



## WE'RE EXPERTS IN PEOPLE, PROCESS AND SYSTEMS.

We solve problems and deliver results. We see the big picture. More than a consultant, we're a partner dedicated to helping your business succeed. We build upon your strengths to reach bigger goals and greater opportunity. Our business is making your business better.

PROCESS + SYSTEM OPTIMIZATION

ORGANIZATIONAL EFFECTIVENESS

STRATEGIC PLANNING

CHANGE + GROWTH MANAGEMENT

**WHAT'S CHANGING YOUR BUSINESS THE MOST?** Probably speed—of almost everything. Our focused expertise gets fast and credible results for our clients. People are often blamed for inefficiency and ineffective work when the causes of problems are poor work processes and a lack of expert project management. We create and implement efficiencies in process; we manage critical projects and build to sustain any changes we create; we create change navigators, not change casualties. We can help you execute a well-defined strategy or help you discover the unknown as we push you toward your new future. We promise to bring innovation, perspective and real-world insights to your complex business problems.

By aligning your operations with an executable strategy, we optimize your processes and systems and increase your company's effectiveness. We partner with you to drive positive ROI and sustainability with increases in productivity while decreasing inefficiencies. As a trusted advisor with a deep commitment to client achievement, we are committed to creating new paths, ensuring successful implementations, and fixing the challenges of today *and* tomorrow. Your success is our success.

## WHAT TO EXPECT WORKING WITH ADAMSGABBERT

We integrate seamlessly into your business to understand your needs, barriers, culture and goals. We identify and clarify your company's current state so we can help define and drive the goals and needs of your future. When you are successful, AdamsGabbert is successful. Our services may include:

- Identifying root causes and creating solutions
- Defining pain points and obstacles
- Collaborative working sessions; confidential interviews
- Communication and solution adoption
- Facilitated work sessions
- Risk analysis
- Defining strategy, goals, success and visions for growth
- Analysis of processes, tools and documentation; setting tactics to goals
- Clarifying functional work streams with operational alignments, roles, responsibilities, and interdependencies
- Solution implementation and management

## DID YOU KNOW?

**80%**

OF THE AVERAGE BUSINESS PROCESS CONTAINS "NON-VALUE-ADDED" ACTIVITY

## YOUR TRUSTED BUSINESS PARTNER, DELIVERING ON OUR PROMISES TO:

- *Accelerate results by working side by side as highly skilled, adaptable resources to drive critical work.*
- *Provide specialized skills bringing on-demand expertise when and where needed.*
- *Offer unbiased, objective recommendations, free from internal influences.*
- *Provide first-hand expertise and best practices.*



CLIENT	RECENT PROJECTS	VALUE TO CLIENT
<b>INSURANCE</b> \$2.6B company (regional)	<b>PROCESS   BENEFITS REALIZATION   STRATEGIC PLANNING</b> Identify metrics requirements, streamline and align business process and tools to support relevant reporting and decision milestones. Applied best practices to program management and decision-making structure; facilitated design of operational business processes for \$10M new venture.	<b>Process Optimization and Strategic Planning</b> Business Process Design, Organizational Planning, Program Management
<b>ANIMAL HEALTH MANUFACTURER</b> \$870M company (global)	<b>REGULATORY COMPLIANCE   PROCESS IMPROVEMENT</b> Drove needed process improvement for FDA audit and 483 Remediation response via process documentation, project management, and creating and implementing an internal Project Management Organization (PMO), including all tools, training and supplier management and reporting databases.	<b>Process and Operations Optimization</b> Project Management, Process Documentation and Improvement, PMO Setup
<b>FINANCIAL SERVICES</b> \$3.5B company (national)	<b>WORKFORCE AND SYSTEMS   TOOLS ALIGNMENT</b> Solved an \$8.5M annual turnover cost by aligning HR, Policies, Training and Operations to solve for recruiting and retention.	<b>Organizational Effectiveness</b> Data Analysis, Strategic Planning, Talent Retention and Maximizing Resource Pipeline, Workshop Facilitation
<b>RETAIL</b> \$1B hardware chain (regional)	<b>WORKFORCE REORGANIZATION</b> Restructured entire 85-store field workforce to standardize operations, create process efficiencies, modernize, position for fast growth, and position for future labor law compliance.	<b>Change Management and Organization Optimization</b> Organizational Effectiveness & Operations, Process Optimization, Training, HR Compliance, Compensation Bands
<b>NON-PROFIT</b> \$2M local affiliates (international)	<b>MERGER &amp; ACQUISITION</b> Feasibility analysis, recommendations and implementation to combine two legacy organizations in strategic plan, business operations, board of directors, leadership, staff, donors, policies, assets, systems/tools, HR compliance, retail operations and services.	<b>Change Management &amp; Growth Planning</b> Strategic Planning, Business Modeling, Talent, Board & Leadership Development, HR Audit and Transformation, Compensation Analysis & Standardization
<b>ENGINEERING + CONSTRUCTION</b> \$3B company (global)	<b>PAYROLL PROCESS ANALYSIS   OPTIMIZATION</b> Created system and processes to support high-growth outsourced payroll services; transferred and continue to manage payroll services for contractors across the U.S.	<b>Process and Operations Optimization</b> HR Onboarding and Offboarding, Benefits Management, Metrics and Reporting
<b>FINANCIAL SERVICES</b> High-growth private company (regional)	<b>PROCESS OPTIMIZATION   GROWTH PLANNING</b> HR audit and creation of a replicable and scalable recruiting system to support a rapidly expanding financial services provider.	<b>HR Optimization and Growth Planning</b> HR Audit, Compliance and Standardization, Process Optimization, Tools Creation and Adaptation
<b>ENGINEERING + CONSTRUCTION</b> \$625M company (global)	<b>HR AUDIT   REORGANIZATION</b> HR audit and functional re-organization of IT department work flow and workforce transformation.	<b>Change Management and Organization Optimization</b> Organizational Effectiveness, Process Optimization & Improvements, HR Operations
<b>CONSTRUCTION SERVICES</b> High-growth private company (regional)	<b>PROCESS OPTIMIZATION   GROWTH PLANNING</b> Analysis and creation of a replicable and scalable business model for work flow, handoffs and reporting metrics across field service and administration to support a rapidly expanding construction services provider.	<b>Change Management and Organization Optimization</b> Business Process Design, Process Documentation and Improvement, HR Operations, Organizational Effectiveness