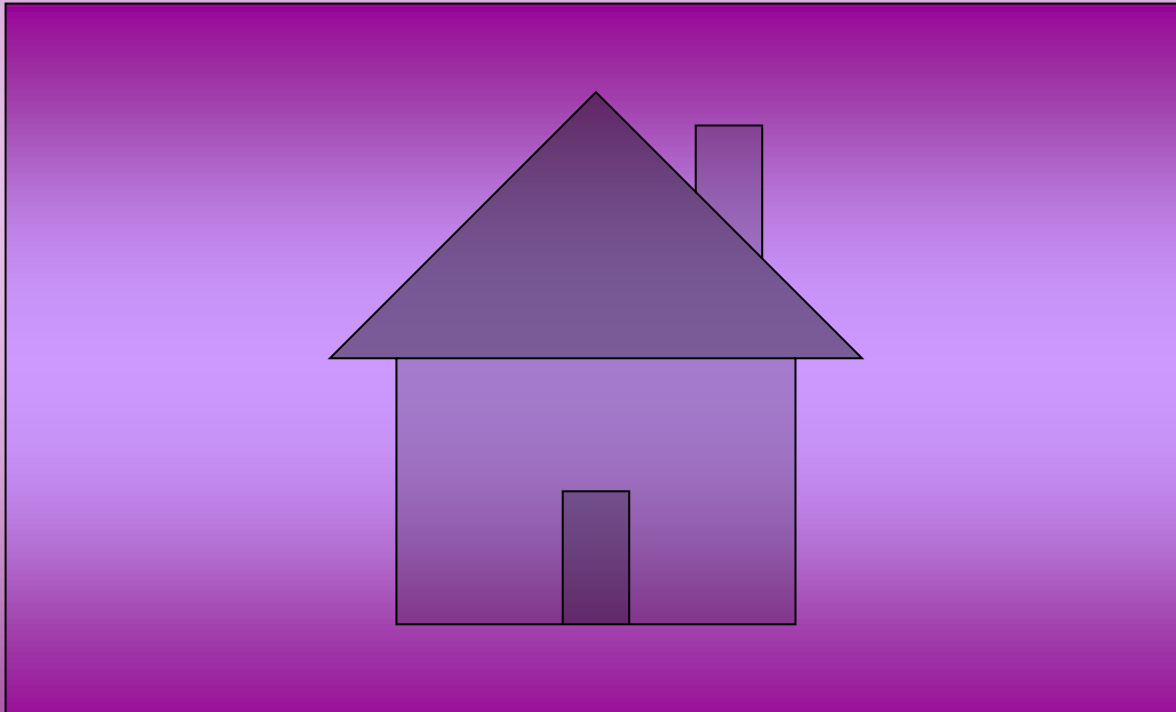
Where is your business in the overall process?

Discovery & Assessment Services	Consulting Services	Deliverables	Ongoing Support Services
1 Strategic Planning	1a Strategy Review	1b Structural Change Planning	1c Annual Review Support
2 Business Planning	2a Business Alignment	2b Departmental Change Planning	2c Mentoring
3 Job Analysis	3a Individual Profiling	3b Functional Management Delivery	3c Retainer based contracts
4 Knowledge Management	4a Skills Assessments	4b Problem Resolution	4c Help Line
5 Skills and Experience Analysis	5a Task Management Planning	5b Management Support	5c Remote Support
6 Management Team Analysis	6a Empowerment Support	6b Management Training	6c As required



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End to End Services



- IT Functions
- HR
- Finance
- Sales
- Service
- Operations
- Transport & Logistics

Discovery & Assessment Services

Consulting Services

Deliverables

Ongoing Support Services

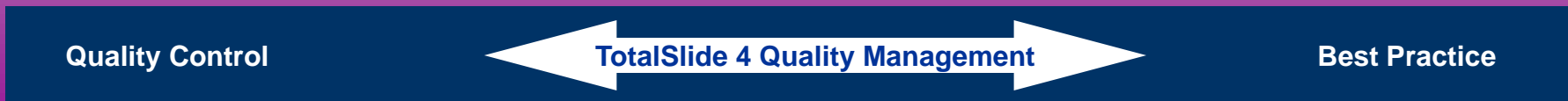
Strategic Planning

Solution

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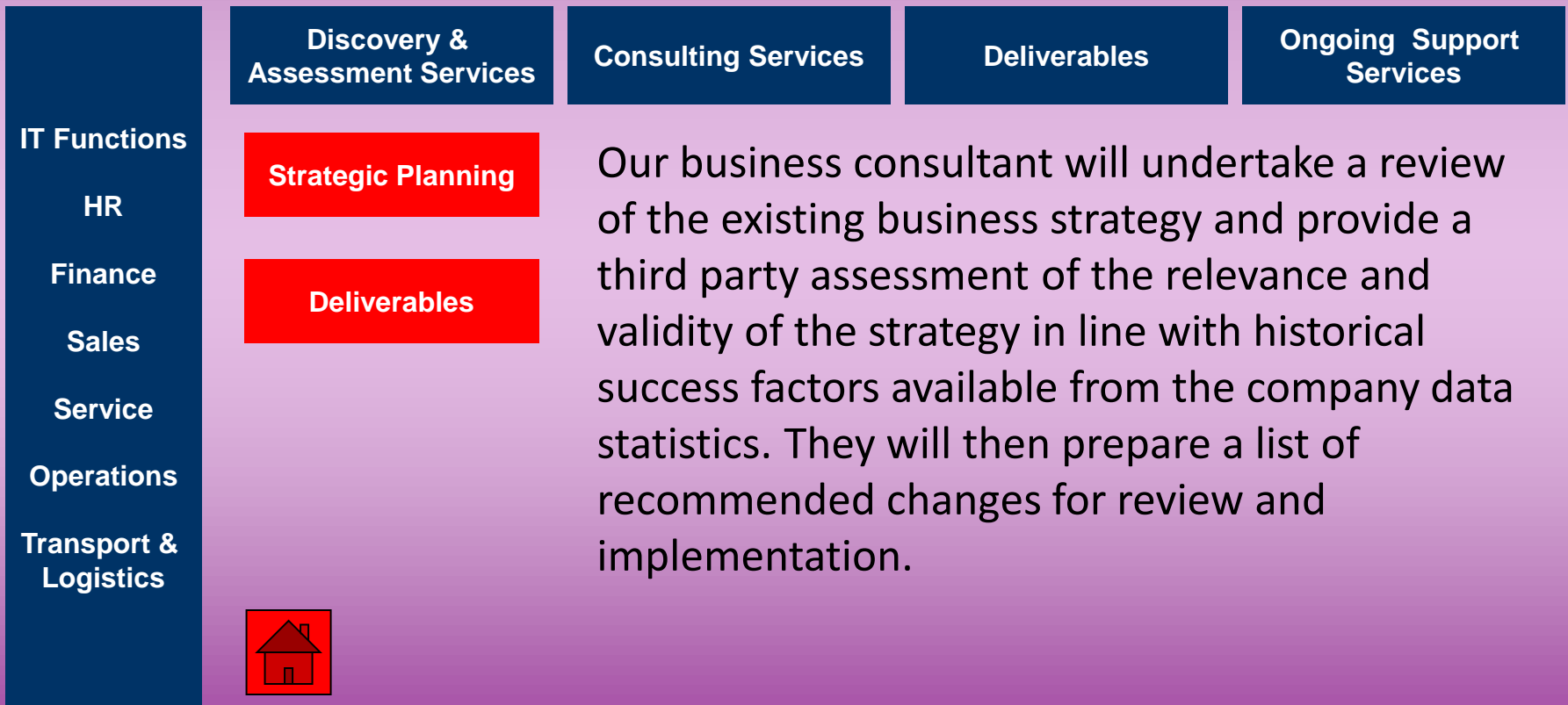
Strategic Planning is a constantly moving feast. Our business consultants will help you to review your existing strategy and its relevance to trading conditions and help you to modify the strategy to bring it in line with your long term goals. We will also help you to communicate the changes across your organisation



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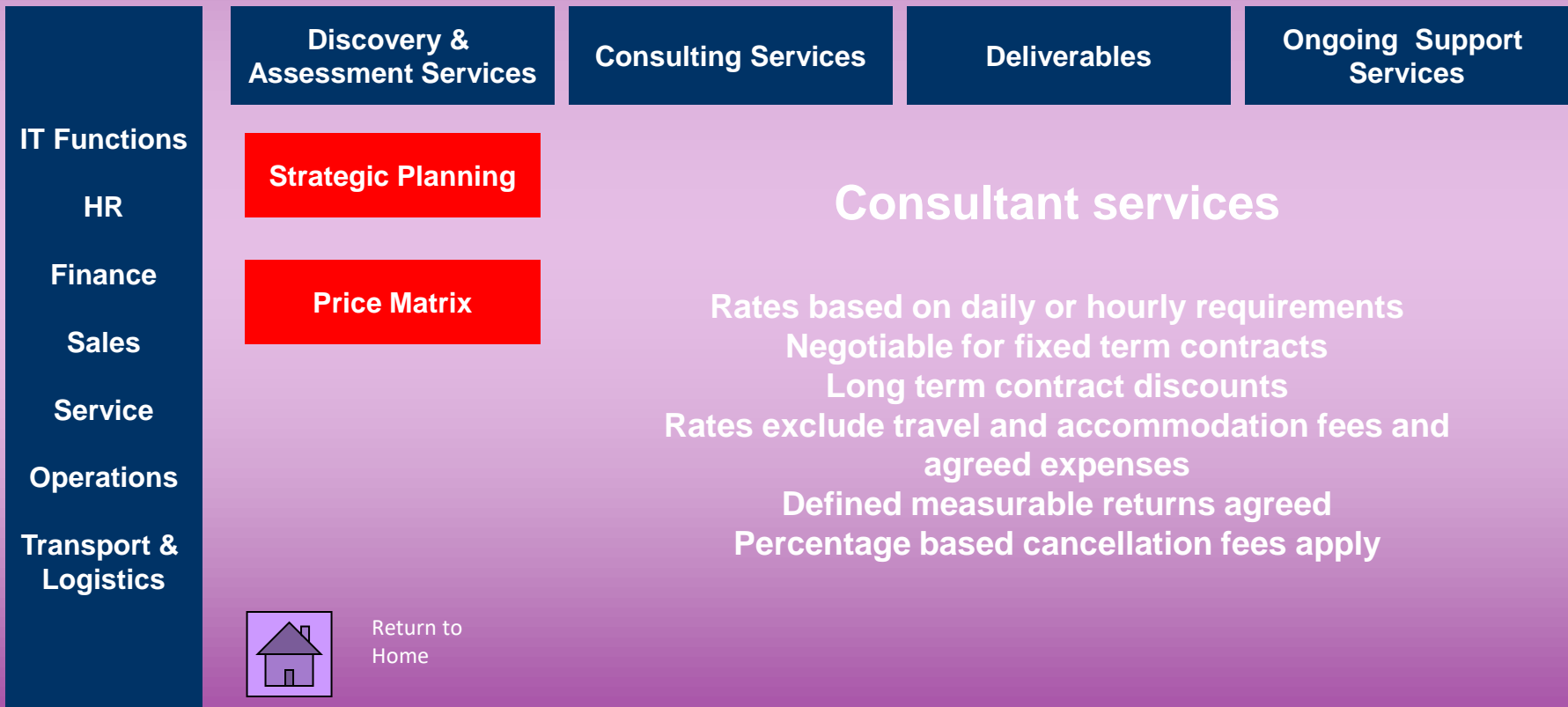
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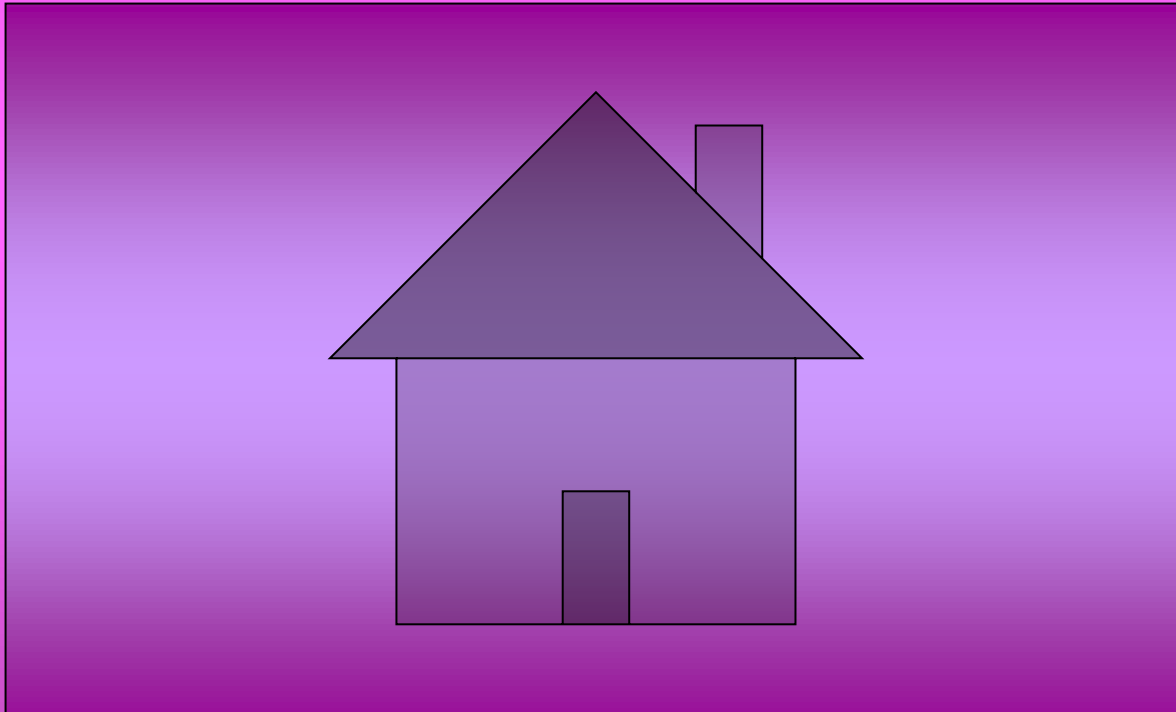


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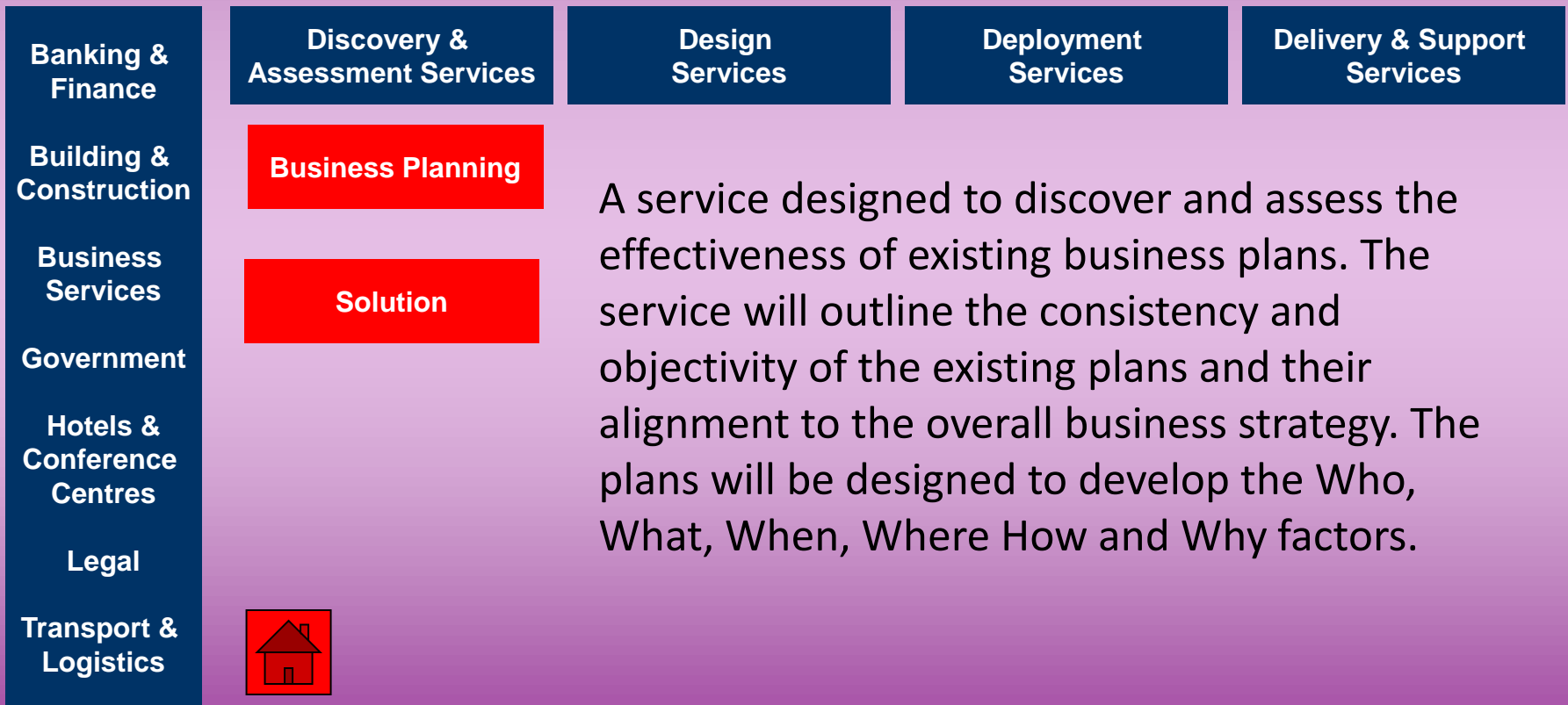


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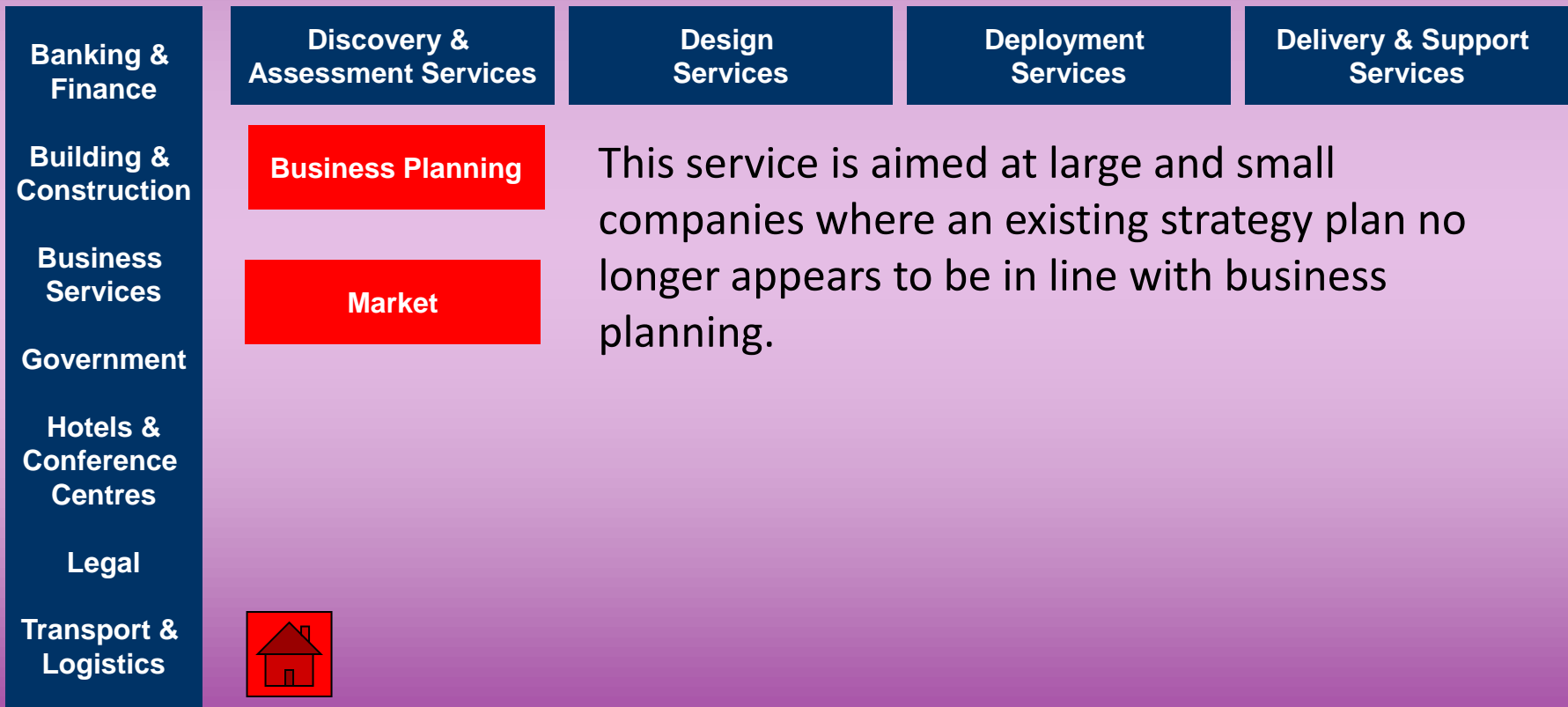
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A service designed to discover and assess the effectiveness of existing business plans. The service will outline the consistency and objectivity of the existing plans and their alignment to the overall business strategy. The plans will be designed to develop the Who, What, When, Where How and Why factors.



