



Metamorphosis
MANAGEMENT GROUP

Change that Matters. Results that Count.™

Strategy | Execution

From Concept to Concrete

Leadership in organizations today means:

- **Delivering financial results**
- **Growing the business**
- **Keeping resources—and people—productive**
- **Changing the organization to survive and thrive**

We can help

We Help Clients Achieve Results Their Organizations Need, In Ways That Fit Their Organizations... and Build Capabilities to Sustain

25 Years of Industry and Subject–Matter Experience...

- **Experienced professionals with consulting and leadership experience in major industries:**
 - Paper
 - Metals and Mining
 - Chemicals and Oil & Gas
 - Health Pharmaceutical and Medical Devices
 - Automotive
 - Energy/ Utilities
 - Financial Services
 - Housing Construction
- **Business professionals who've held the functional CXO/ VP/ Director roles - and grappled with the challenges**
- **Ex-entrepreneurs who've raised capital and started companies**
- **Turnaround and bankruptcy success**

... Complemented by Technical/ Functional/ Process Capabilities

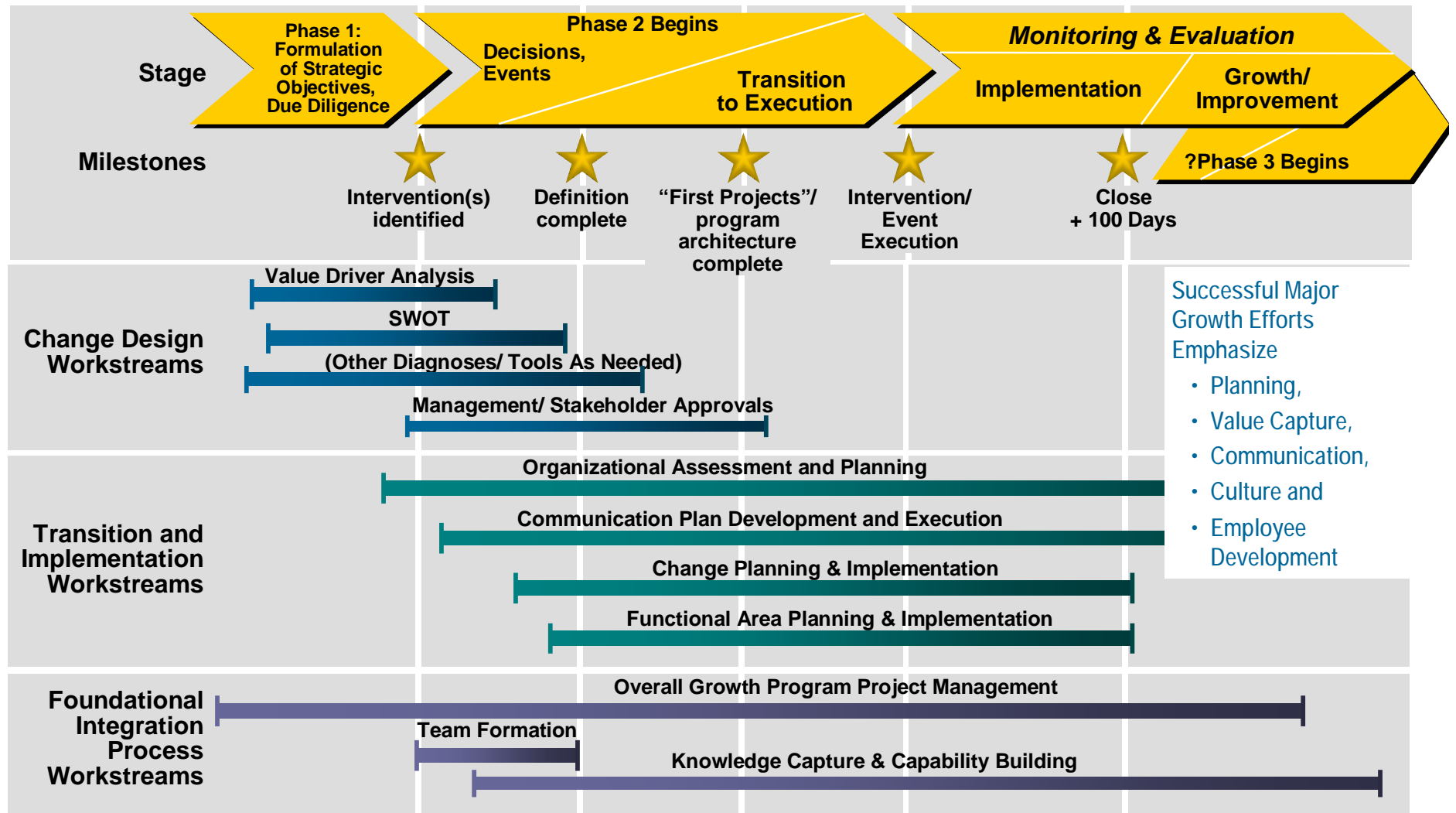
- **Strategy, Execution and Org Change Leaders – with operating experience**
- **Process and Performance Consulting (Operations, OD, Process, IT)**

... Built on Strong Academic Foundations

- **BS and MS from top schools in Engineering, Sciences, and Arts disciplines**
- **MBA's/ advanced degrees from “top ten” programs**

We Help Clients Create Successful Growth Through Design, Organization & Implementation Activities Operating “in Parallel”

Growth Program Development Process: One Template



Why Don't People And Organizations Perform – As Desired?

