

## What We Do

Management Solutions is a trusted business advisor with the experience to provide individuals, business owners and organizations with advice and support in three core areas:

1. Organizational development and leadership programs
2. Strategic planning, restructuring and transaction support
3. Start up support

The Principals of Management Solutions bring to our clients a combined experience that incorporates:

-  The on-going ownership and operation of businesses spanning a range of industries and geographies
-  Related to the above, transaction experience in acquisition, divestiture, re-structuring and start ups
-  The knowledge of working with approximately 600 companies and Governmental bodies in Europe and in Bermuda
-  Experience in working with private, public and non-profit entities

Our strength is being able to place ourselves in the “shoes of our client” and therefore providing pragmatic advice based on our own experience. As business owners, we realize that consultants are not magic bullets and are best at dealing with specific issues in a supportive role.

We work with like-minded associates and pair our clients with advisors who will meet our client’s objectives.

In terms of client strategy, we work on a low volume, high quality engagement basis – trying to deeply understand the issues a client is faced with.

On a selective basis, we partner with internationally accredited organizations (such as Investors in People and the Institute of Leadership & Management) to provide our clients with the ability to acquire world class, internationally recognized designations that have a systemic impact on organizational performance.

Management Solutions infrastructure is incorporated into our parent, New Venture Holdings. Shared infrastructure, combined with working with associates on an as-needed basis, means that our clients pay for our advice, not our overheads.

## Organizational Development and Leadership Programs

We have partnered with two international accreditation bodies that support organization and leadership development, Investors in People and the Institute of Leadership Management.

In addition to our accreditation programs, we can offer specific customized development services that include performance review strategies and management assessment.



Management Solutions is the Quality Centre for Investors in People in Bermuda and the Caribbean.

Investors in People is a continuous business improvement framework and National Quality Standard that was developed to support businesses through times of change and economic uncertainty using recognized best practices. Developed in 1990 by a partnership of leading businesses and national organizations in the UK, the Standard helps organizations improve performance and realize objectives through the management and development of their people

Successfully used by organizations in over 70 countries, Investors in People is the only internationally recognized framework that uses a 'people oriented' approach for business improvement.

The following Bermuda and Caribbean based companies currently have Investors in People accreditation:

- The Argus Group (Gold)
- Bacardi Ltd (Gold)
- BF&M Insurance (Gold)
- Caribbean Utilities Company (Silver)
- Container Ship Management
- KPMG
- KPMG Cayman (Gold)
- Rosedon

We also undertake Investors in People advisory work in a number of jurisdictions.



At Management Solutions, we believe that skilled managers and leaders hold the key to creating productive, engaged, high-performing teams that drive business and economic success.

Partnering with Europe's foremost leadership and management body, the Institute of Leadership & Management (ILM) we can deliver internationally accredited Leadership & Management Qualifications.

We deliver ILM Level 2 Certificates up to ILM Level 7 Diploma in Leadership and Management

### **Bespoke Programs**

For larger clients, we can create programs tailored to an organization's unique requirements and schedule. We can deliver accredited and endorsed programs, including a "Leadership Academy" aimed at providing comprehensive leadership development programs for senior and middle level managers. The programs are linked to the client's specific business objectives.

### **Transaction Support, Facilitation and Strategic Planning**

We provide advice on a wide range of areas:

-  Strategic planning
-  Acquisition, restructuring and divestiture
-  Business valuation

Our process involves understanding the client requirements, giving practical and balanced advice on all options and providing a road map and negotiation support with all stakeholders in a transaction. We can introduce specialists, as necessary, to assist on particular aspects of execution of a transaction.

### **Start Up Support**

We have broad experience in start-ups and can assist on any element of a startup or new business venture:

-  Business plan development and review
-  Financing options
-  Market research and competitive positioning
-  Marketing and branding
-  Implementation and project planning

Contact us @ +441 298 1072 and visit our web-site [www.managementsolutions.bm](http://www.managementsolutions.bm).