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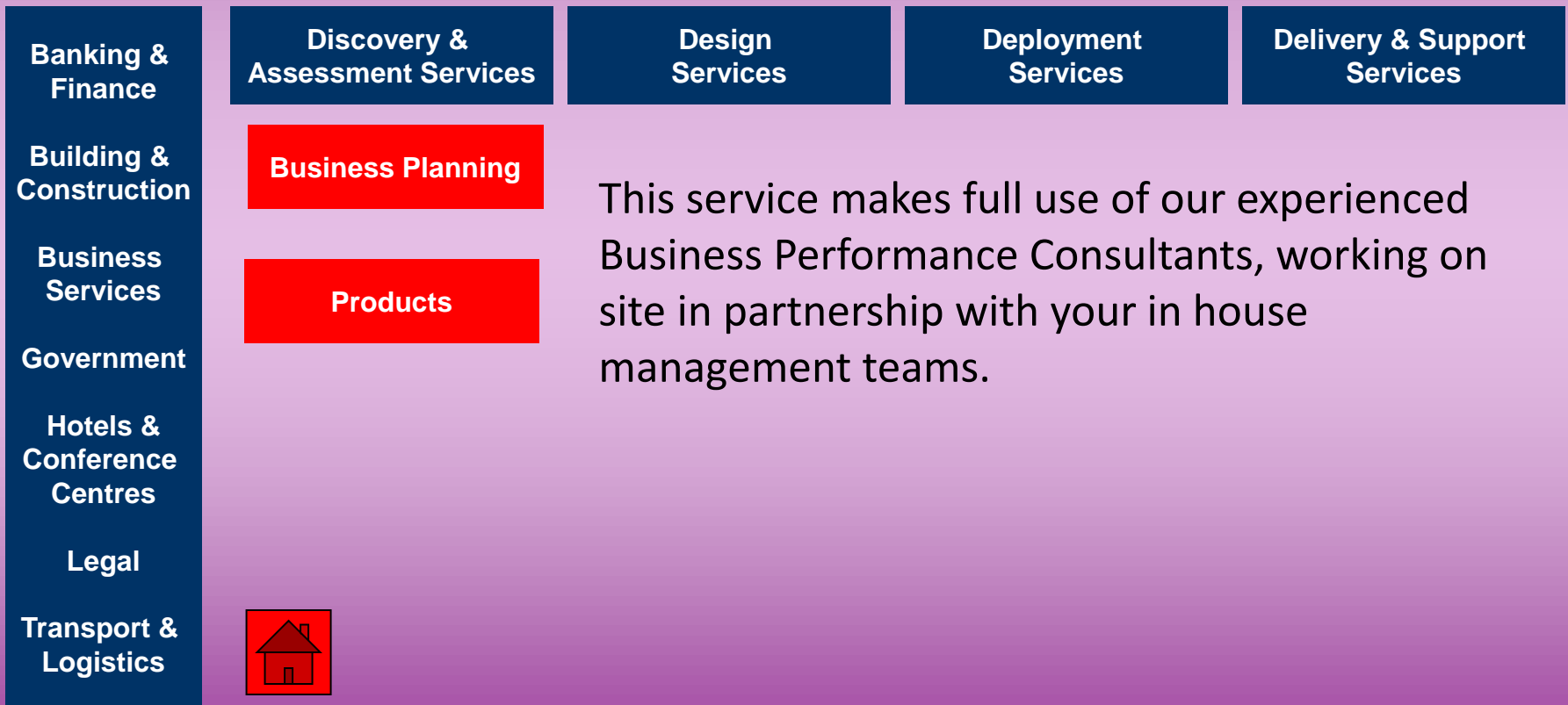


The consultant will build a report based on the existing strategy and individual business plans

The report will make recommendations on how the plans can be improved, with examples, and offer further training for managers once the changes have been made.



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Our Consultants have between them, over twenty years experience in business management both at home and abroad working for small, medium and corporate size businesses with full profit responsibility and delivery experience.

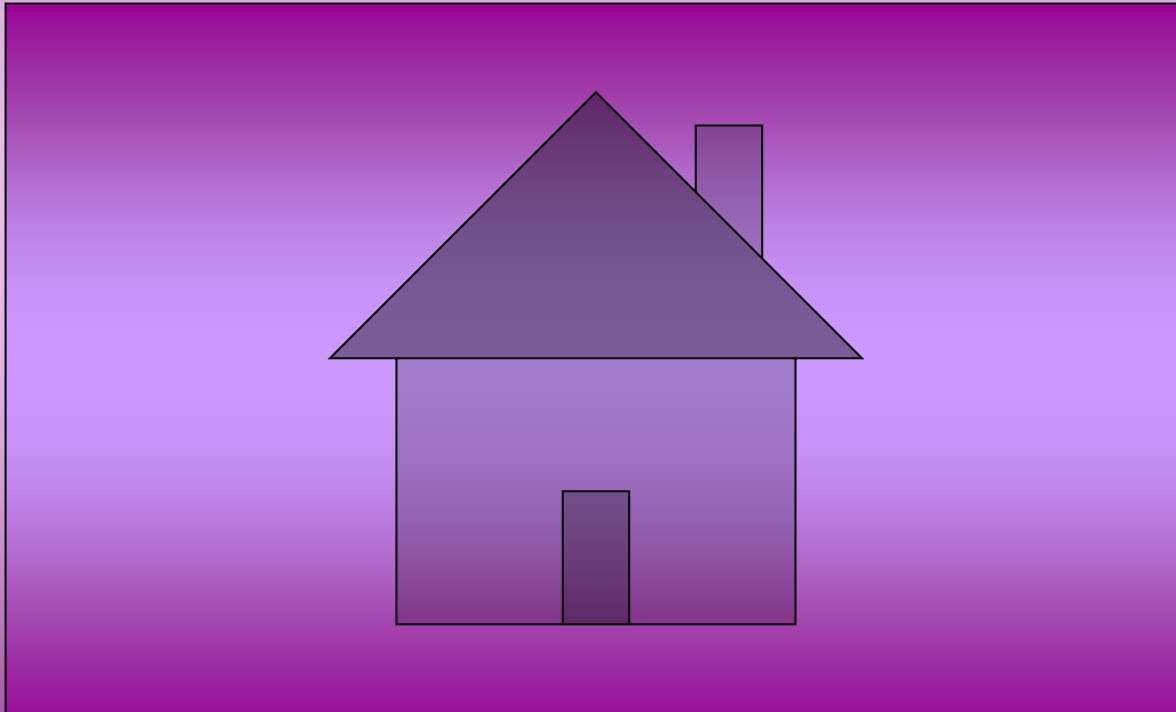


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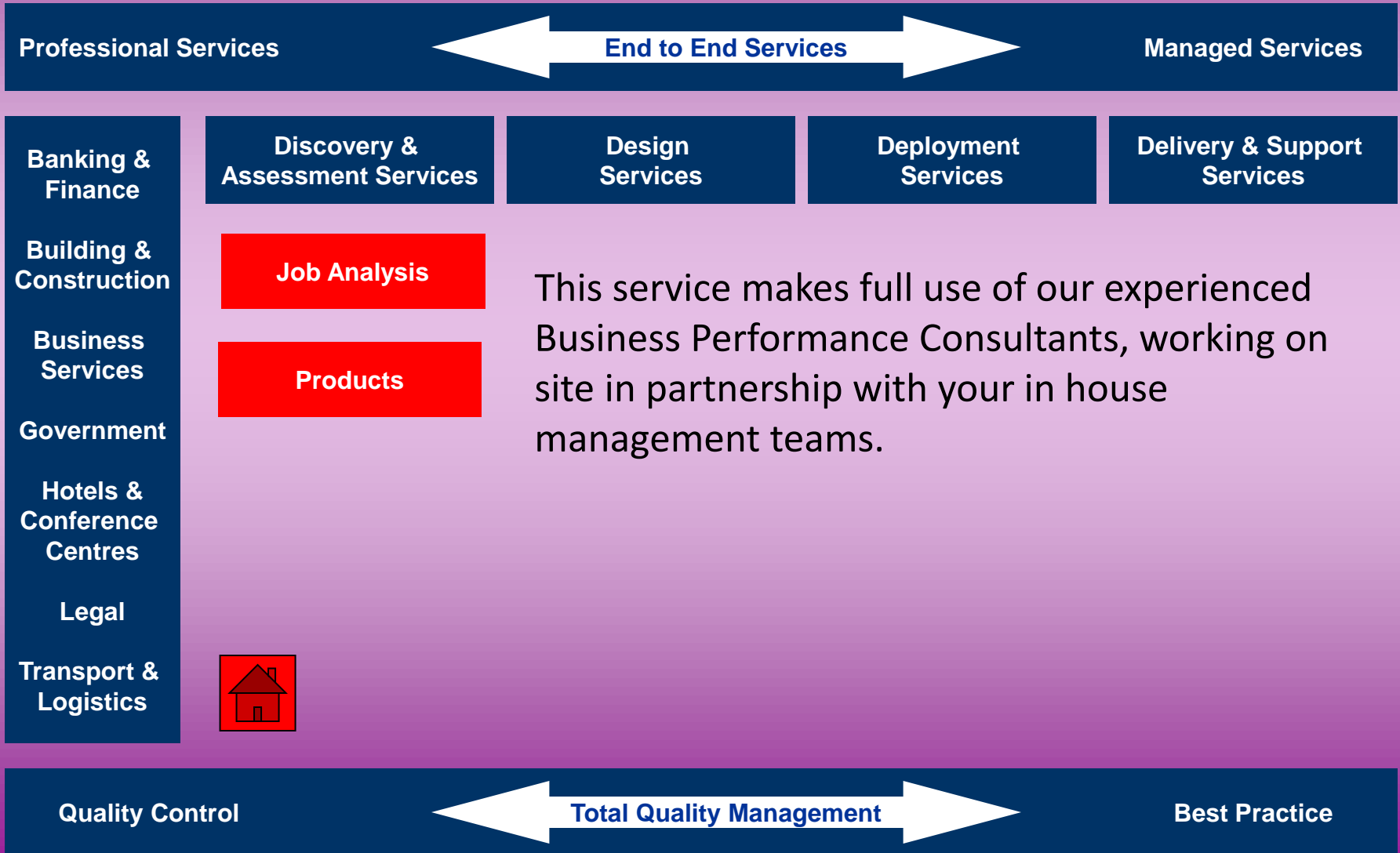
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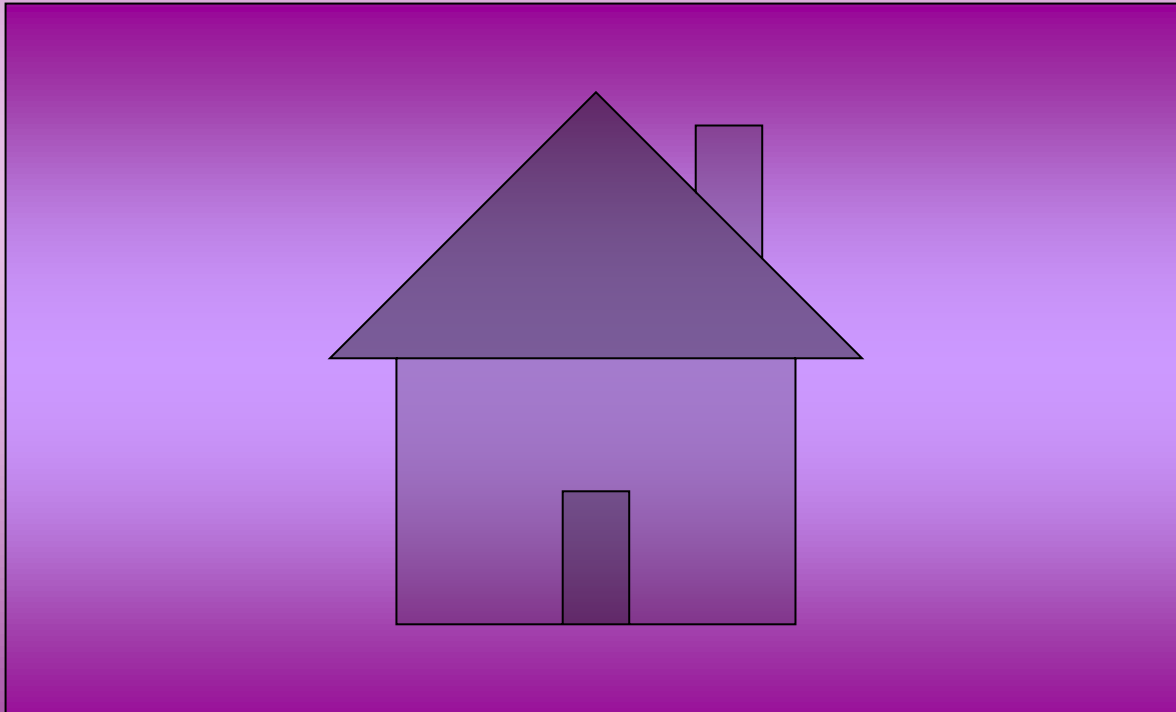


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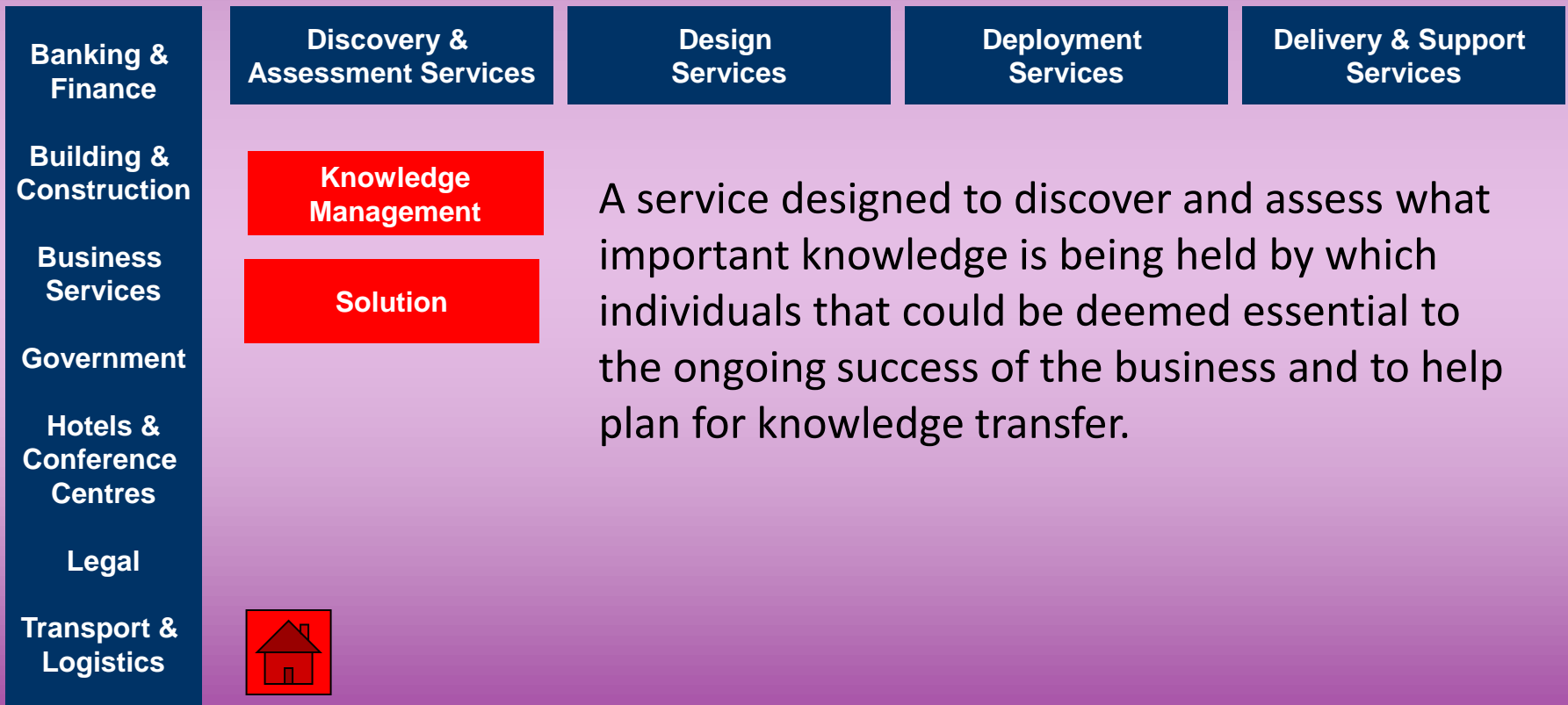


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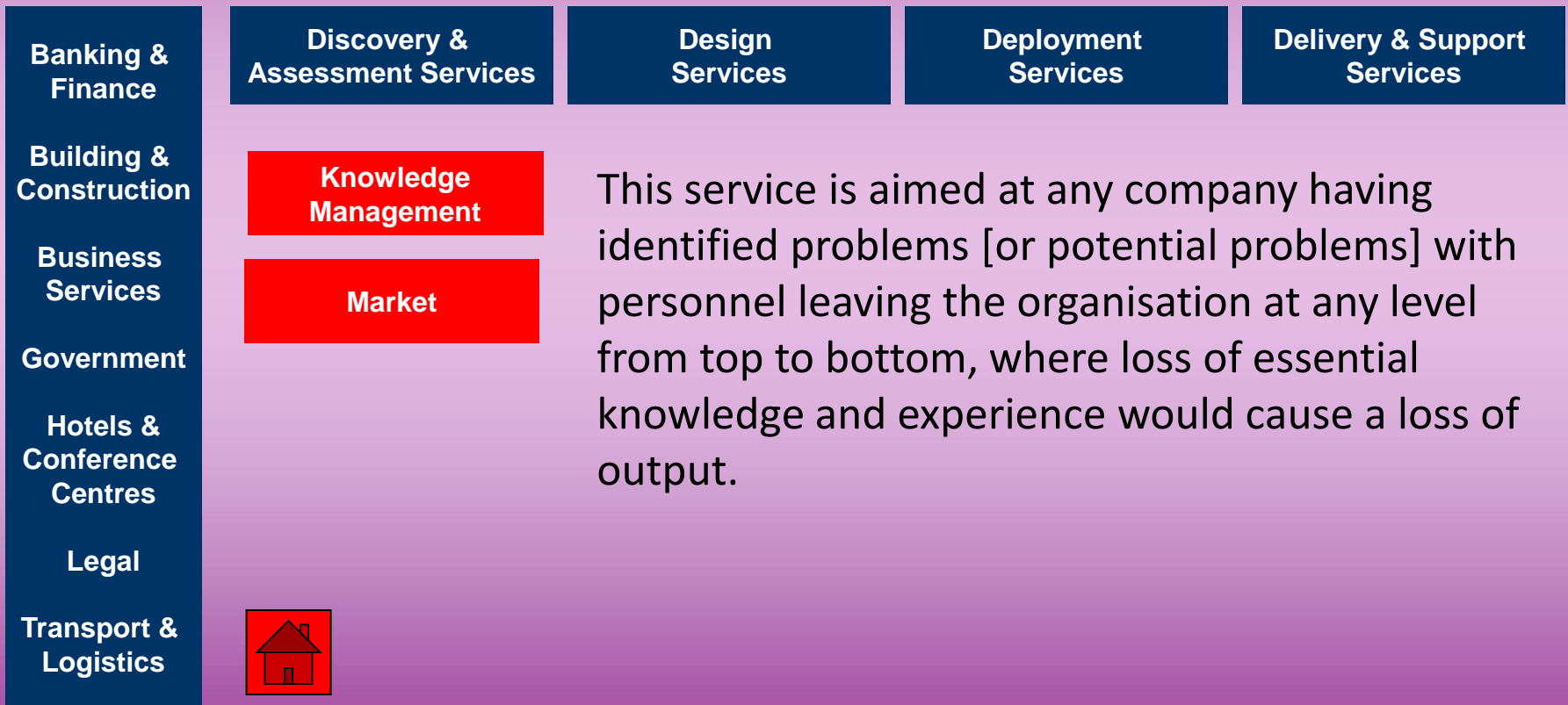
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A service designed to discover and assess what important knowledge is being held by which individuals that could be deemed essential to the ongoing success of the business and to help plan for knowledge transfer.



