

Hightech Partners ITP



Management Team Audits

From time to time, our Clients avail themselves of our Management Audit/Assessment Services. They do so not because of any perceived failure in their management system, rather because of business demands, and a renewed focus on good Governance.

Typically, such clients are engaged in one or more of the following activities

- Consolidation or re-balancing their management team across geographies, for instance to either increase span of control or accelerate international growth. In this instance, an organisation may be contemplating a “regional” grouping of country teams, and is looking to appoint executives who are able to scale up their activities and operate across cultural boundaries. An independent audit by a multi-national team gives valuable objective analyses upon which to base executive selection.
- Merger/Alliance activities where the resulting enlarged executive team needs to be objectively assessed for fitness for purpose. There is much attention paid to “due

diligence” in financial matters prior to a merger/alliance, but when there is to be an increasing dependence on human or intellectual capital –such as growth in Services, Software and Consulting activities –as a desired outcome, it makes sense to assess the management and consultant resources in parallel with other “due diligence” activities. This can be an important contribution towards assuring shareholder value.

- Right sizing, where an organisation wishes to reduce its executive population but wants to set about the redeployment of its retained team with dispassionate analysis and opinion. Companies are increasingly concerned to engineer their reductions in executive resources more carefully.
- Validating their medium to long term plans for executive appointments. The last few years have evidenced a reduction in the number of HR personnel. The identification and development of high potential employees, and the proposal of executive replacement tables within a company, no longer command the attention they once did. But the importance of retaining and developing high-potential employees has never been greater. Involving specialist firms to perform these sensitive tasks can be cost effective and efficient.
- Attempting to re-position or benchmark into a more competitive posture. As high tech firms

develop increasingly sophisticated value propositions they increasingly question their competitiveness versus other acknowledged market leaders. Employing a specialist firm that has in depth industry experience and the necessary professional skills in evaluation to interview, analyse and assess key players in the leadership team can prove to be worthwhile.

At Hightech Partners, we are able to put our specialization in the Information and Communications Technology sector to work for our Clients in all such scenarios. In our experience, every client assignment is unique – each of our clients has different needs, every role has different requirements and each region we work in has its own protocols and cultural differences.

What doesn't change, however, are the high standards our Clients expect. Thus we employ a systematic approach around the world to Assessment and Audit; however, in close consultation with our client we tailor our service to best meet our client's specific needs for a particular assignment. As a result we agree how to meet the challenges of the Client organization with a timely and flexible approach.

Our process typically involves the following steps:

- Briefing with client including definition of competencies and assessment grids
- Individual structured interviews
- Psychometric assessments
- 360 degree Reference checks
- Synthesis and Conclusions
- Individual feedbacks and global feedback to client

The outcome of each step is documented and presented, together with a short global report and

a presentation of our summary observations and recommendations. All our work is confidential to our Client. We naturally maintain close contact with nominated liaison points throughout a project.

We accentuate discretion, concise communication, pragmatic conclusions and urgency in execution in all our Audit and Assessment work.

To hear more information or to discuss your own particular potential needs, please contact individual partners directly by referring to the section entitled "[Our team of Partners](#)" on our website, www.hightechpartners.com

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Or email us at Info@Hightechpartners.com

A visit to your offices to discuss your requirements -- with no obligation -- can be arranged to suit your convenience.

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