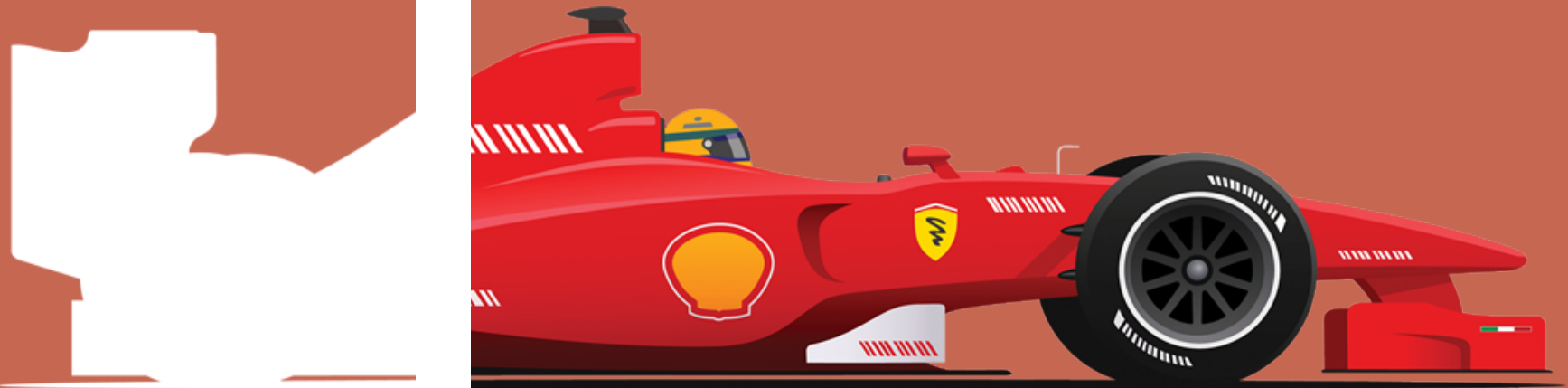


MENTORING SERVICES FOR GO-GETTERS



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MENTORING SERVICES FOR GO-GETTERS

Mentoring entails solutions and recommendations. It means more practical advice and less theory. And it can happen in both one-on-one discussions, or during your meetings that I am ready to join.

Three areas are key to your success, and we can focus on either or all of them:

STRATEGY
EXECUTION
LEADERSHIP

STRATEGY

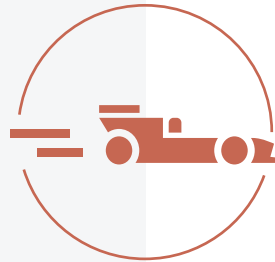
For whom? Executives, directors, senior managers, entrepreneurs



- Setting up your objectives
- Planning your way towards them
- Getting everyone on board

EXECUTION

For whom? Directors, senior managers, managers, entrepreneurs



- Making sure your plan is well executed: "from vision and strategy to action"
- Achieving and maintaining operational excellence

LEADERSHIP

For whom? Executives, directors, senior managers, managers, team leaders, supervisors, individual contributors, entrepreneurs, students



- Become a better leader and shape other leaders yourself
- Get ready to become a first-time leader
- Prepare for your first job

TYPES OF MENTORING SESSIONS

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STRATEGY

01. One-on-one sessions (1-1,5 hours each) or group mentoring sessions (2-4 hours each) with the management involved in the strategy development phase.

02. Theory-based workshop with the objective of clarifying the strategic thinking and planning process (1-2 days) and practical workshop to define the best strategy for you and your business (2-3 days).

03. “Strategy Health Check” - comprehensive strategy and execution assessment exercise (1-2 weeks) and recommendations. This exercise can be followed-up by supporting you with the implementation of recommended improvements.

04. “Outsourcing selection and management” - this exercise will help you decide if you need to implement an outsourcing model and what’s the best approach to do that (2-4 weeks). This exercise can be followed-up by supporting you with the implementation of recommended improvements.

05. “Starting a new operation” for the BPO/ shared service/ call center industries (duration depends on complexity) - we support you from the business case development phase up to the implementation of the new site.



EXECUTION

01. One-on-one mentoring sessions (1-1,5 hours) and group mentoring sessions (2-4 hours) with those involved in the strategy implementation phase and the operational performance management.

02. Theory-based workshop focused on execution & operational excellence: what a leader must do to ensure successful implementation of the strategy and a best-in-class operational performance (1-2 days).

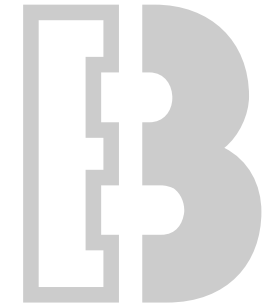
03. "Execution Excellence and Operational Performance Health Check": comprehensive assessment of the operational performance management practices (1-2 weeks), followed by recommendations. This exercise can be followed-up by supporting you with the implementation of recommended improvements.

04. What we measure, how we measure - assessment exercise of the

various ways to measure operational performance (2-5 days), followed by recommendations. This exercise can be followed-up by supporting you with the implementation of recommended improvements.

05. "Vendor management": assessment exercise of the way one manages providers of outsourced services to obtain best results (1-2 weeks), followed by recommendations. This exercise can be followed-up by supporting you with the implementation of recommended improvements.

06. "Cost control and reduction": assessment exercise for identification of cost control, cost reduction, and productivity increase opportunities (1-2 weeks), followed by recommendations. This exercise can be followed-up by supporting you with the implementation of recommended improvements.



LEADERSHIP

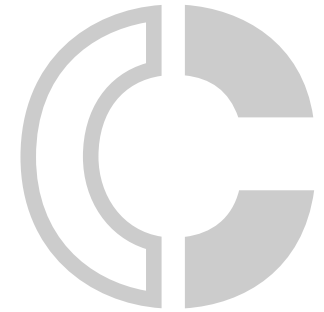
01. One-on-one mentoring sessions (1-1,5 hours) and group mentoring sessions (2-4 hours) for first-time or seasoned managers and executives on personal/team development or problem solving topics.

02. Motivational speeches (e.g. “the leader is a child”) for managers or non-managers (15-30 minutes).

03. “Guest speaker” sessions for different audiences (managers or non-managers) on selected topics based on the audience’s needs (1-3 hours).

04. How to conduct efficient & effective meetings to get the expected results - assessment and recommendations (1-2 weeks). This exercise can be followed-up by supporting you with the implementation of recommended improvements.

05. “Proactively identify, address, control and reduce employee attrition” - comprehensive assessment of the system in place to pro-actively identify attrition risks, quantify the financial impact and address the problem for the short and long term (4-8 weeks), followed by recommendations. This exercise can be followed-up by supporting you with the implementation of recommended improvements.



3-IN-1: STRATEGY, EXECUTION, LEADERSHIP



“A to Z Strategic and Operational Performance Health Check” - comprehensive exercise to assess: **(a)** the existing strategy and its execution, **(b)** the way operational performance management is made (2-4 weeks), followed by recommendations. This exercise can be followed-up by supporting you with the implementation of recommended improvements.

If you want to discover the leadership topics we can help you with, take a look at our “Tough questions” generator on our website: <http://www.romanescu.com/#/learn>



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