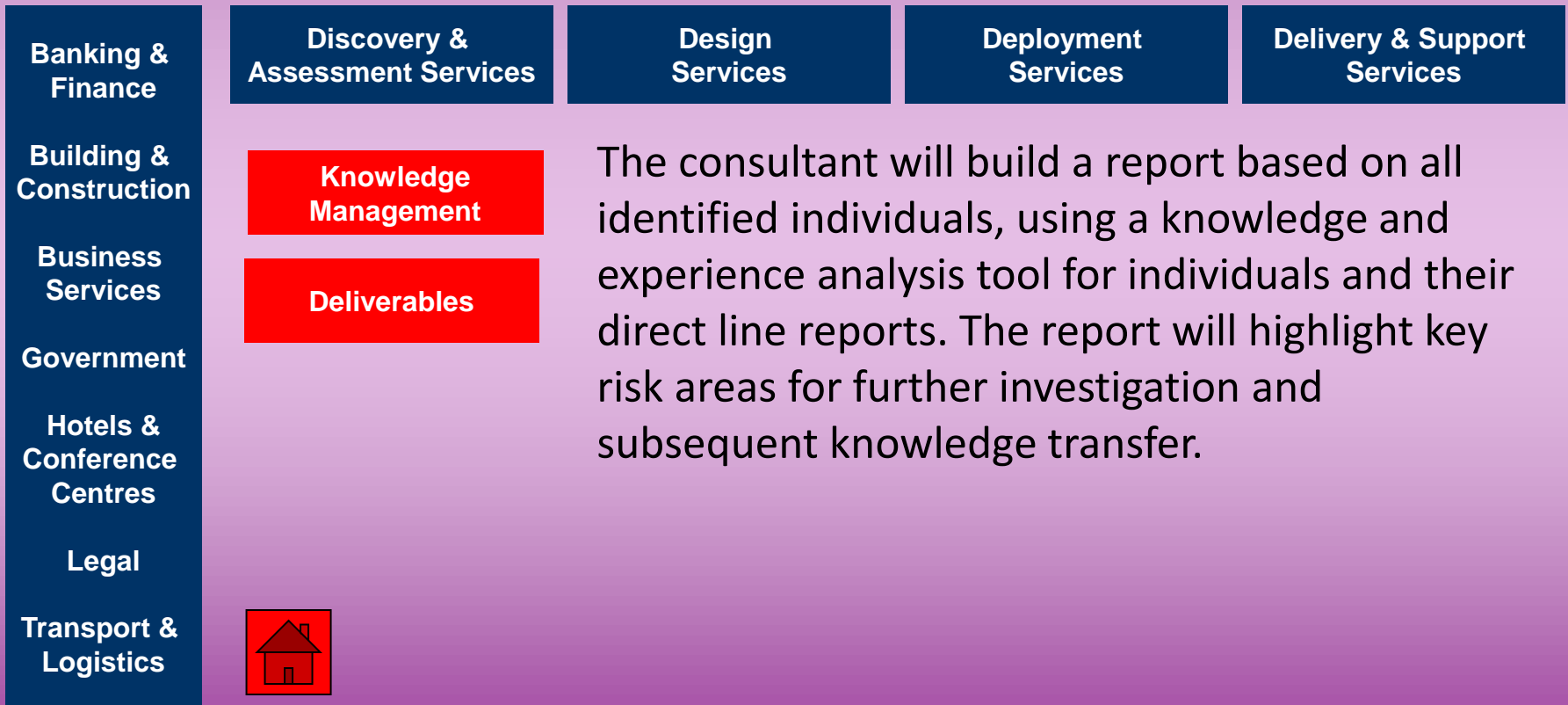
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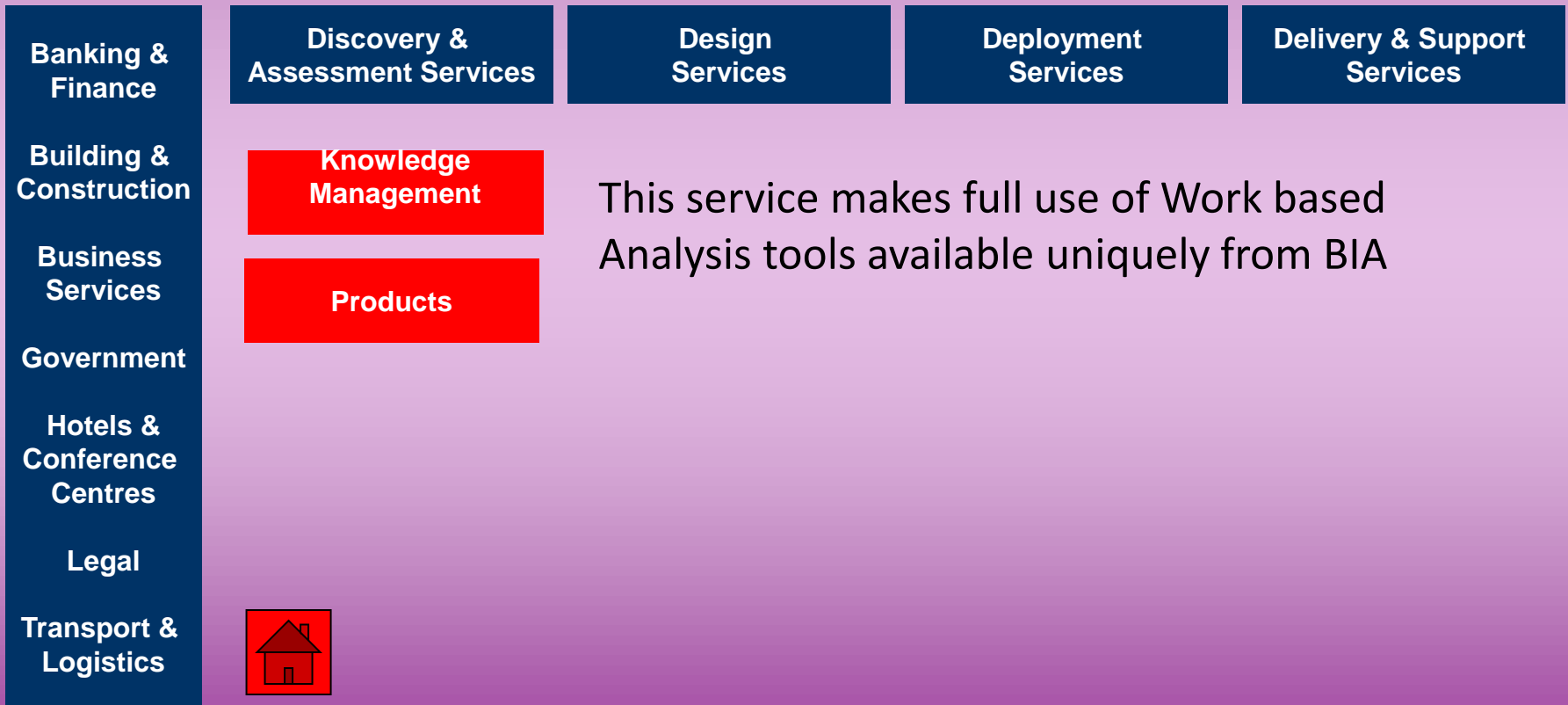
This service is aimed at any company having identified problems [or potential problems] with personnel leaving the organisation at any level from top to bottom, where loss of essential knowledge and experience would cause a loss of output.



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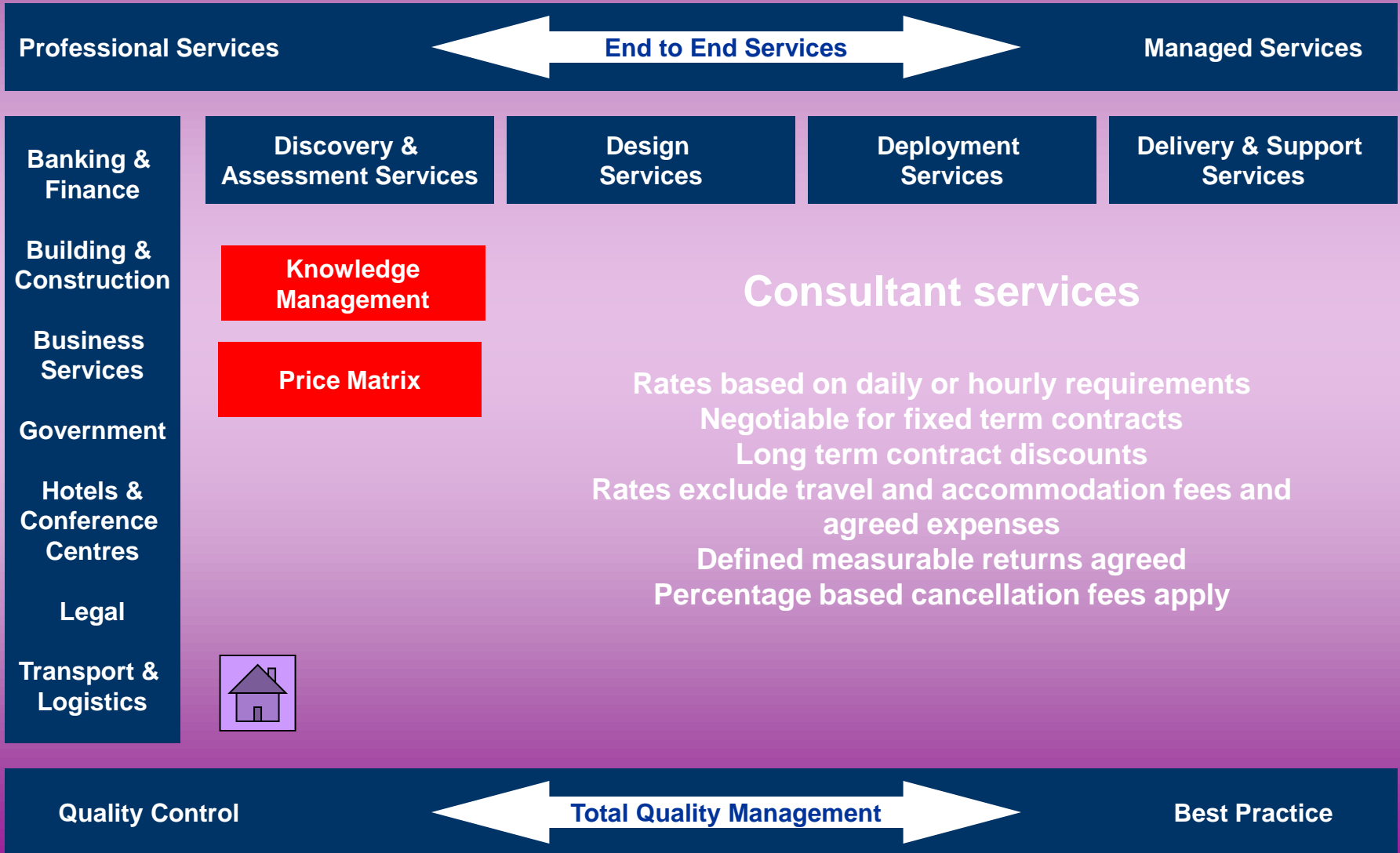
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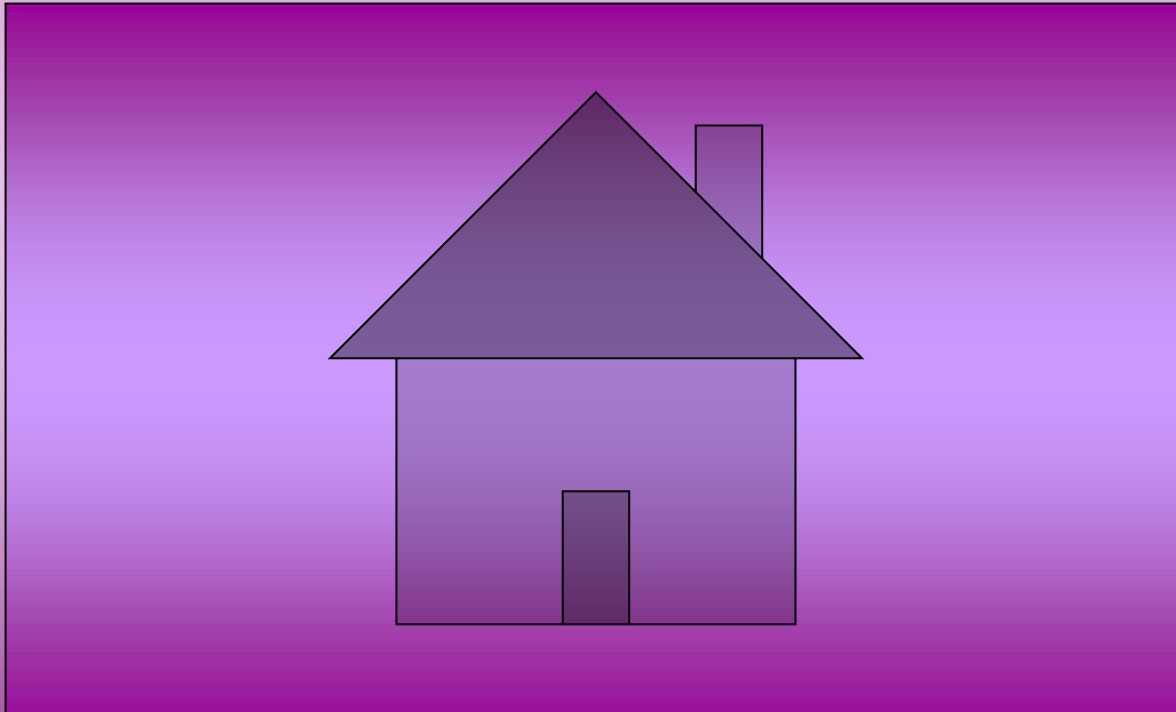


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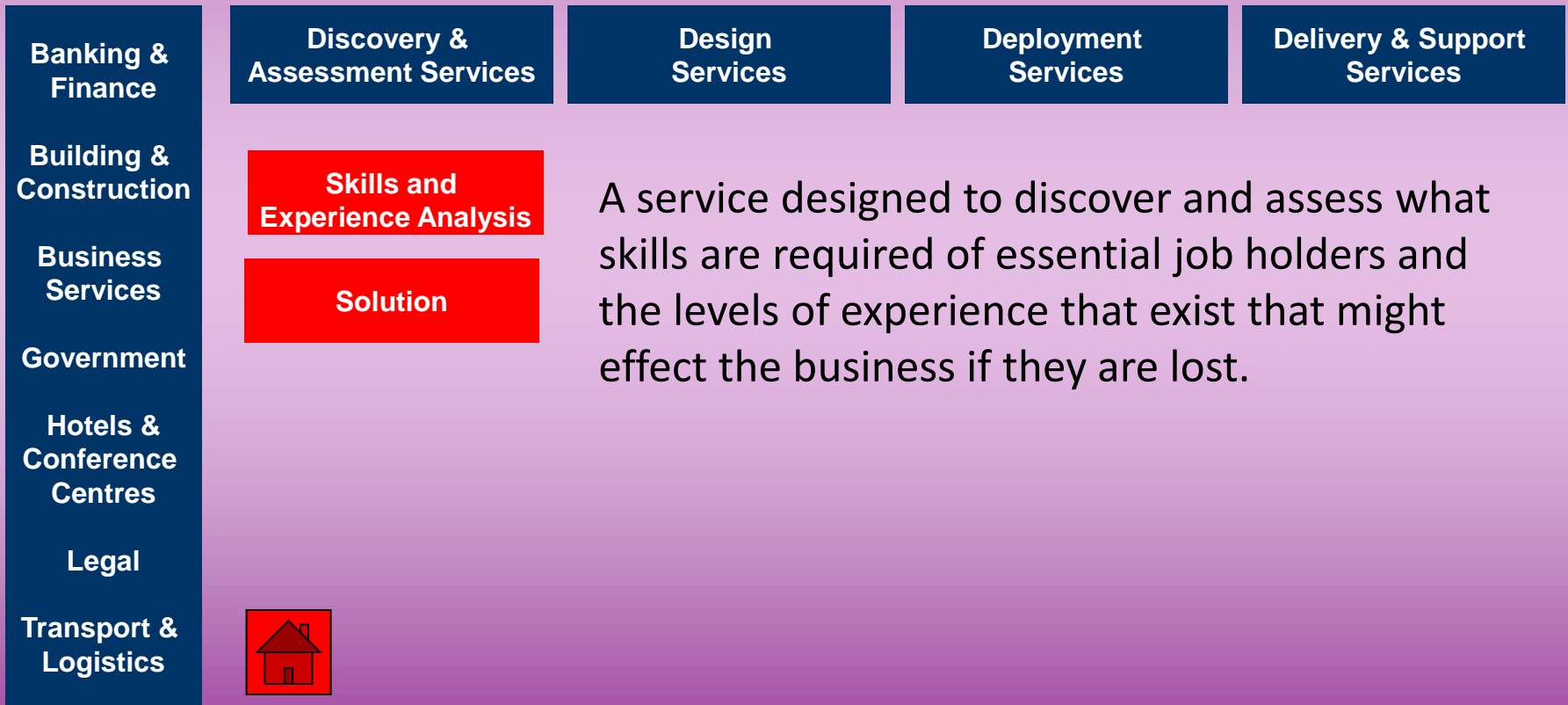


