

CMA Engagement Identification

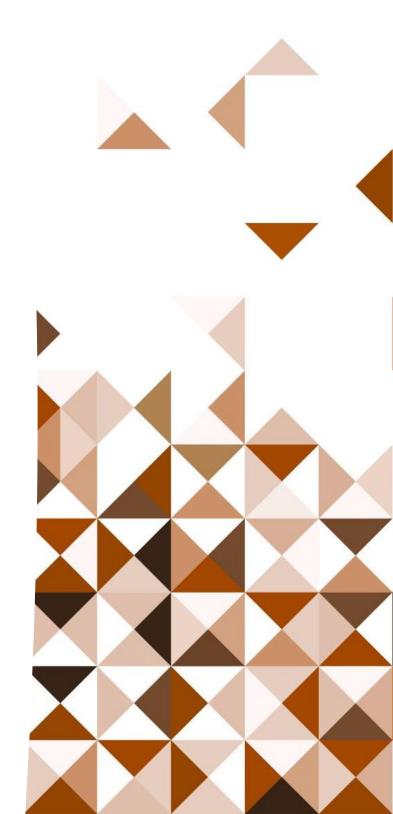
Category	Description	Service
EEOC	Lawsuits and/or Complaints	Training, Coaching, Dispute Resolution
Leadership Development	High Turnover, Low Productivity, Motivation Challenges, leaders are floundering in achieving goals	Coaching, Leadership Development
Organizational, Cultural Transformation	Business Case Shift requirements	Consulting and Advisory Services, Training, Coaching, Lean Six Sigma
Board Governance and Strategic Implementation	Board Development and Strategic Planning Implementation Technical Assistance	Board Governance Advisory Services/Coaching,
Planning	Organization /department planning	Strategic Planning Consultative Facilitation, Training
Organizational Turnaround	Lack of Efficiencies and/or Effectiveness, Workforce/Leadership alignment	Performance/Process Improvement Consulting and/or Advisory Services
Supplier Diversity/Small Business Initiatives	Coach and/or Development of Supplier and Small Business Programs (Internal Stakeholders, vendors)	Training, Advisory Services
M&A Transactions	Assessment of Organization Standards for Pre- and Post Mergers & Acquisitions, Culture defining, Leadership collaboration	Performance/ Process Improvement Consulting and /or Advisory Services
ERP Integration	Advisory Services/Consulting Services for non-IT activities required for System Integration engagements	Cultural Transformation Advisory Services, Communication Initiatives
Efficiency and Effectiveness Sustainable Success Models	Program Evaluation and Capacity Building for Community Based Organization	Organization Assessments/ Implementation Strategic Services, Lean Six Sigma, Kaizen A3 and 8D initiatives
Workforce Skills	Soft and/or technical skills deficiencies	Training, Coaching, Advisory Services (team and individual)

We focus on these business opps...

Business and Industry served

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- Government (local, State, Federal
- Financial Services
- Manufacturing (light and heavy)
- Healthcare and Related (Public and Private)
- Pharmaceutical Manufacturing/Distribution
- Higher Education
- Local, State and Federal Government
- Non-Profits
- Franchise Industry
- · Logistics and Distribution
- Telecommunications
- Utilities and Public Works
- Hospitality
- Retail Foods
- Human Resources/Employee Relations (any industry)
- Industrial Operations



Accounting Firms, (M&A Specialties, General Business)	Law Firms (Employment/Labor, Litigation, General Business, M&A)
Regional/National Consulting Firms for small business partnering	Business Incubators, Advocacy Agencies Consulting , Advisory and Training Support services
Rapidly Growing Organizations (public and private, non-profit)	Advisory, Coaching, Training, Performance Excellence services
Human Resource Professionals (Gateway) Chief Operating Officers, Production and Manufacturing executives, CIO . Anyone in the executive suite and upper management	Executive Suite Professionals (CEO, COO, CFO, CIO, Divisional/Regional Leadership)
Corporate and Non-Profit Boards	Training , Coaching, Advisory, Appointments to boards
Current Clients and Networked Professionals	

Ideal Leads for CMA

- The following are ideal Engagement Leads for the CMA Team. This would be for $\mathbf{1}^{\text{st}}$ Tier
- Engagements and 2nd Tier Engagements.