



At Newhouse Partners we help under-performing companies

*rebuild, reposition, revitalize and restructure*

To optimize value for stakeholders (i.e., investors, creditors, clients and employees) through *managing all four pillars* of the commercial business model:

*finance, human capital, marketing & sales, and operations*

## An Introduction

# Building High Performance Companies and Optimizing Stakeholder Value

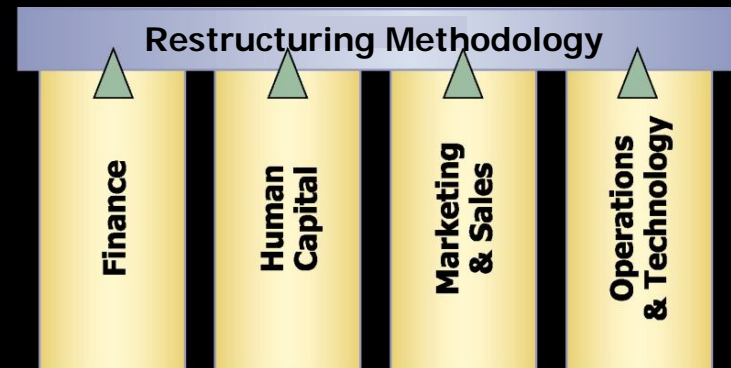
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Revitalization programs often address financial issues (symptom) but fail to address the root cause of under-performance.

The top 10 reasons for under-performance are:

1. Failure to focus on a specific market
2. Failure to control cash (inventory, A/R A/P)
3. Failure to control costs diligently
4. Failure to adapt products to customer needs
5. Failure to carry out market research
6. Failure to assemble and utilize employee talent
7. Failure to comply with statutory requirements
8. Failure to implement a strategic plan for growth
9. Failure to capture new markets
10. Failure to recognize and manage capital requirements

The optimal methodology for business restructuring addresses all four pillars of the commercial business model.

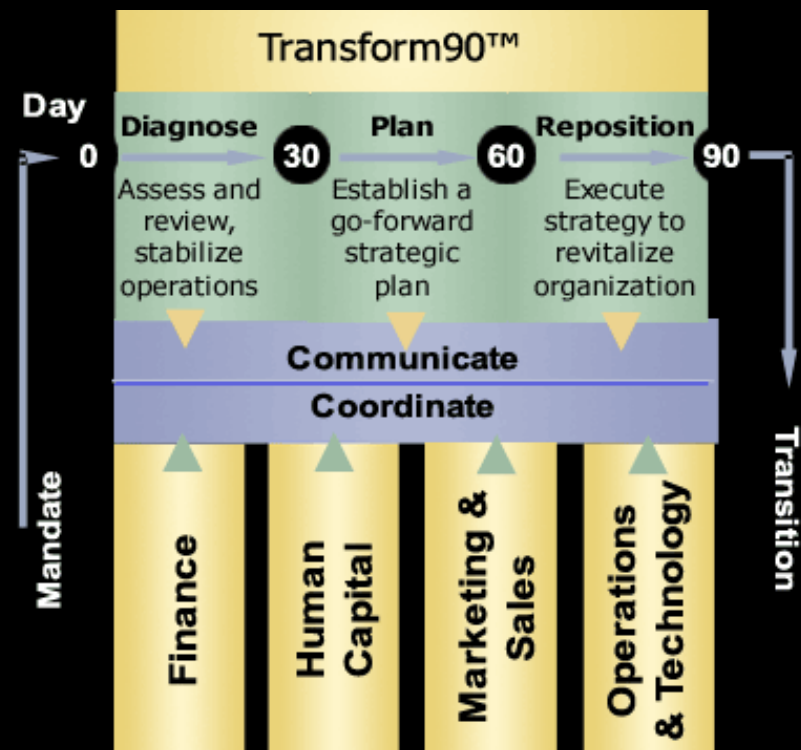


# Newhouse Partners: What & How

Using our proven methodology, **Transform90™**, Newhouse Partners works for stakeholders of under-performing companies, to provide the required leadership and management to reposition, revitalize and restructure the corporation.

## Transform90™

- addresses the four pillars of the commercial business model
- based on best practices as defined in Jim Collins' **Good to Great** (Why Some Companies Make the Leap... and Others Don't)
- tested and proven
- supported by an on-line toolset for collaboration and performance assessment
- transitions knowledge to the client management team
- accelerates the stabilization and revitalization process
- manages costs by leveraging client staff where appropriate
- ensures the right talent is in the right place



# Transform90™ Review and Assessment Dimensions

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- ENVIRONMENT
- Current Market Conditions
- Key Customers
- Competitors
- Key Stakeholders
- External Influencing Factors
- Market, Environment, and Technology Assumptions

# Transform90™ Review and Assessment Dimensions

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## CORE PROCESSES

- Core Processes Maps
- Support Processes Maps
- Key Processes Maps
- Process Cycle Time and Efficiency
- Key Process Variances
- Physical Layout Map
- Computer/Information Systems

# Transform90™ Review and Assessment Dimensions

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## BUSINESS STRATEGY

- What Business You Are In
- Products and Services
- Core Competency
- Current Market Position
- Performance Against Industry Factors
- Differentiating/Market Segmentation Strategy
- Strategic Plan/Focus
- Operational Goals and Objectives
- Best Practices

# Transform90™ Review and Assessment Dimensions

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## ORGANIZATIONAL STRATEGY

- Mission
- Guiding Principles/Values
- Sense of Shared Vision
- Management Philosophy
- Overarching Corporate Goals

# Transform90™ Review and Assessment Dimensions

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## CULTURE

- Work Culture
- Morale
- Job Satisfaction
- Worker Attitudes, Behaviors, Beliefs, Skills, Competency
- Management Attitudes, Behaviors, Beliefs, Skills, Competency
- Resource Inventory: Equipment, Capital, Manpower, Materials, Technology



# Transform90™ Review and Assessment Dimensions

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## RESULTS

- Key Result Areas
- Measurement and Tracking Systems Current Key Result Areas
- Performance and Productivity Measurement and Tracking Systems
- Resource Inventory: Equipment, Capital, Manpower, Materials, Technology
- Current Financials: Revenue, Cost Structure, P&L, Cash Flows

# Transform90™ Review and Assessment Dimensions

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## STRUCTURE

- Organization Chart & Reporting Relationships
- Organization Levels & Staffing Numbers
- Span of Control/Reporting Structure
- Current Groupings/employee structure
- Linking Mechanisms

# Transform90™ Review and Assessment Dimensions

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## SYSTEMS

### Coordination

- ◆ Communication and Information Sharing
- ◆ Decision Making and Authority Levels
- ◆ Measurement & Feedback
- ◆ Goal Setting Process
- ◆ Scorecard Practice
- ◆ Policies and Procedures
- ◆ Operations Planning

# Transform90™ Review and Assessment Dimensions

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## SYSTEMS

### Human Capital

- ◆ Recruitment & Selection
- ◆ Orientation
- ◆ Training & Development
- ◆ Succession & Promotion
- ◆ Performance Evaluation and Feedback
- ◆ Compensation
- ◆ Employee Relations
- ◆ Health and Safety
- ◆ Recognition and Rewards

# Rebuild Reposition Revitalize

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Newhouse Partners optimizes value

- proven methodology: **Transform90™**
- based on the best practices of **Good to Great** by Jim Collins
- addresses the root causes of the problem, not just the symptoms
- Uses a pragmatic approach and innovative solutions

To learn more about Newhouse Partners, schedule a formal presentation



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