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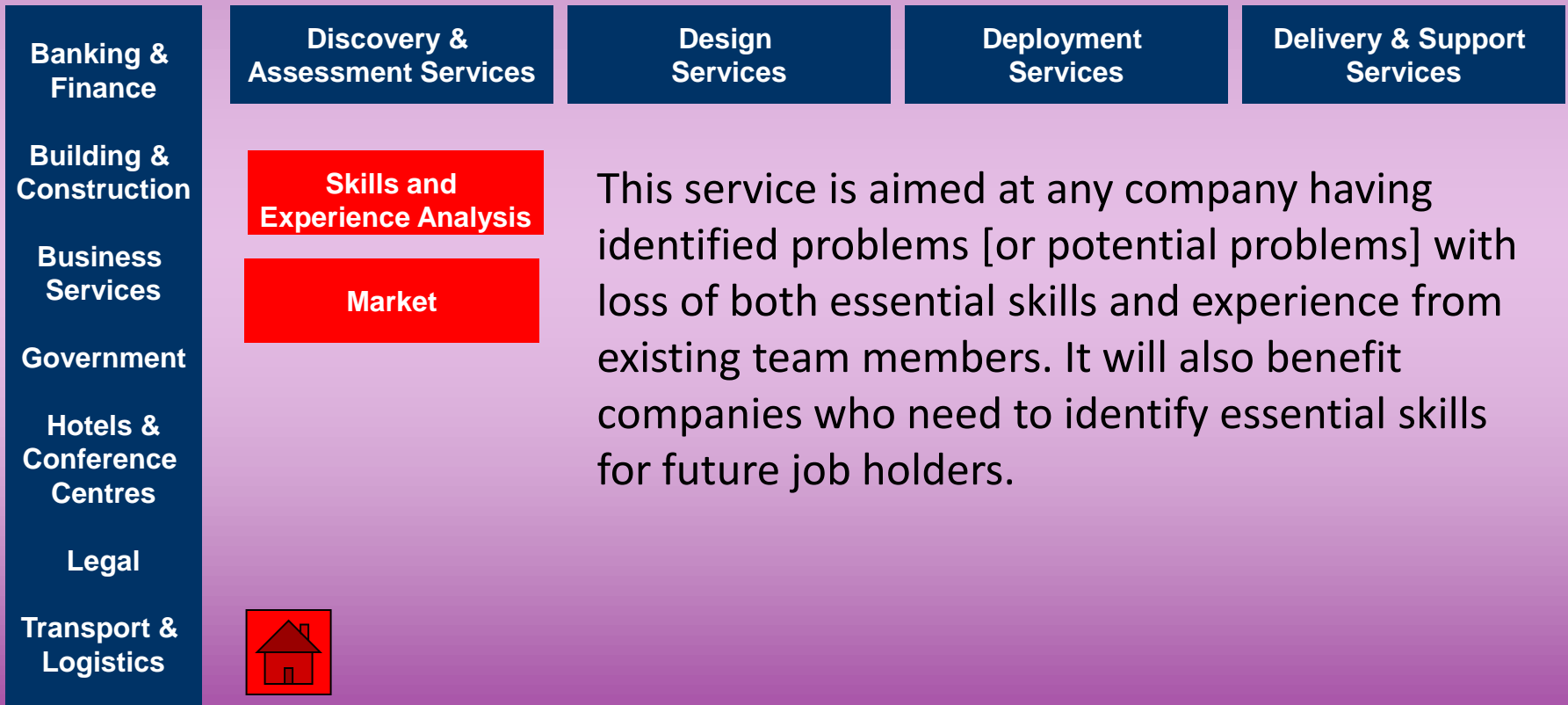
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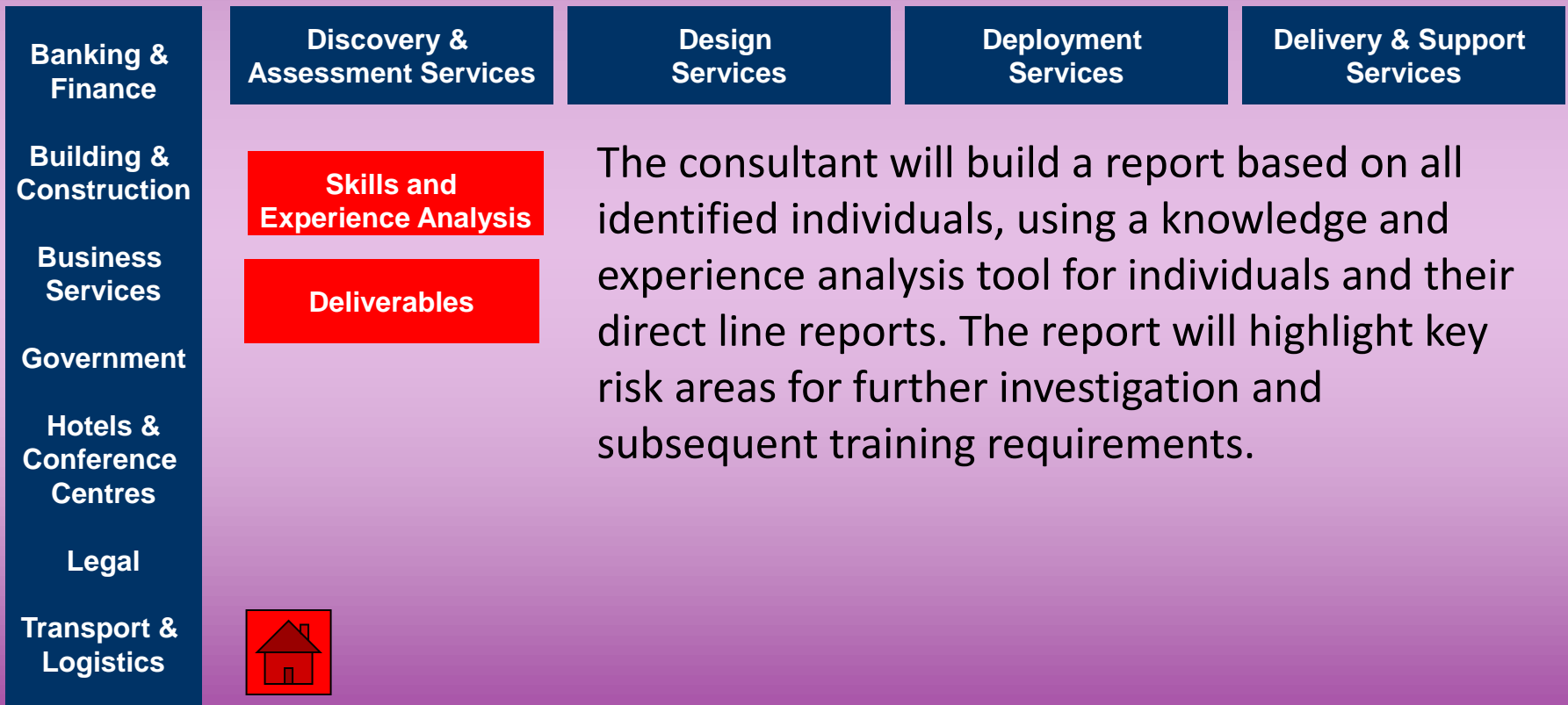
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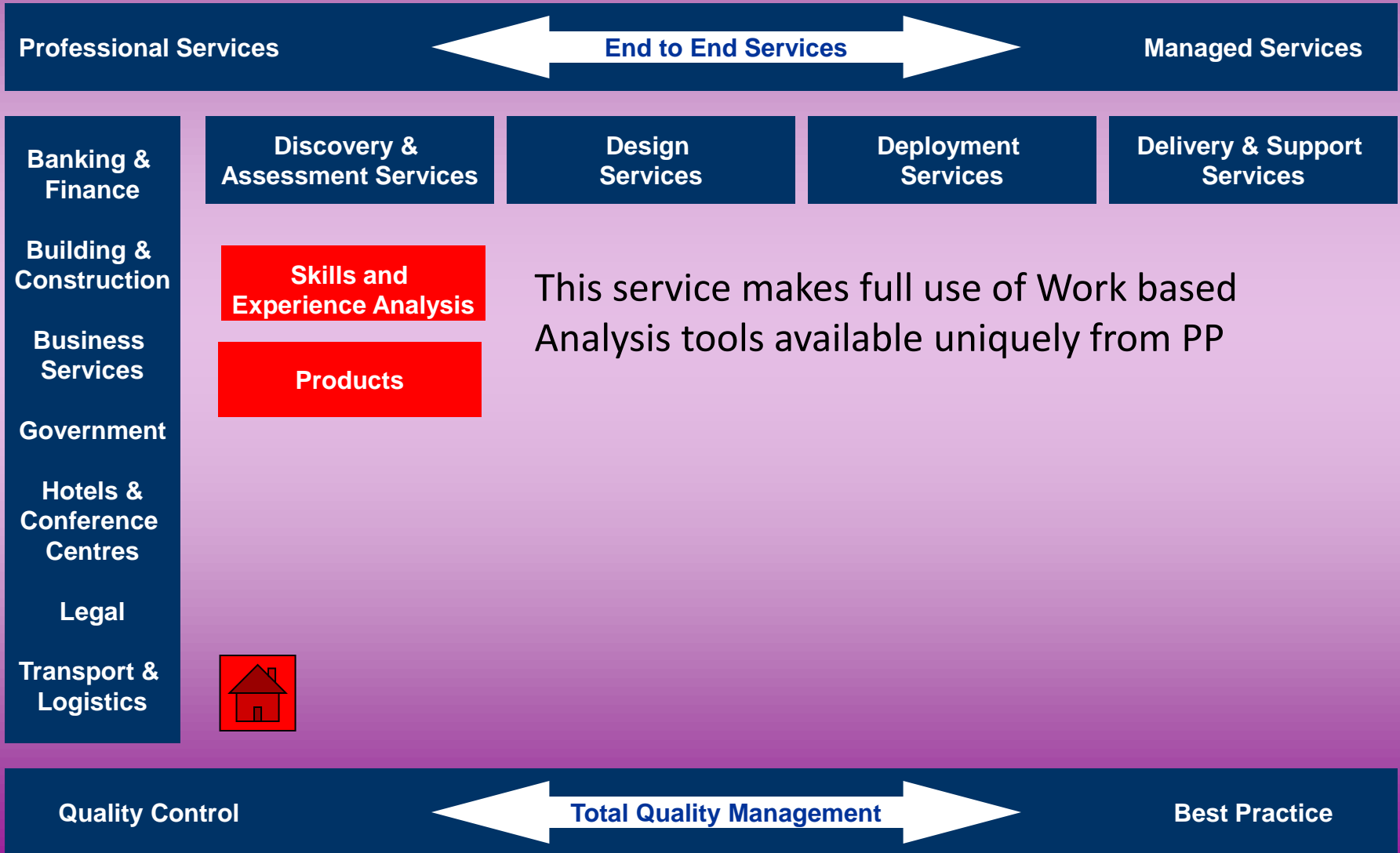
This service is aimed at any company having identified problems [or potential problems] with loss of both essential skills and experience from existing team members. It will also benefit companies who need to identify essential skills for future job holders.



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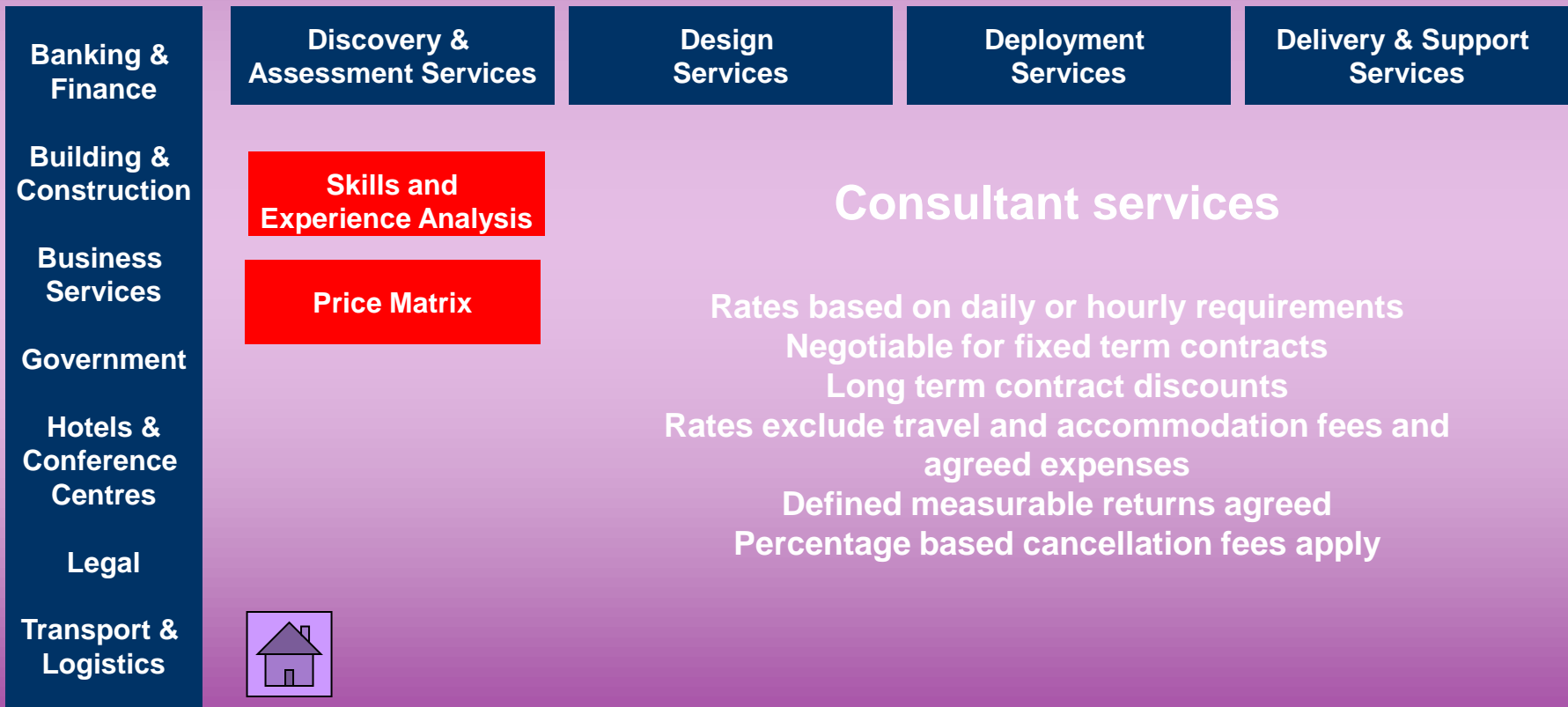
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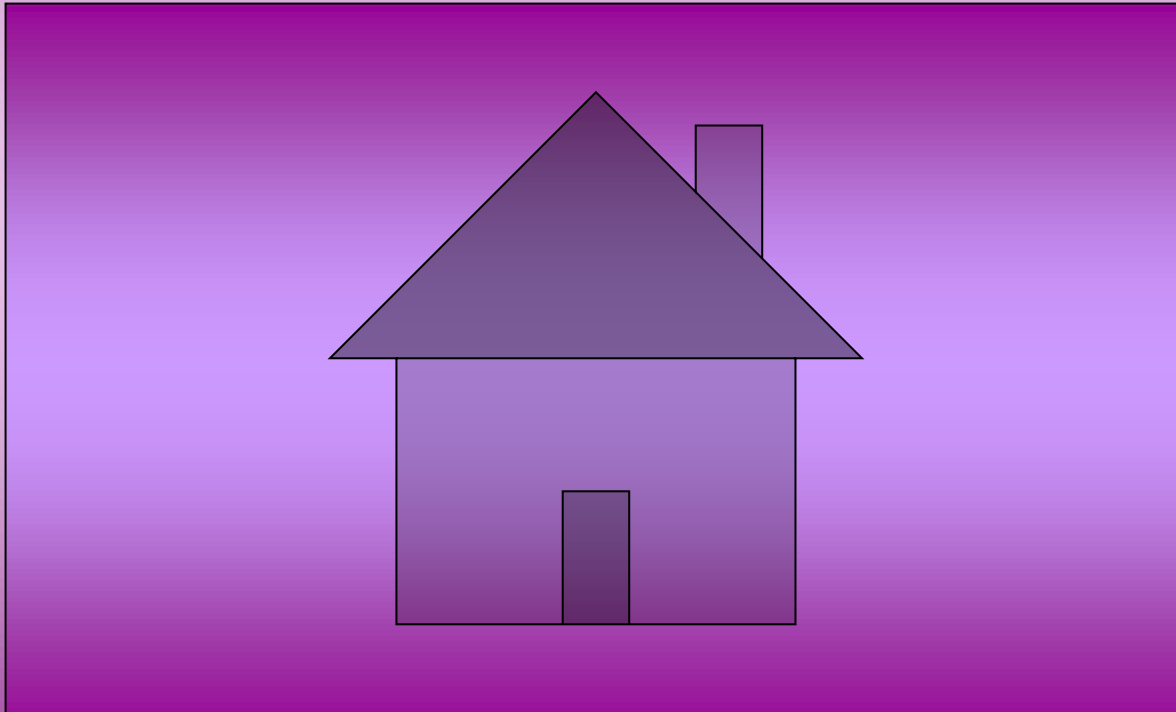


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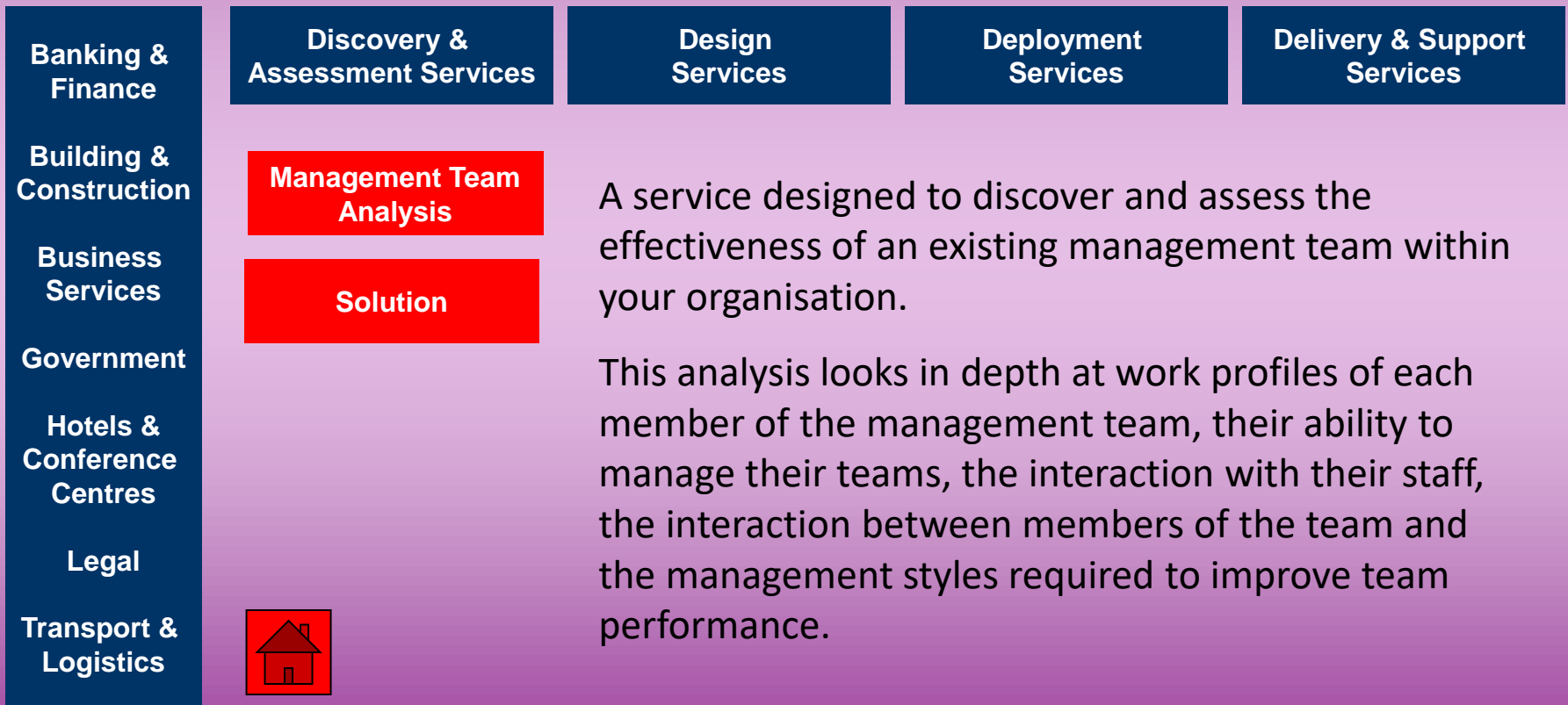


