

Strategic Operational Solutions

Improving Strategies, People and Processes

“We need a business process that is worthy and is respected. This means a process that can handle today's values and complexities accurately and efficiently - one that is positioned for the future and, therefore, can move ahead with the business, not struggle behind as it has been doing.”

John P Opel - Chairman, IBM

The Greatest Challenge facing executives and leaders is getting people to do what they need to do in order to overcome a performance gap and reach the organization or project goals and objectives. Attempts at organizational change often fail during the implementation stage because leaders are unable to sustain the intensity and focus necessary to make the change in behaviors and processes work over time. Leaders often pick change strategies that don't deliver on their objectives and do a poor job of preparing for unanticipated problems or the constant and inevitable changes in today's business environment... How do we overcome these challenges?

The SOS Group was founded in 1999. We are an international network of over 400 highly qualified professionals, generalists, and specialist. Each member of our team has years of hands on expertise in specific business areas and have received **"GAP"™ Certification** through extensive on-going training. Our professionals provide the forum, process, structure, and expertise to assist organizations analyze the root cause and then fill the **"GAP"™** between strategies, people, processes, customers and their mission critical business objectives. **"GAP"™ Implementation** improves efficiency, effectiveness and flexibility through behavioral based development that helps better position you to take advantage of today's ever changing global environment and customer needs.

"GAP"™ Implementation can help....

- ✓ Improve Decision Quality Framing and Reduce Risks
- ✓ Reduce Costs - Improve Revenue and Share Holder Value
- ✓ Accelerate Growth and Business Expansion through Mapped Action Plan
- ✓ Improve Efficiency & Effectiveness and Eliminate Wasted Time and Money”
- ✓ Improve Organizational Collaboration and Team Alignment to Ensure Success
- ✓ Reduce Business and Process Cycle Time, Lower Costs and Improve Productivity
- ✓ Improve Behavioral Based FAIL-SAFE LEADERSHIP Skills for Greater Productivity
- ✓ Analysis Business / Organizations and Implement Change Management Focused on Continuous Improvement
- ✓ Crystallize Your Strategic Plan with Mapped Objectives/Metrics to Improve Business Velocity & Results



These are not only possible, but are happening in forward thinking organizations today.

So, if you are inspired and interested in kicking your organization into a higher gear and need to turn it around or just needing to do more with less, we know how to help you get the most from what you already have, FAST! We have the tools that you can use ...Ask us how **"GAP"™ Implementation** can help your organization.

THE SOS GROUP

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Performance “GAP”? Need improved RESULTS?

Does your organization, project or team have a performance gap between your strategies, people, processes or customers? Are you getting the results that you expect from your valued resources and investment? Would you like to see valid long term organizational change and improved performance impact your bottom-line this month or this quarter?

Measurable results are not only possible, but are happening in forward thinking organizations today. We are experts at analyzing the root cause, mapping the improvement plan and then implementing Valid Long Term Organizational Improvement. Our “GAP”™ **Implementation** process can assure that you achieve higher levels of performance and greater success with measurable results!

We have the tools that assure results, we can help.....

Organizational Growth & Success

▪ “D.I.A.L.O.G.” - Organizational & Business Analysis

Do you have a disconnect in your organization? Is your resource turnover high? Do you have a culture? “D.I.A.L.O.G.” – Diagnostic Data Indicating the Alignment of Organizational Goals, Discovery 360⁰ Feedback and the Skills Profiling tools help you identify the primary areas of misalignment so you can *focus on implementing Change Management, FAST!*

▪ “M.A.P.” - Executive & Business Coaching

Are you “*Thinking Outside the Box?*” Are you or your key resources achieving personal and professional fulfillment? Do you or any of your key managers have a performance gap in achieving results? Would you like to hone your personal leadership skills and raise your personal accountability? Would you like to get more out of what you already have? “M.A.P.” – Management Action Plan program supports yours goals achievement.