- 1. Don't know what's expected...**
(communication, expectation-setting, demand-making)
- 2. Don't know how...**
(knowledge, training)
- 3. Don't want to...**
(trust, integrity, motivation)
- 4. Couldn't, even if they wanted to...**
(talent/ selection)
- 5. Something gets in the way...**
(systems, barriers, other constraints, hierarchy)



The “Right” Solution Depends on the Nature of the Problem

What, How, Who

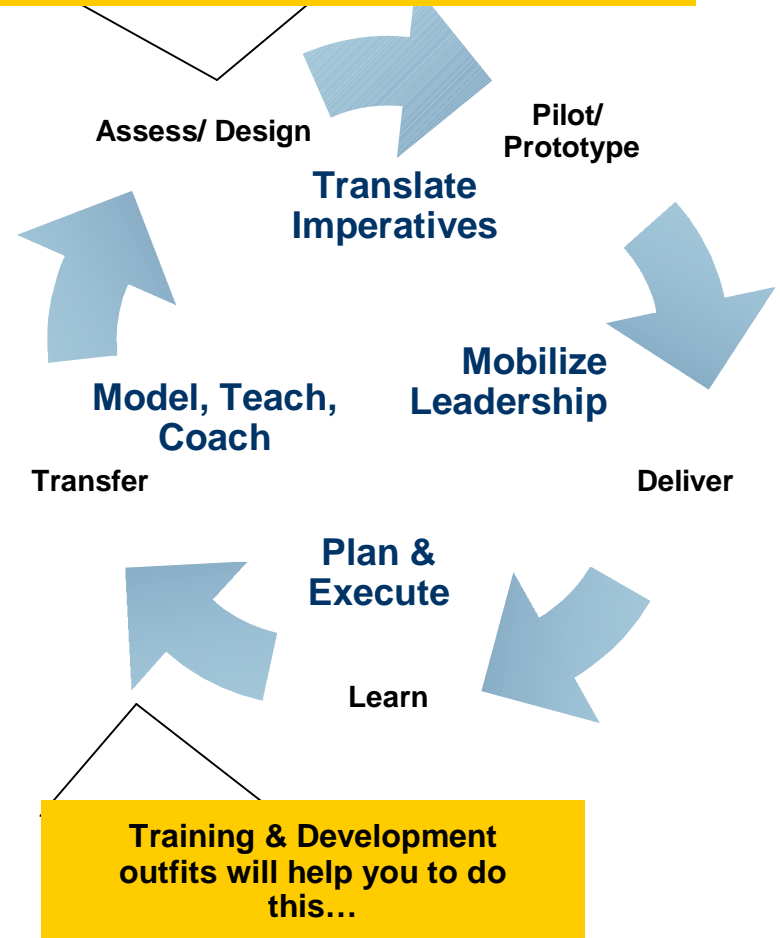
What We Do

- **Help clients identify and deliver critical tangible business results - quickly**
 - Develop business model and restructure organization
 - Define strategies for growth:
 - Inorganic growth/ acquisition integration
 - Organic growth – sales & business development
 - Mobilize to get performance improvement
 - Engage stakeholders in creative ways
 - Solve problems and remove constraints to deliver successful results
- **Build organizational and leadership capability – as demonstrated by achieved results**

How We Do It: Work with clients/ client leaders to...

- Translate business imperatives into strategic structured priorities to be accomplished now
- Mobilize leadership and organizational resources
- Develop a “living plan” with course-correction mechanisms
- Engage stakeholders in conscious, candid and creative ways
- Model, teach and coach

Strategy consultants will help you to do this...



What, How, Who (continued)

Typical Engagement

- **Situation/ Solution Scoped (One-four weeks):** due diligence, point-of-view/ “playbook” developed, plan set, senior team meeting(s)/ debrief
- **First Results Achieved (One-four mos):** strategic priorities set (resource reallocation, expense reduction to drive ROI), first projects completed, determine “what works”
- **Building On Success (Six-12 mos):** strategy executed: multiple rounds of successful projects, project leaders developed, leaders coached/ developed, next steps outlined
- **Embedding Capabilities (> 12 mos):** tools integrated, strategic iteration and organizational learning; internal capabilities built

Target Client

- **Senior leader (CEO/ GM) w/ senior team**
- **Small (\$50MM)-mid-cap (\$5B) firm**
- **“Holistic” thinker, contemplative, self-reflective**
- **Has done some of his/ her “own work”; motivated to grow as a leader**
- **Wants to keep the strategy/ execution initiative “owned” by the client (rather than by the consultant)**

What Makes Us Different? We Deliver Value Because...

We Bring a Unique Combination of “Beginners Mind” and “We’ve Done This Before” – Solutions Built from Pragmatic Experience

- We’ve seen and worked on many issues like yours – sometimes several times
- Our associates are senior and experienced – we can complement/ augment your “talent pool”

We’ve Been Clients ... and Leaders

- We know the challenges of working “inside” and delivering solutions that work in context

We’re “Public Source”

- We use public-source tools, methods & approaches with client-specific and innovative thinking – vetted by the marketplace, tested by client experiences
- We’re tool- and framework-agnostic – bringing approaches the client can work with, in context

We’re Lean & Virtual

- We bring value and experience without the overhead of large firm or legions of junior associates
- We don’t have an “ax to grind” or major investments in proprietary methodologies that we need to flog – on which we must earn a return

We Link With Good People

- We use the best people from where we can find them – without common obligations of other consultancies to sell “utilization” of firm resources
- Our network spans firm boundaries to access what can work for you

We Play Well in the Sandbox

- ... With other people, ideas, processes
- We can “plug and play” with efforts you already have underway

We Can Respond Quickly

Contact Us



(For more on us, see bios, cases,
and other materials
on our web site)

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