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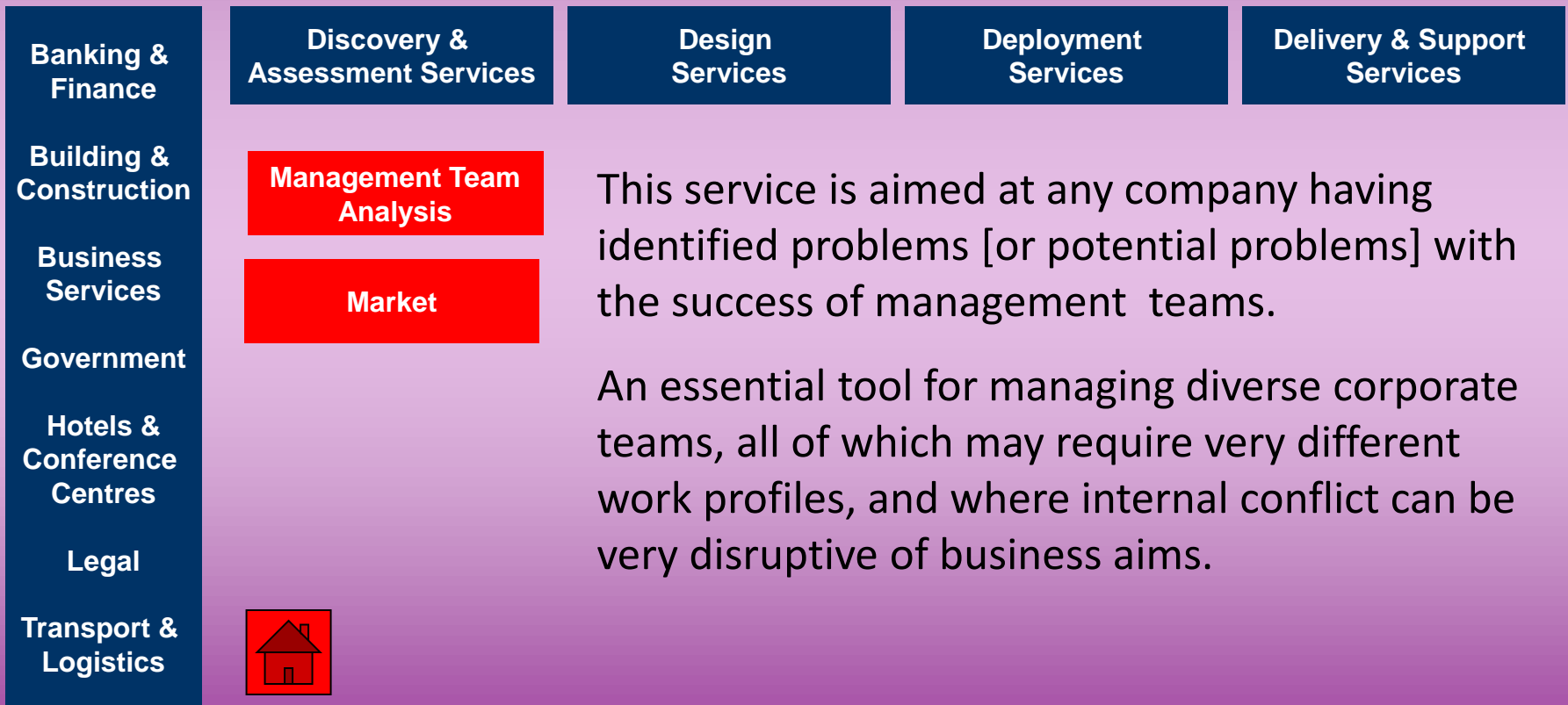


A service designed to discover and assess the effectiveness of an existing management team within your organisation.

This analysis looks in depth at work profiles of each member of the management team, their ability to manage their teams, the interaction with their staff, the interaction between members of the team and the management styles required to improve team performance.



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This service is aimed at any company having identified problems [or potential problems] with the success of management teams.

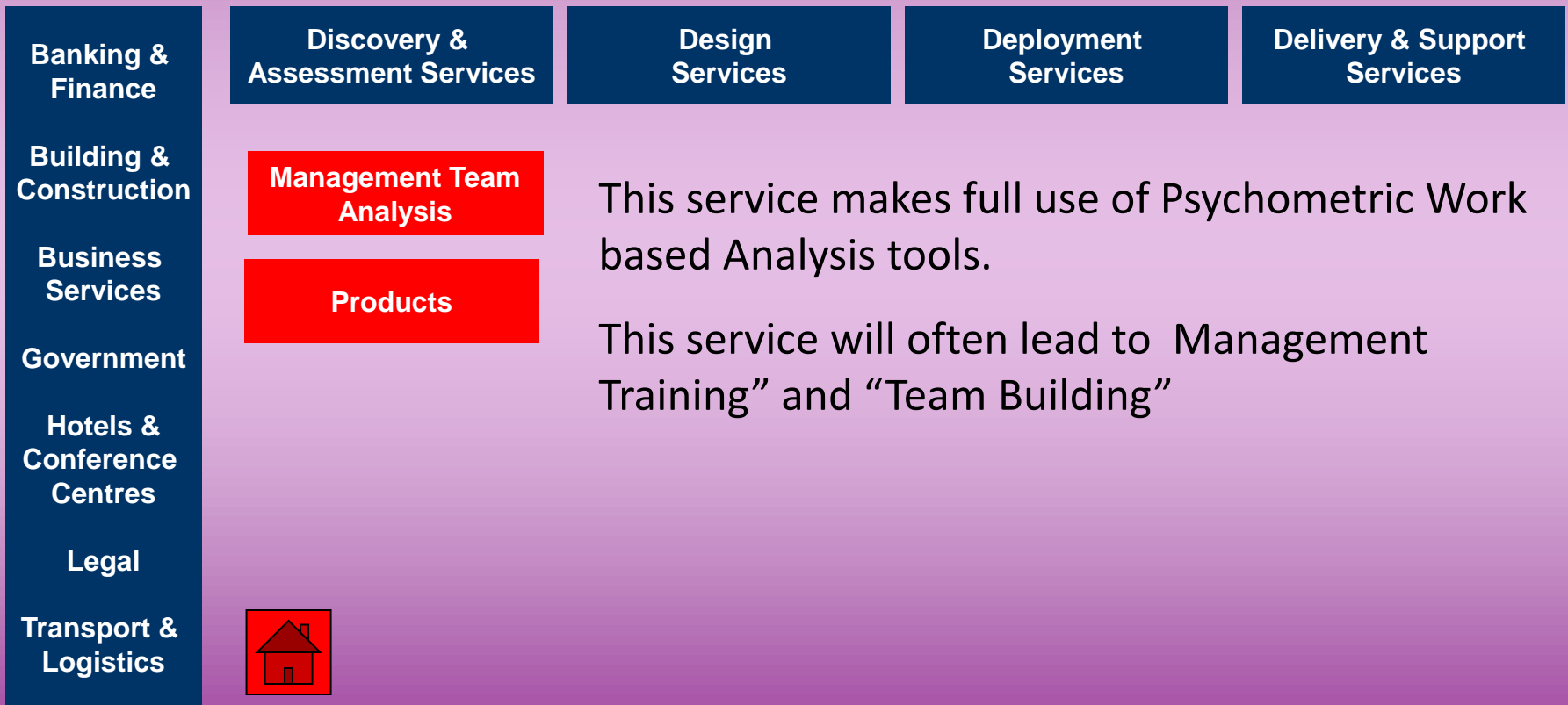
An essential tool for managing diverse corporate teams, all of which may require very different work profiles, and where internal conflict can be very disruptive of business aims.



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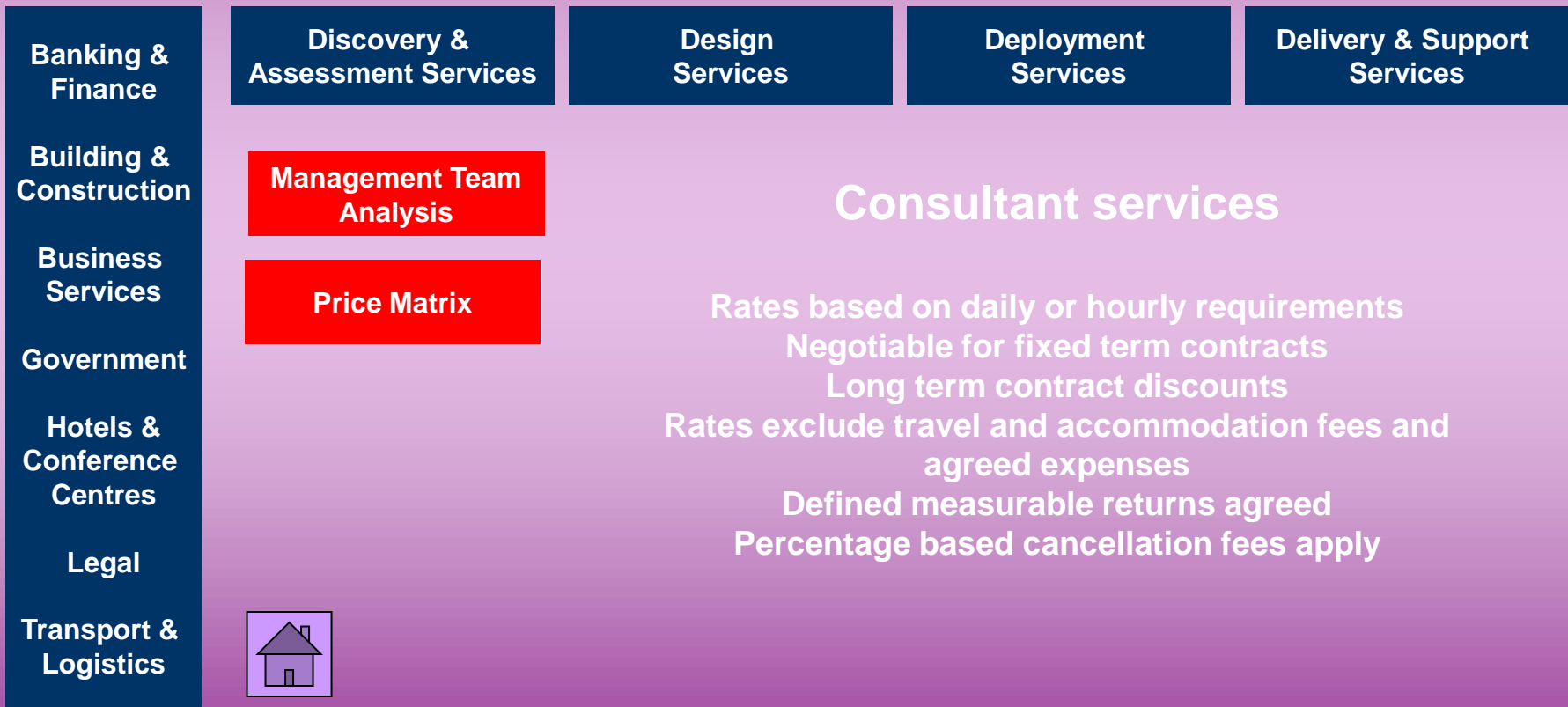
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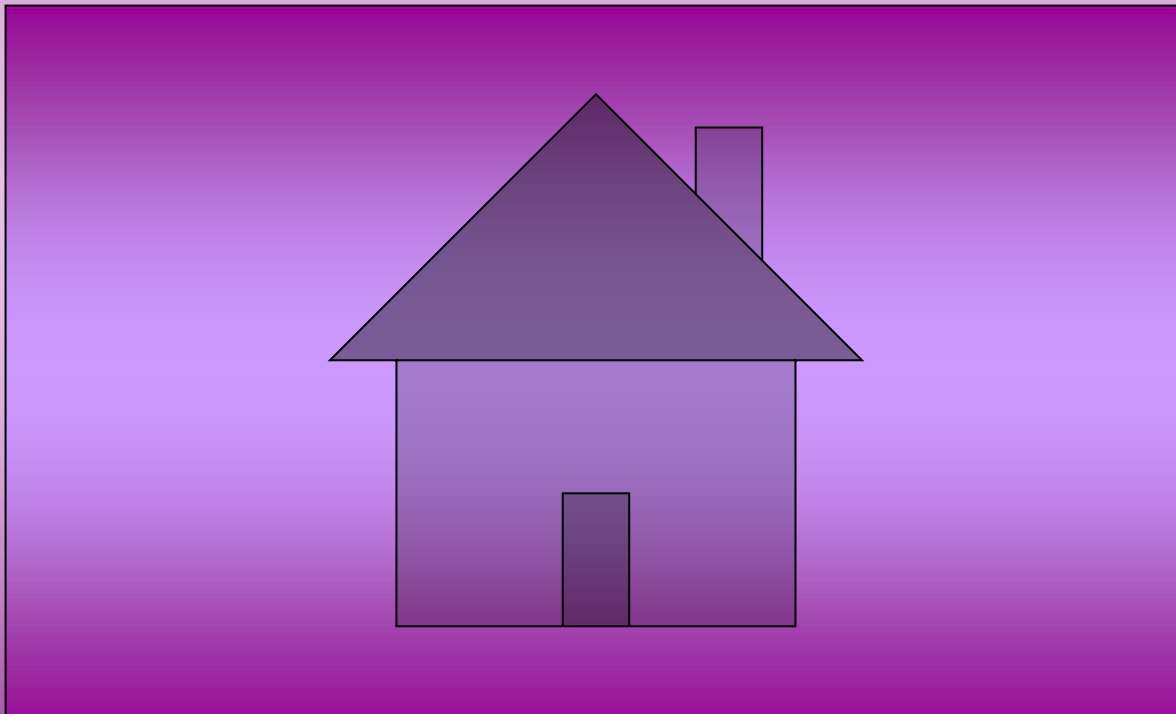


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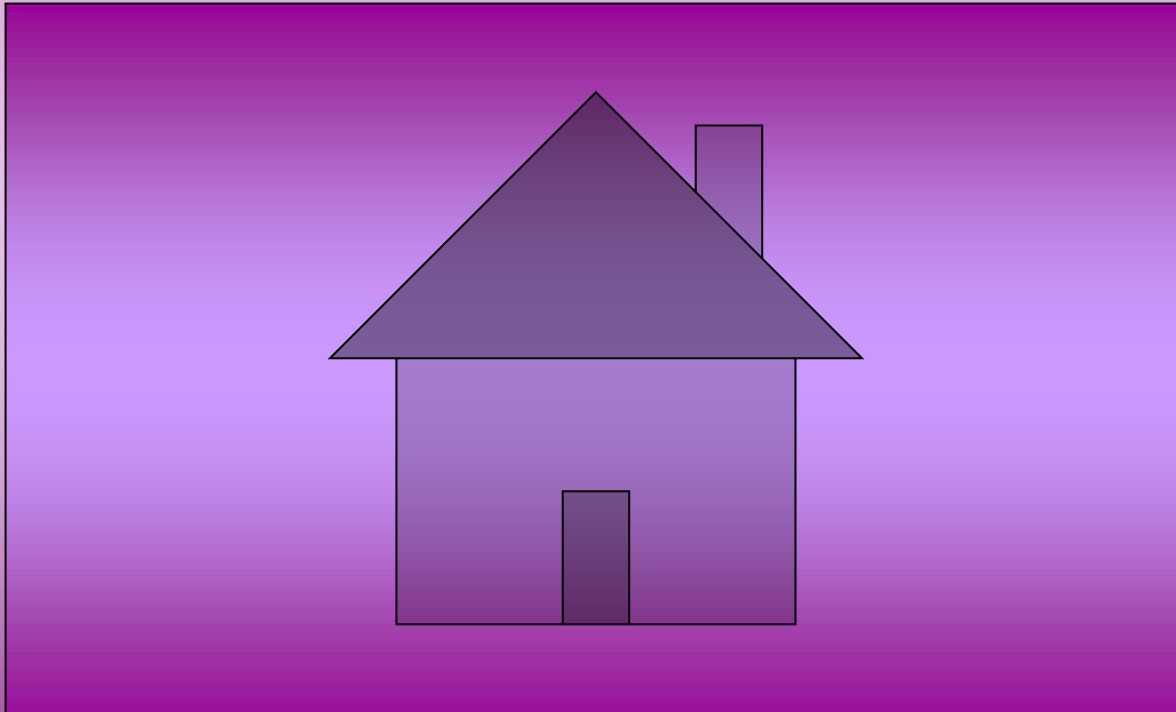


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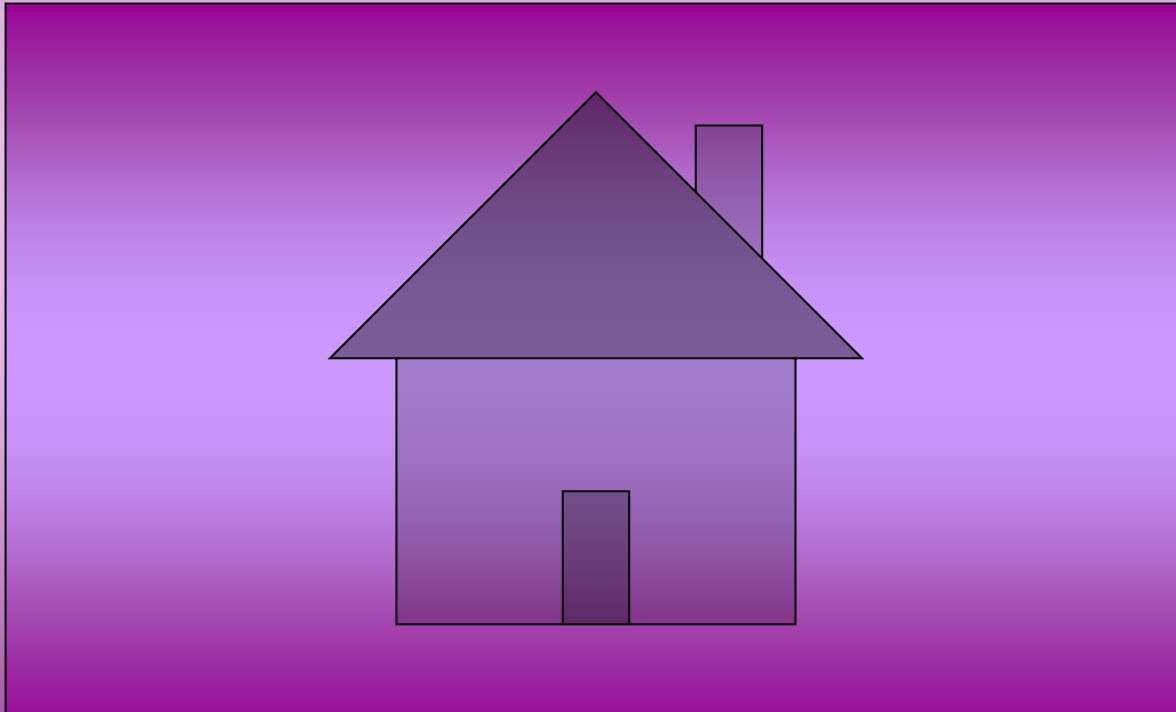