▪ “STBP”- Strategic Thinking and Business Planning

Do you have a goal driven management team? Are your leaders constantly operationalizing your strategic objectives? Do you have a plan that communicates your vision, values and objectives and establishes a foundation on cultural development and results? Have you identified your current Critical Success Factors, mapped the actions, established metrics and responsibilities and identified the key *Breakthrough Actions?* Are they inline with what your customers really value? STBP can help add FOCUS!

▪ “FAIL-SAFE LEADERSHIP” - Behavioral Based

Once you know the direction, would improving skills in motivation, communications, decision making, team development, problem solving, time management, goal setting/achievement and developing appropriate attitudes and behaviors in leaders *improve your efficiency* and impact your bottom line? Programs tailored for Executives, Managers and Supervisors.

▪ “TQM” - Continuous Improvement

If your business is not improving and growing, you are going out of business! Have you identified your *critical areas for improvement?* Do you have buy-in and understanding from the top-down? Do you have the facilitators, task force teams, training and skills to identify and measure the root cause and to help realign and improve the results?

▪ “C.T.R.” - Cycle Time Reduction

Every business is made up of PROCESSES; what is your costing you? Would *enhancing the mission critical time and improving team alignment* impact your bottom line? CTR is a self funding process, ROI - day 1!

▪ “THE QUEST FOR SUCCESS” - Negotiating

Do you understand your internal and external customer needs? Are you getting the most out of your sales investment? *Today's business results are the product of what you negotiate!* A workshop designed for RESULTS!

Project Development & Execution

▪ Project and Business Advisory

Are you ready for SUCCESS? Do you have the team and partners to pursue and win the objective? Do you have the team alignment to succeed? Will your proposal have the impact and completeness to rise to the top of the list? Do you have the RED TEAM expertise to see the proposal as others would see it? *Are you spinning your wheels chasing everything?* Are your strategic objectives inline with your capabilities and business objectives? Is your team ready to negotiate and close? Do you have the right technologies? Will you, your team and partners be able to execute? We have over 30 years experience in the contracting industry. We can help you answer these questions and position you, your team, and your company to WIN!

▪ Project Resources

The quality and effectiveness of your resources can *make the difference between success or failure!* Do you have the RIGHT resources to win, execute and succeed? Do you need management, professional and technical experts, site representatives, specialty consultants, contractors and/or partners to supplement your resource needs? Are you looking for key staff on a permanent or part time basis? We have the resources! ASK!

▪ Project Execution

You have the job and compiled the resources. NOW, execution is everything! *People or groups do not make a team!* Proper alignment can make the difference between average results and GREAT results! Are they aligned on accountability, the definition of success, critical success factors and have they identified the obstacles and opportunities that will lead to an accelerated kick-off and speedy and flawless execution? Don't let them just tic off the boxes – let our experts help improve accountability and results!

▪ “ALIGN” – The Principle of Alignment

Success will depend on alignment form the top-down! We can help you get the proper start you need to maintain momentum and focus from the executive committees down to the operating levels: strategies, values, mission, roles and responsibilities, accountabilities, communications, expectations, goals and objectives, interfaces, mission critical issues and opportunities, execution obstacles, quarter reviews and more.....

▪ “CHARTER” - Decision Quality Framing

Do you have a sufficient understanding of the risks and opportunities? Many companies perform internal pier group assessments and framing. These have value, however, an external pier group *assessment performed by outside industry experts* can add value from the perspective of lessons learned by others as well as an unbiased external strategic and operational analysis not available from internal sources. ASK how CHARTER can help you!

▪ Project Schedule Enhancement/Team Alignment

CTR & ALIGN offers a systematic approach to improving the *efficiency, effectiveness and flexibility* needed by teams and critical phases of projects.

“Managers are people who do things right; Leaders are people who do the right things.”

For a no obligation discussion on how we might tailor our approach to sharpen your company's STRATEGIC EDGE, give us a call

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