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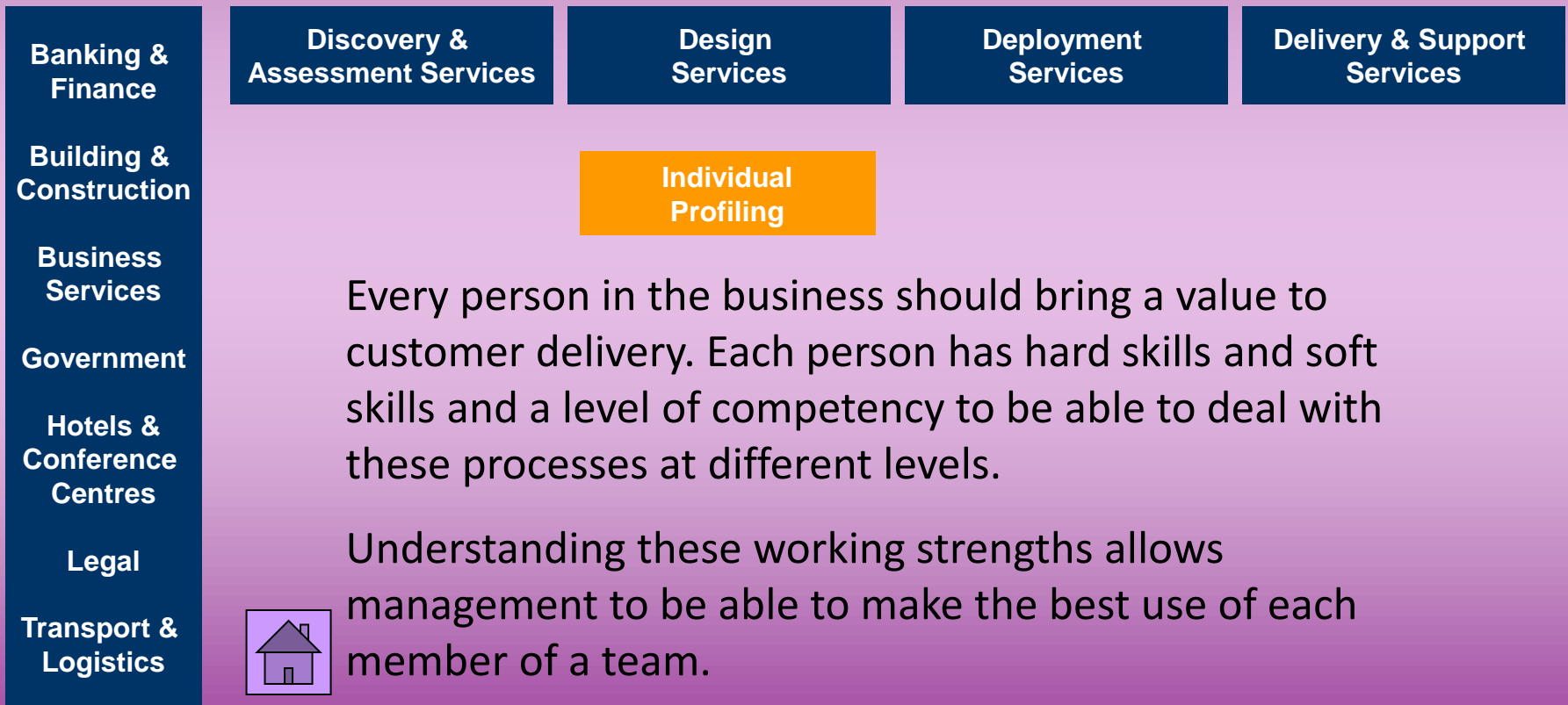


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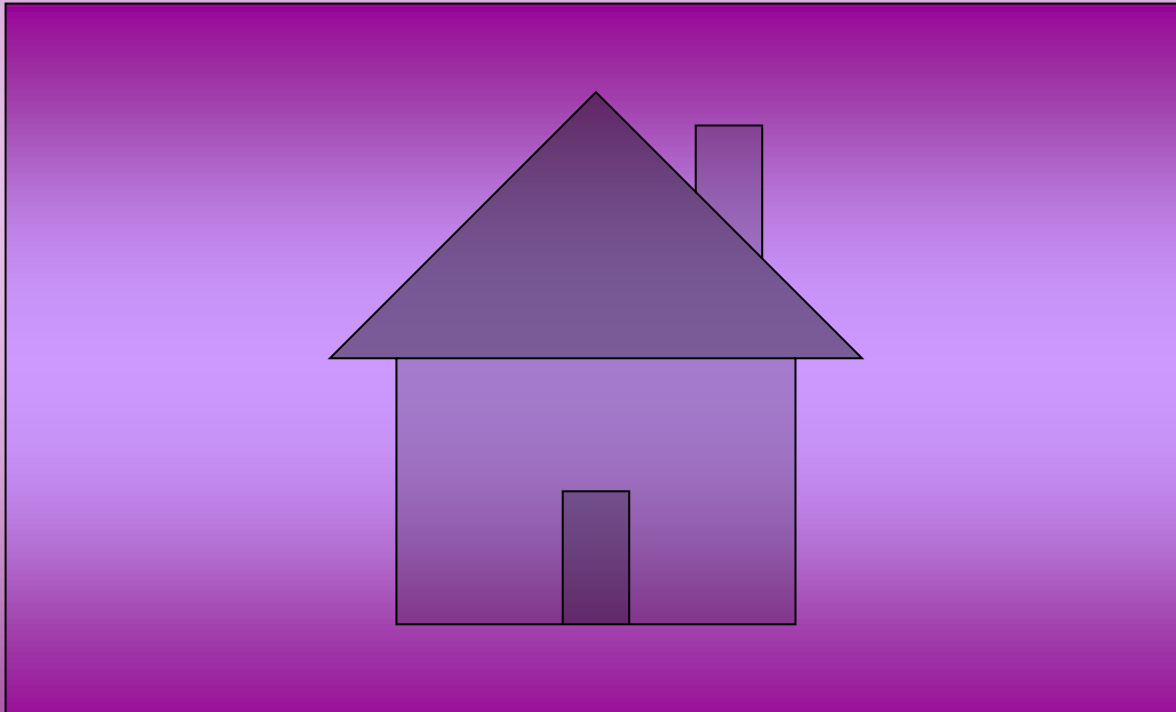
Every person in the business should bring a value to customer delivery. Each person has hard skills and soft skills and a level of competency to be able to deal with these processes at different levels.

Understanding these working strengths allows management to be able to make the best use of each member of a team.

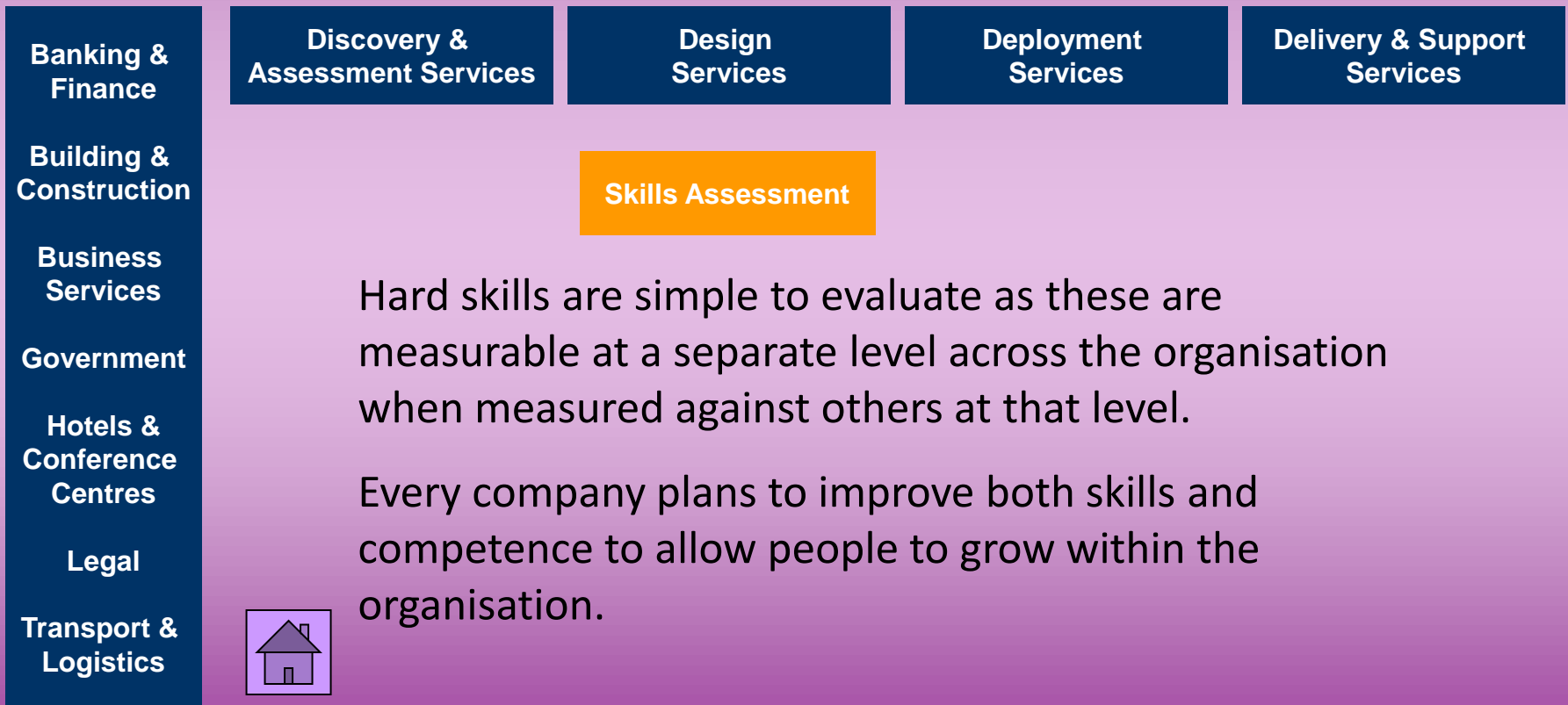


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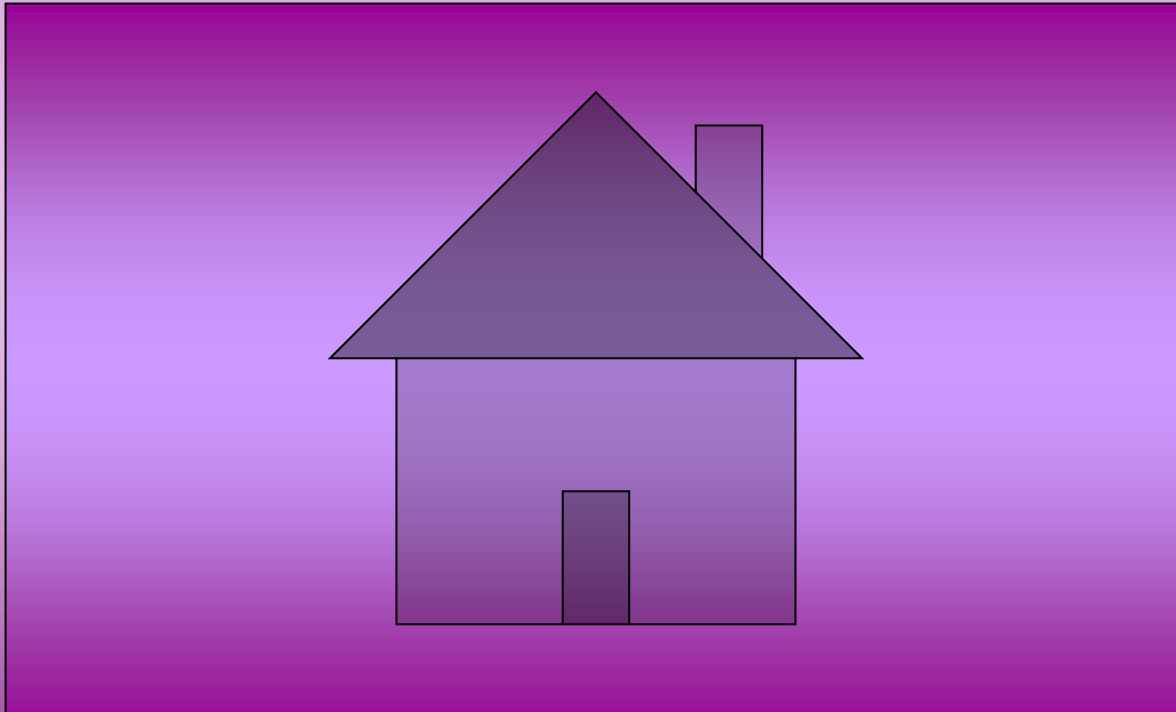


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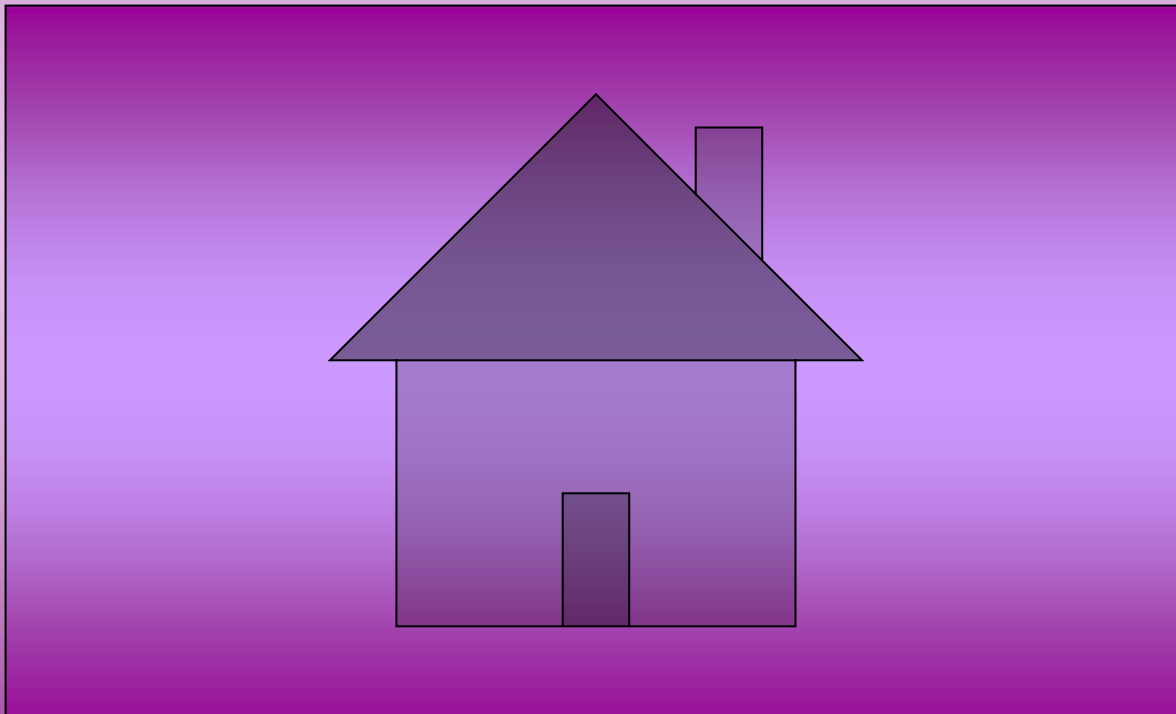


In order that future changes can be made to work we assist the board and management teams align everyone's understanding of the corporate vision, the values that the company attaches to its clients and the processes that bring the customer experience to a successful conclusion through the allocation of specific tasks to those best placed to achieve them.



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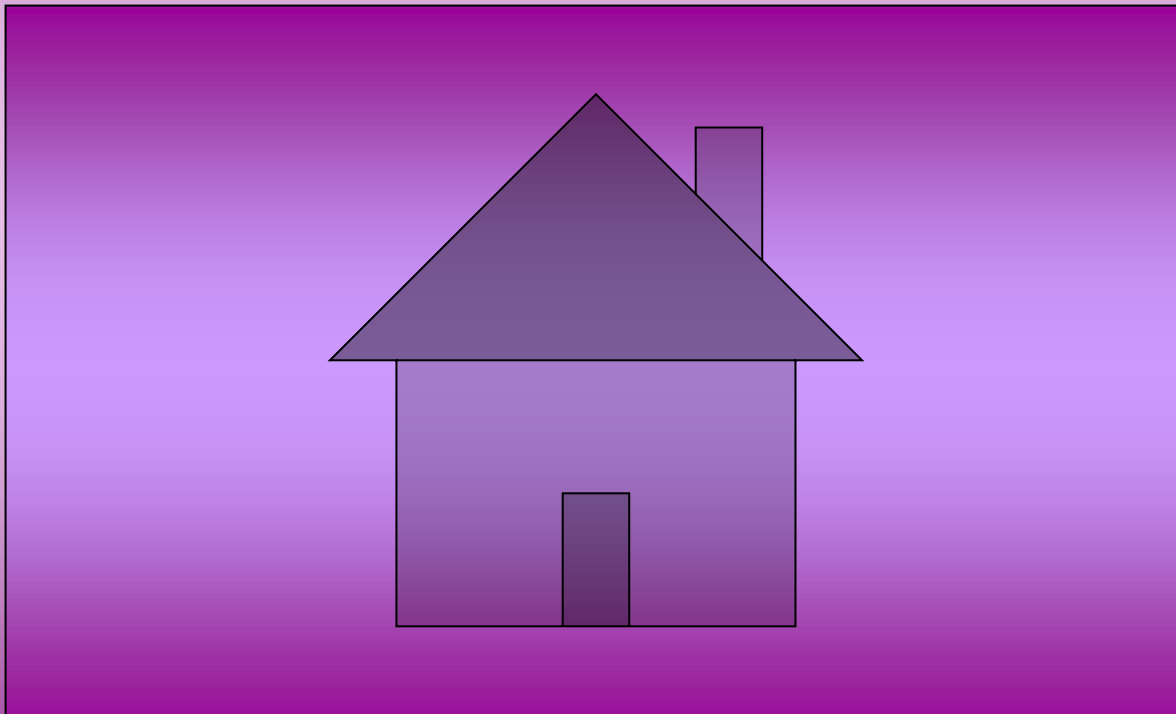


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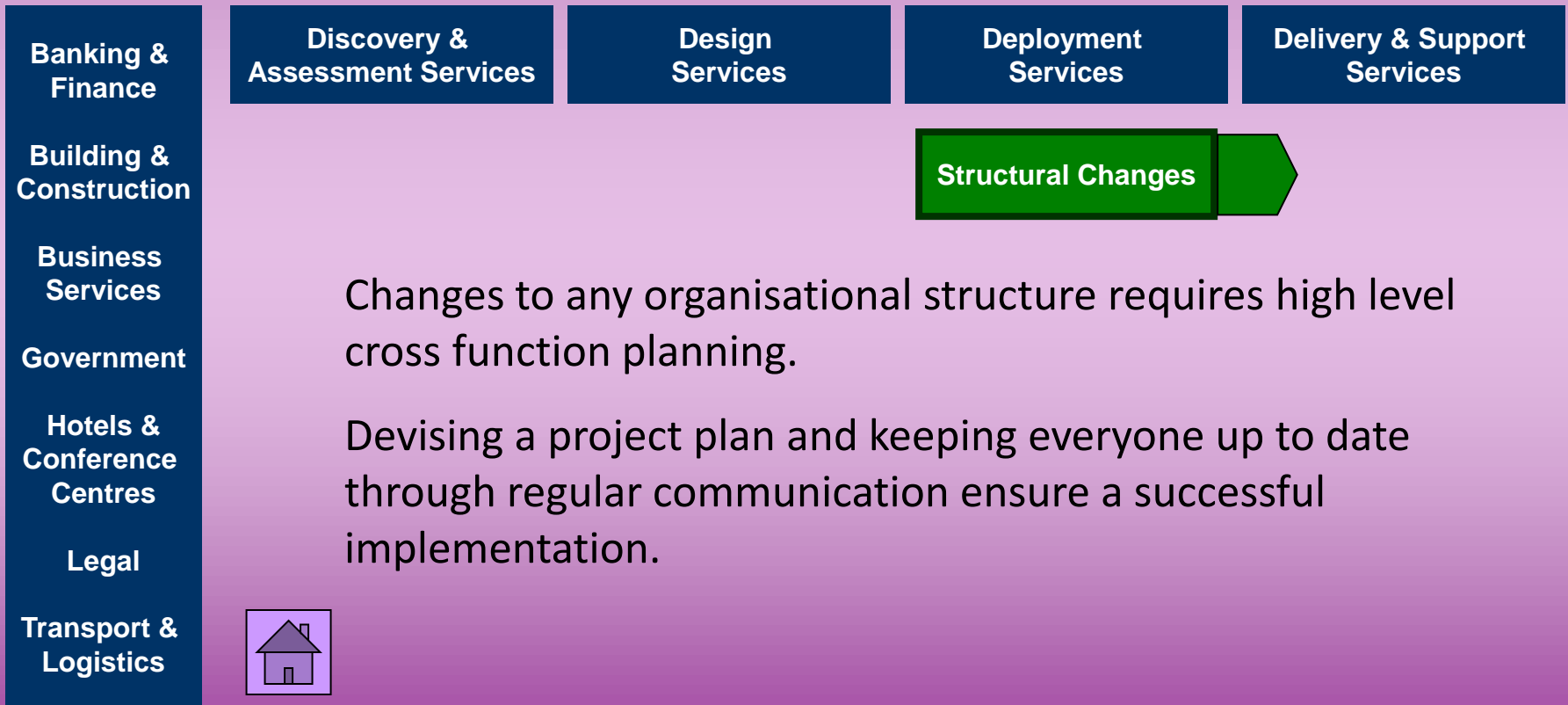


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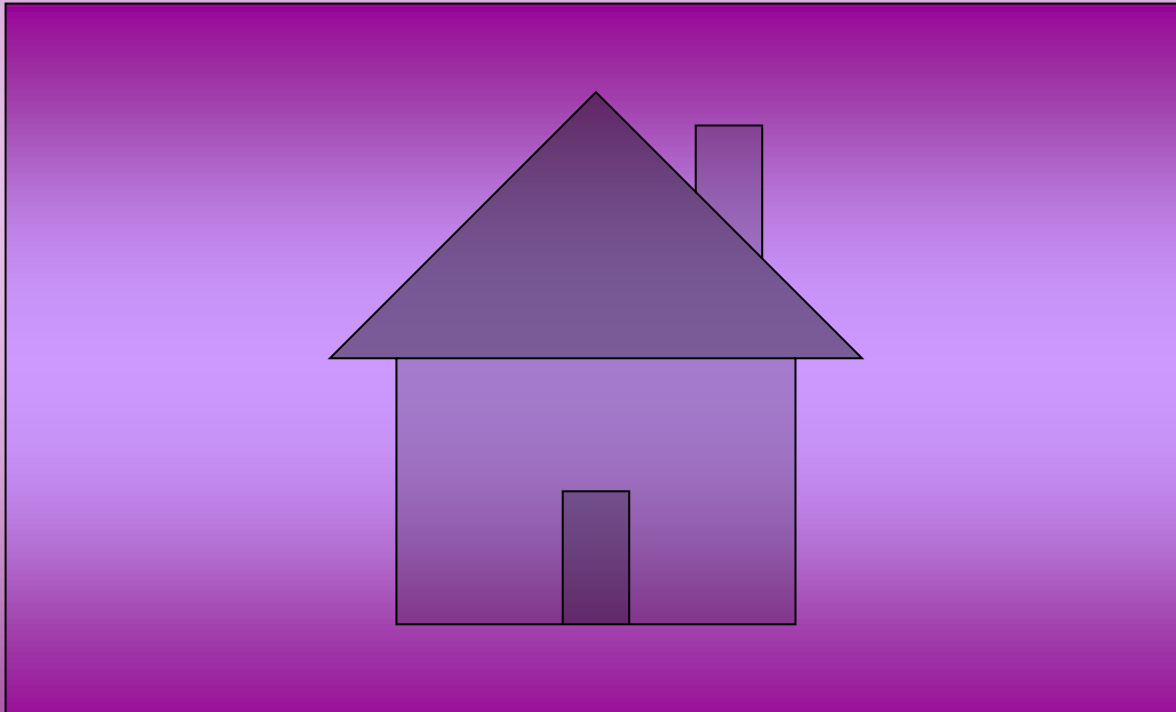
Changes to any organisational structure requires high level cross function planning.

Devising a project plan and keeping everyone up to date through regular communication ensure a successful implementation.

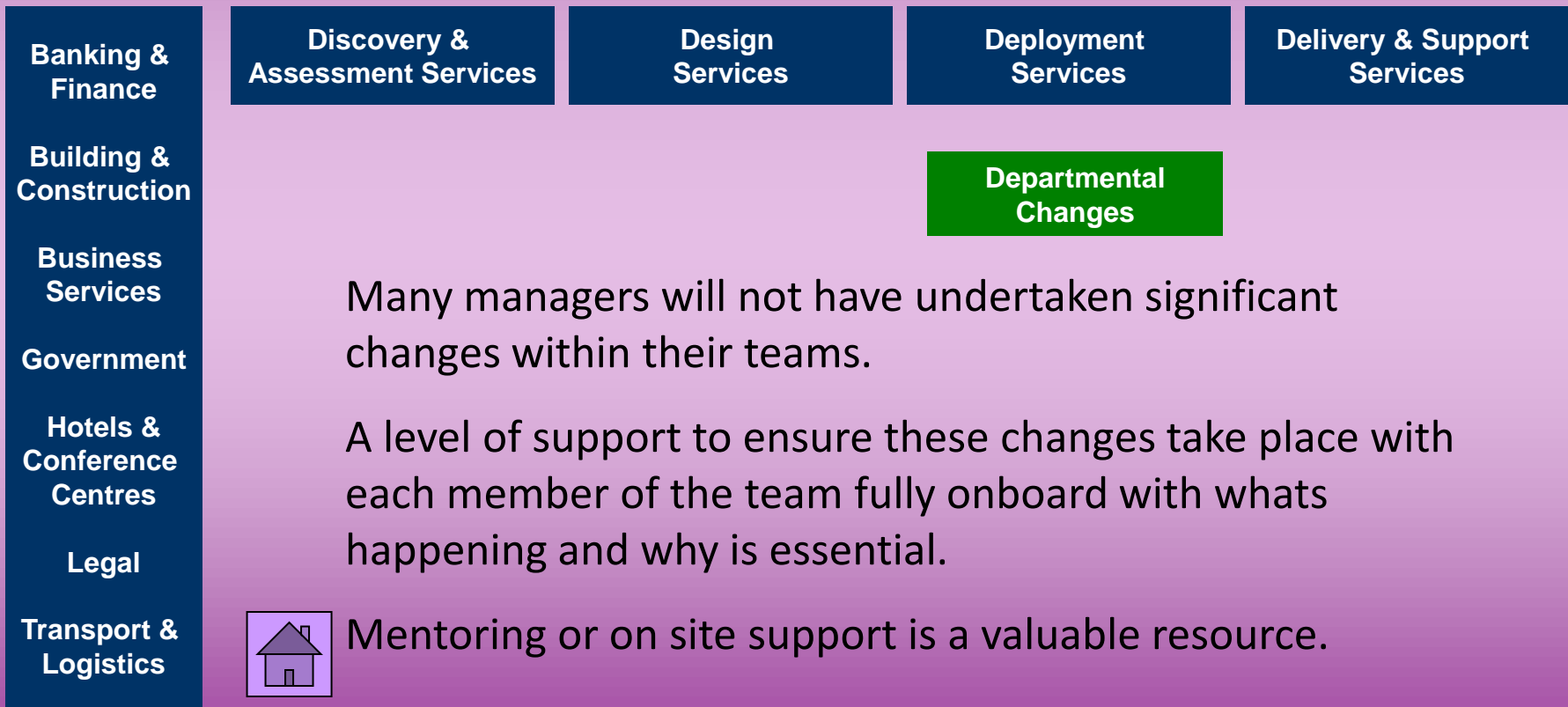


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Many managers will not have undertaken significant changes within their teams.

A level of support to ensure these changes take place with each member of the team fully onboard with whats happening and why is essential.

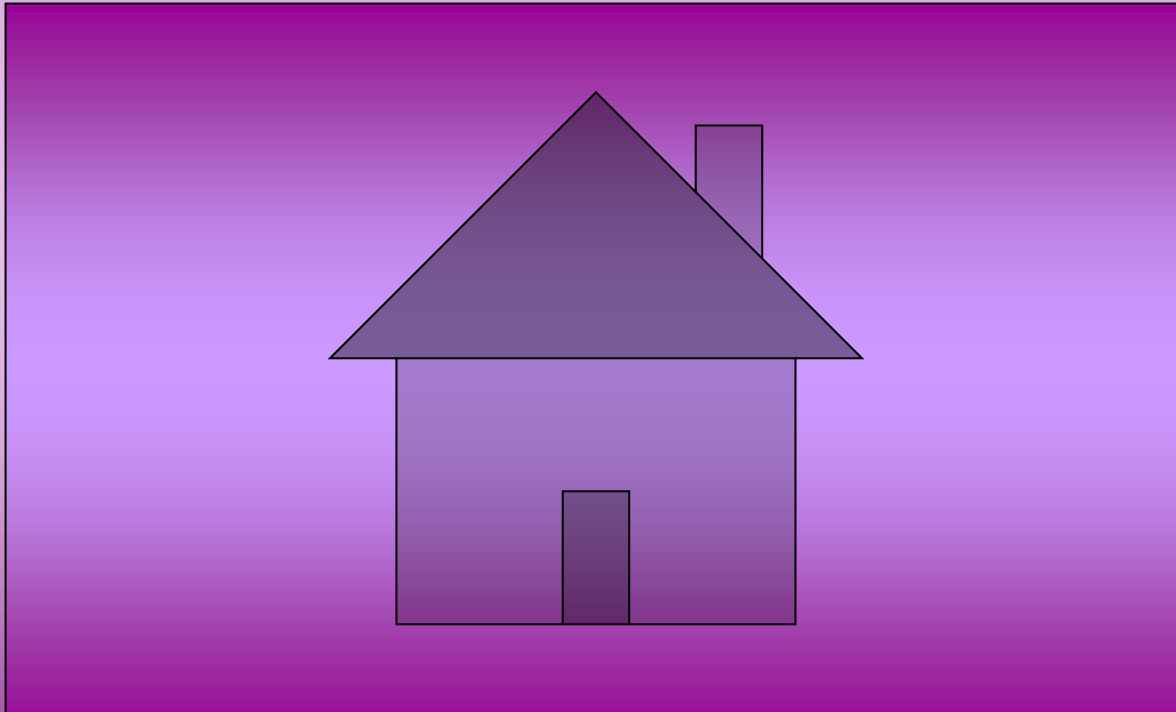


Mentoring or on site support is a valuable resource.

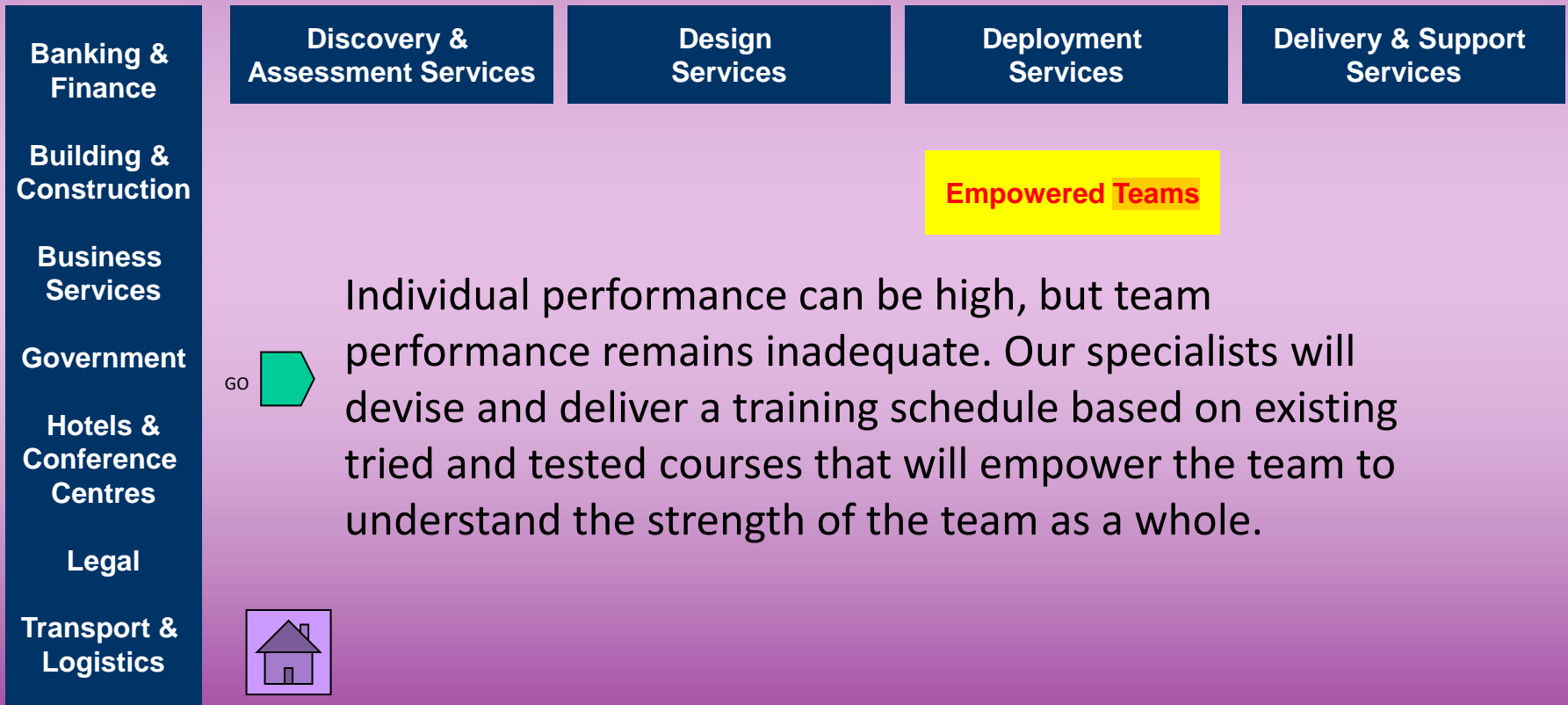


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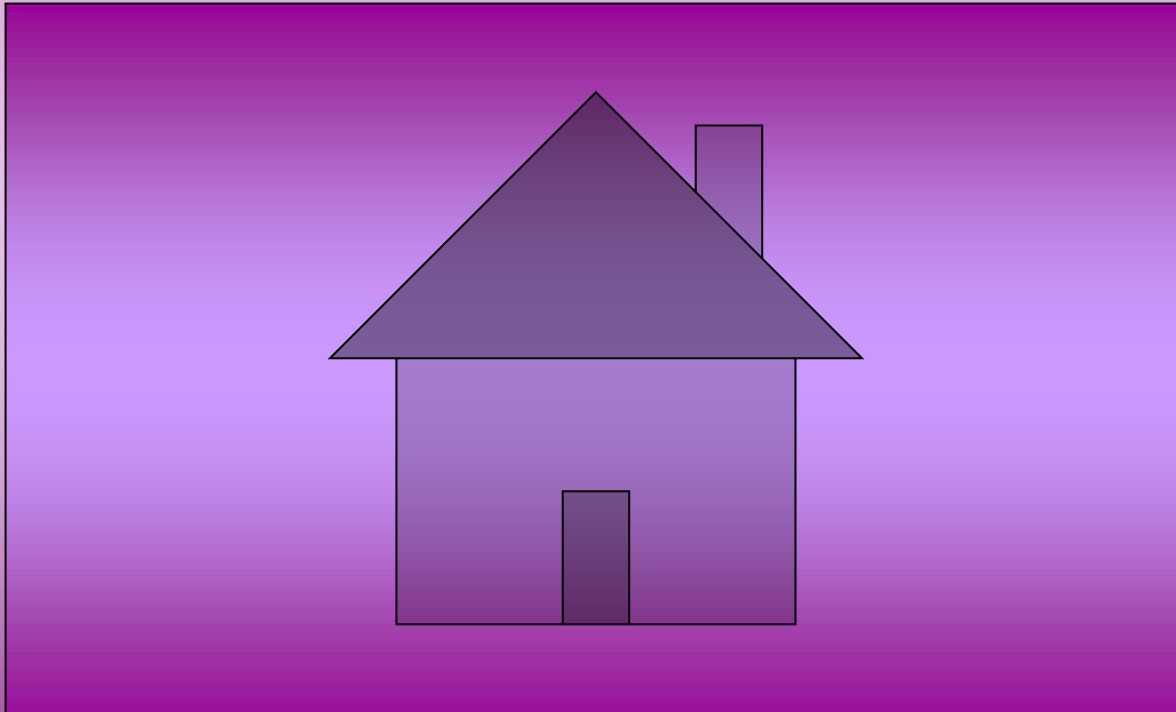


Individual performance can be high, but team performance remains inadequate. Our specialists will devise and deliver a training schedule based on existing tried and tested courses that will empower the team to understand the strength of the team as a whole.

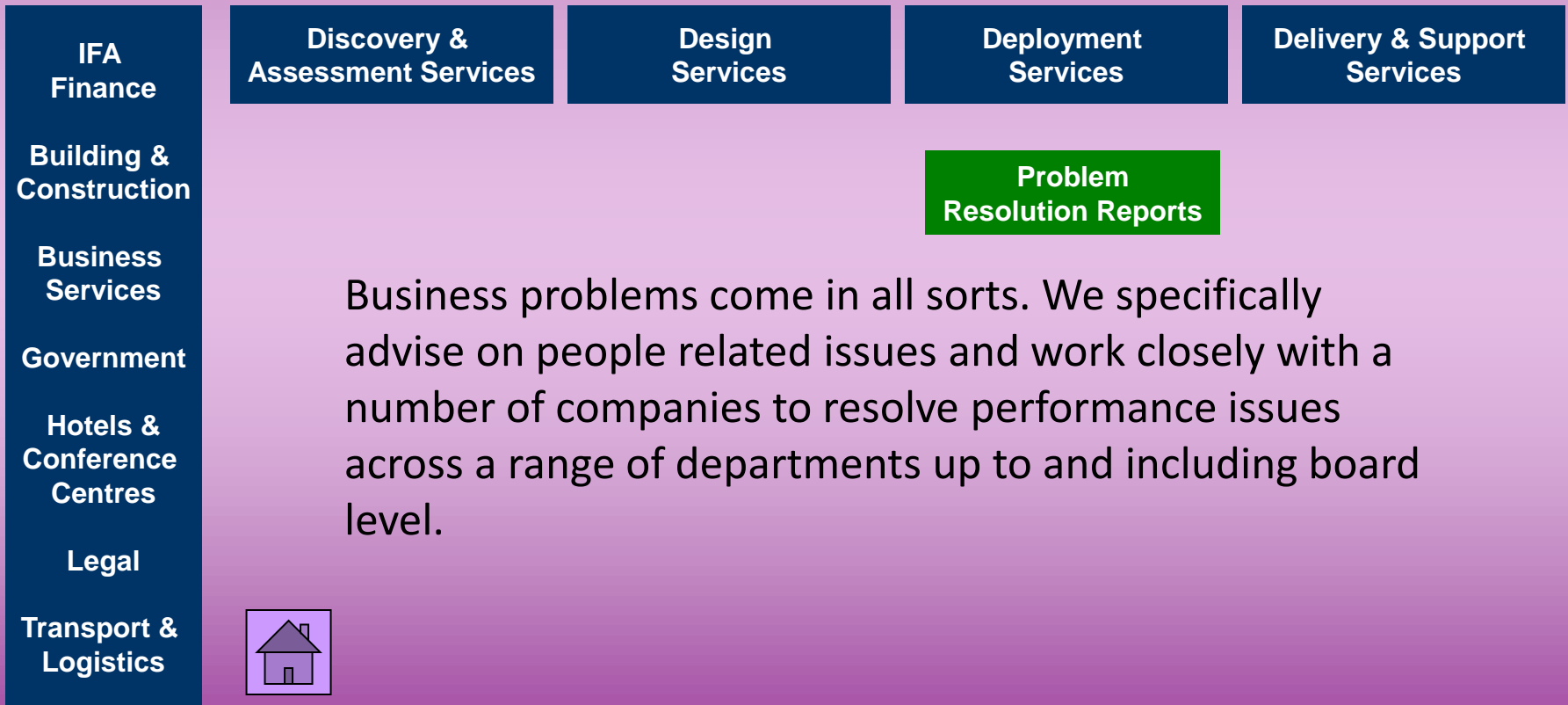


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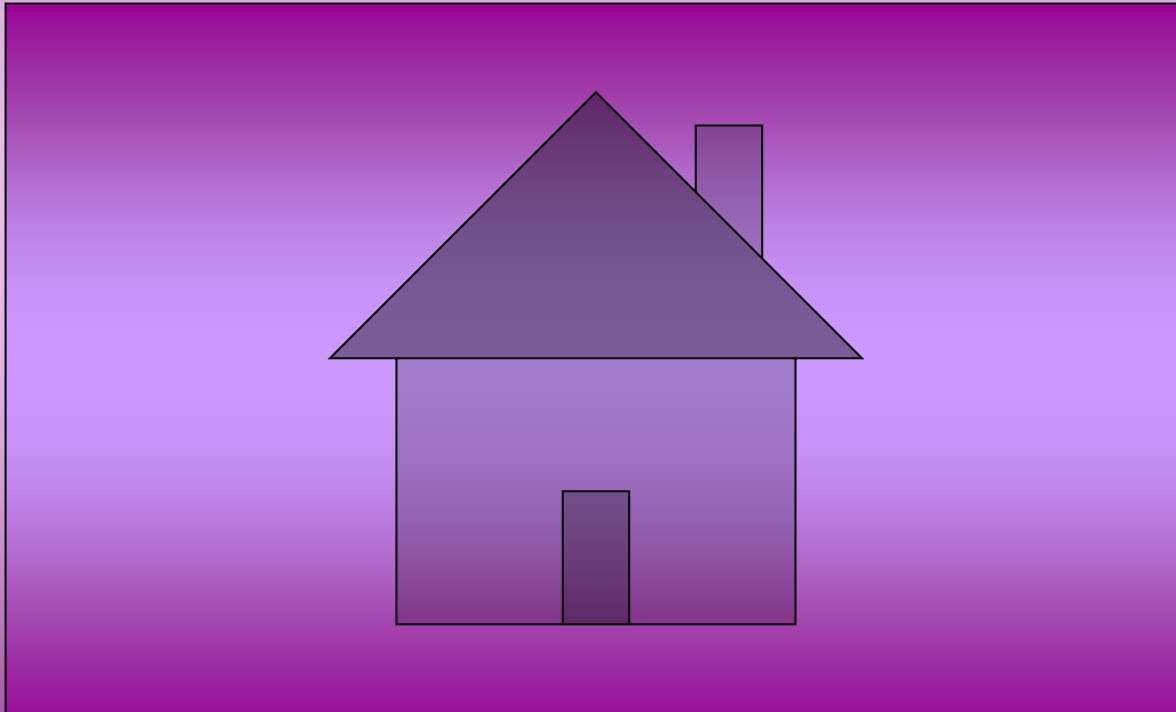


Business problems come in all sorts. We specifically advise on people related issues and work closely with a number of companies to resolve performance issues across a range of departments up to and including board level.



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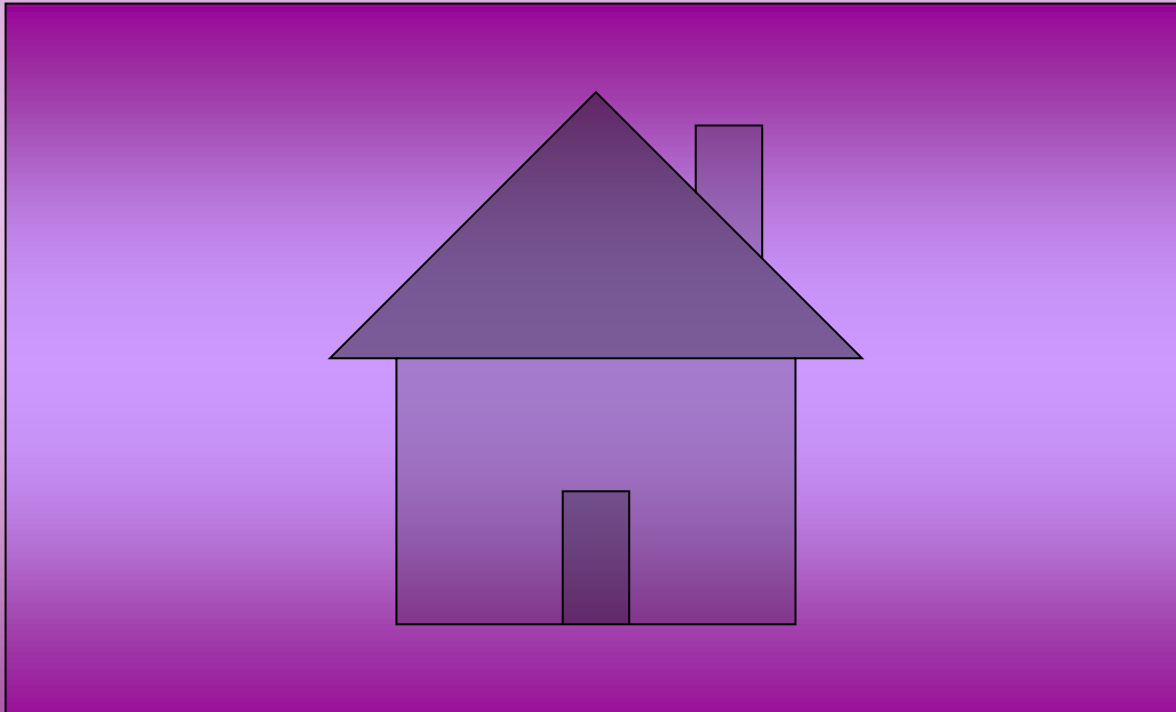


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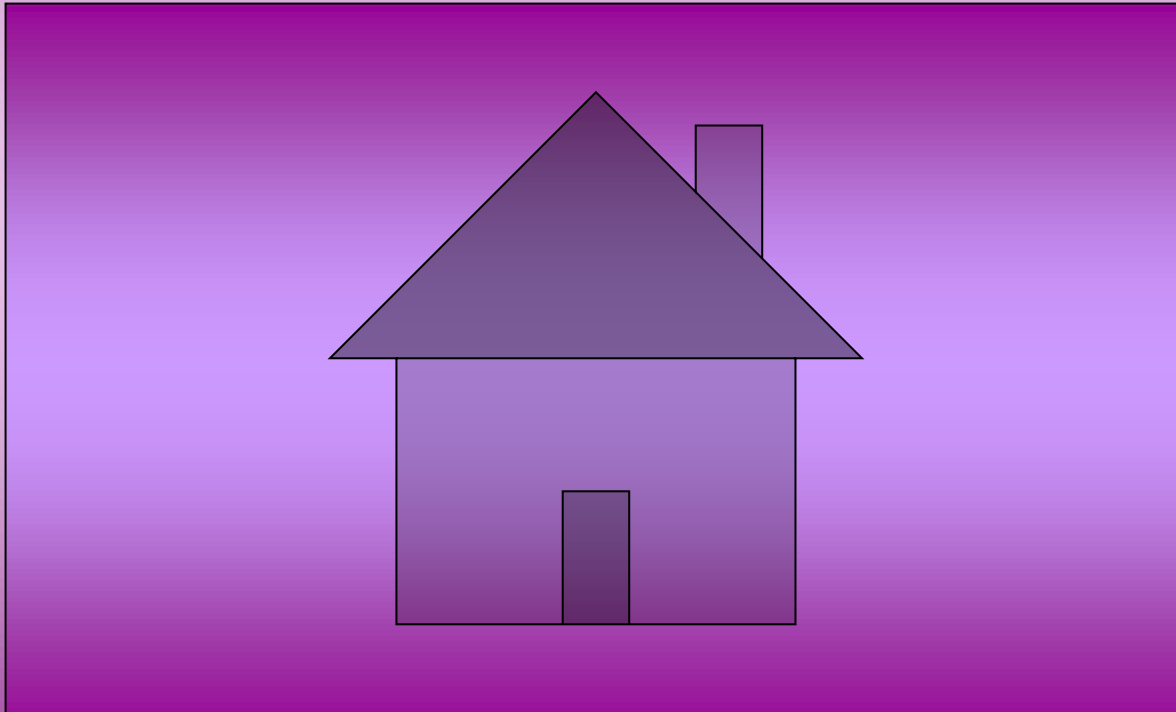


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People for an
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The Profile People P-Profile is a business designed to offer a range of specific people based services to clients who need to rely on external specialists to provide a professional resource in a fast and friendly manner



All of our associates are fully trained and experienced in their specialist areas, and are available on a one to one basis, *working directly with clients to deliver results.*

Our specialists administer profiles on a daily basis, and have completed literally thousands, providing valuable feedback to both the individual and the client with outstanding accuracy.

EXAMPLE ONLY

Interview and Selection

The management skills required to be able to run successful interviews are complex.



The job is often left to the HR department, where one exists, in support of the hiring manager, measured against a predetermined set of criteria. The job description will include duties, responsibilities, reporting lines, hard and possibly soft skills, all to be taken into account. The hardest part of the interview process defining how much of what the interviewee is saying is real, and how much is interview technique.

Employing staff is expensive; getting it wrong trebles the cost. If measurement is the key, then a management tool that allows your company to understand what makes a person's individual profile more likely to succeed in a given job is essential in this process.

At PP, we aim to give your management team the skills and the knowledge to be able to improve your interview techniques, to understand what is important about the people that are going to contribute to your business success, and how to manage the individuals once you have decided to take them on.



Team Building

Individuals perform as best they can, better if they are motivated, but teams should perform better as a group than the sum of the individuals



Many teams are built as a result of “hard skill requirements”, with little or no thought about team structure or individual profiles. The results can be anything from poor to devastating.

A balanced team can out perform an unbalanced team, even when the skill set of the team is lower.

At PP, we aim to give business managers the ability to understand the effective makeup of teams, and how to deploy and manage them on an ongoing basis for maximum productivity.



Sales Training

Sales techniques using work profile essentials

Successful sales people are often the ones who naturally create a union between themselves and the buyer. Many have been around for a long time and have built up their own contacts. What your business really needs is for all sales staff to be able to copy this success



At PP we aim to offer an in depth understanding of the relationship between the buyer and the seller, as well as the interaction between the buyers environment and the sellers. These issues may sound complex but are in fact quite simple to define. If someone is able to turn on a simple light switch that opens up a new vision of what it takes to close a deal, then this is what we aim to achieve. We will assume that your sales people have basic selling skills, these never change. By giving your sales team a new dimension of understanding about basic people interaction, we believe we really can make a difference. Just to make sure, we will also offer mentoring and on site field sales assessment to ensure the training has been effective.



Sales Training



Concept Selling for Sales Managers

Selling techniques have changed drastically over the years. Professional buyers no longer need product sales people to bombard them with product information, with the possible exception of very specialist or technical products. Even then, there is now so much information available over the web, that many new salespeople can expect the buyer to be more knowledgeable than they are.



At PP, we aim to describe the way in which a sales organisation needs to restructure it's sales process to bring about the necessary changes for "Concept Sales" to be an effective route to market. Once this has been achieved, we will further offer to retrain the sales force in the methods dictated by the company. The outcome of such a change should be designed to offer all sales staff the same opportunity to be successful, rather than leave it to chance, and the sales manager ultimately more control over the outcome.



Managing meetings to secure a desired outcome.

Bringing groups of people together to understand a common theme or objective is a task undertaken by managers on a daily basis. Very few are ever trained in the process.

Meetings can vary in size from one to one, to one to many. Some meetings are designed for giving information, some for sharing. Most meetings are not designed at all, they merely fall into a method based on habit.

At PP, we aim to bring managers attention to the methods that meetings can be managed effectively to achieve a given outcome, where the participants feel they have been involved in an acceptable manner, and all attendees can describe the content and outcome of the meeting after the event in harmony.



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Project Planning

Cross function project planning requires the involvement of all department heads.

Each of these need to bring an operational plan to the meetings table to ensure that each plan dovetails into the overall plan.

Communication of each plan needs to be co-ordinated to ensure that everyone in the company receives a consistent message and understands the end point.

Every plan will be different and each project will need to be quoted for separately. This will normally be agreed on a per day basis as projects can be hindered or accelerated by external events that we have little or no control over.

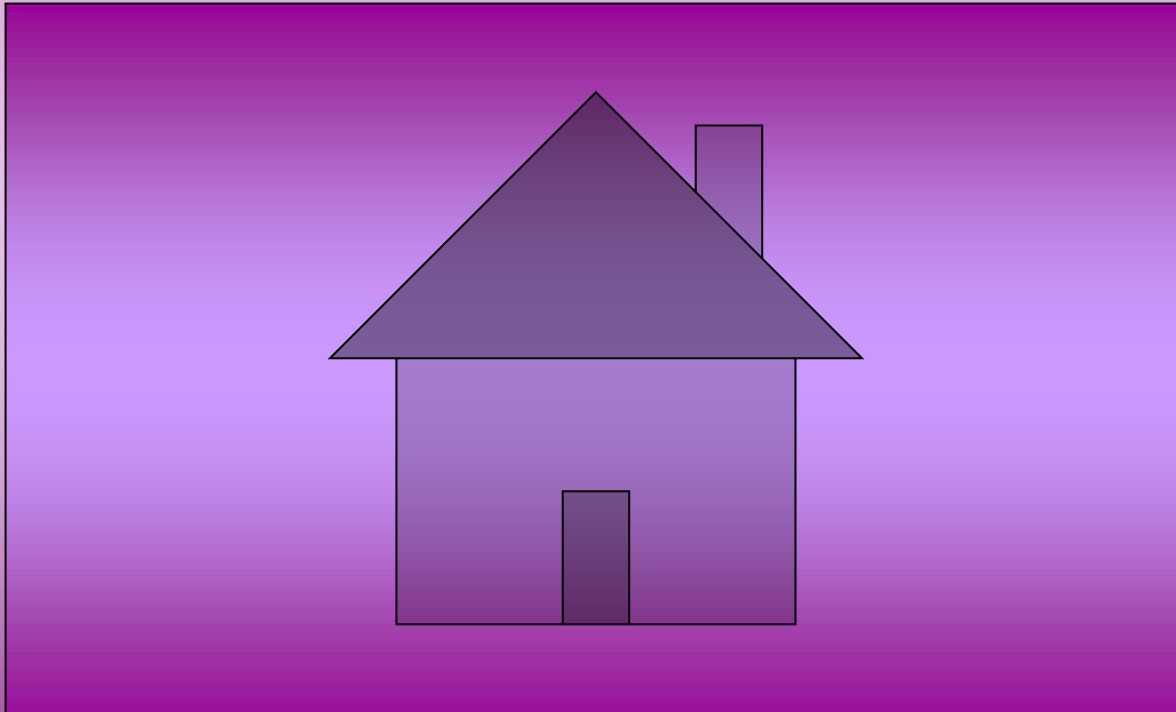


Making Change a Success.



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Master Profile Questionnaire



Name:		Sex:	DOB:
Company:		Position:	TEL:

Kind hearted	Persuasive	Modest	Original			
Attractive	Honest	Stubborn	Affectionate			
Passive	Bold	Loyal	Lively			
Open-minded	Obliging	Determined	Charitable			
Humorous	Precise	Daring	Even-tempered			
Competitive	Considerate	Happy	Harmonious			
Easing	Obedient	Domineering	Playful			
Brave	Emotional	Submissive	Shy			
Sociable	Tolerant	Self-reliant	Restrained			
Adventurous	Receptive	Friendly	Moderate			
Talkative	Guarded	Conventional	Decisive			
Polished	Audacious	Diplomatic	Contented			
Assertive	Charismatic	Accommodating	Apprehensive			
Cautious	Resolute	Influential	Good natured			
Flexible	Eager	Agreeable	Dynamic			
Optimistic	Sympathetic	Patient	Demanding			
Complaisant	Generous	Animated	Ambitious			
Respected	Kind	Sensitive	Forceful			
Courteous	Pioneering	Confident	Unselfish			
Aggressive	Adaptable	Relaxed	Light hearted			
Trusting	Satisfied	Positive	Peaceful			
Likable	Cultured	Vigorous	Lament			
Enthusiastic	Accurate	Outspoken	Hesitant			
Impatient	Neighbourly	Popular	Methodical			
SUBTOTALS						
Kind hearted	M	Persuasive	Modest	L	Original	

Your profile will be prepared by John
Sherron who can be contacted on:
Tel: 01202 496 269
M: 07946 577 523

