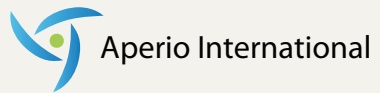


Aperio International **Engagement** Types



Engagement Types

Agile, flexible, creative, and accessible we partner with you to determine the most effective engagement option for your needs and budget. Typically, our engagements fall into one of three categories:

- 1 Advisory
- 2 Point of Need
- 3 Comprehensive

What do our clients say about working with us?

“Aperio is very easy to work with compared to other consultants.”

“Aperio does a good job of honoring what you need, customizing projects to help you do what you need with the resources you have. They worked within our financial constraints.”

“Whatever business you’re in they can help you accelerate your business”

See more on the clients page of our web site.

Engagement Types

1 Advisory

We partner with you to develop objective insight into your business and career needs and goals. Serving as trusted advisors and creative thinking partners, **we help you cut through complexity to bring fresh thinking and innovation to problem solving and developmental opportunities.**

Advisory sessions are typically conducted in confidential one-on-one settings. The frequency and length of sessions are scheduled for optimal impact and minimal intrusion.

Fees are structured on either a daily or packaged rate to fit your interests, needs and budget while adding maximum value.

Engagement Types

2 Point of Need

Your business is scaling rapidly. How will you sustain success?

Your team is doing well, you but believe that more is possible.

The economy has taken a toll on revenues and profitability and/or disruptive innovations have changed your playing field.

You see expanded market opportunity and want to move decisively to capture market share and increase top and bottom lines.

Two key executives are misaligned and negatively impacting your ability to move the ball forward at the pace that is called for.

You have taken on new responsibilities of significant scale. Rapid growth is expected.

The time has come for change. How will you drive and sustain it?

These scenarios are typical of those we successfully engage with day-after-day, week-after-week. We help you increase efficiency, productivity and accountability; clarify roles and responsibilities; set and reinforce clear standards and expectations; craft a leadership framework that helps you manage performance optimally; design and implement developmental and incentive models that reinforce change and support new standards and expectations; get more from existing resources while innovating your way to market leadership.

Point of need engagements are structured around scope, results and/or urgency. **We work hand-in-glove with you to reveal what is needed, design the path forward, catalyze and support industry-defining execution.**

Engagement Types

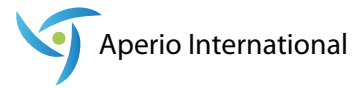
3 Comprehensive

Your legacy culture has become a liability. Silos and stovepipes hinder collaboration. Interdepartmental frictions limit flexibility and agility. The needs and concerns of external customers are too often subjugated to conflicting internal agendas. Lines of business inhibit collaboration and innovation while requiring duplication of resources.

You are finding it more and more challenging to win the battle for top talent. Your rate of attrition is growing. When you are successful in attracting needed expertise and creativity, legacy team members are slow to welcome them aboard and integrate them into day-to-day workflow. Frustration follows and, if left unattended, disaffection is inevitable.

For decades, your business thrived by doing what it always has. New, creative, customer-focused competitors are grabbing market share. The writing on the wall is clear—return to and rethink basics, retool and re-energize.

We can help. We adapt our holistic, systematic approach and methodology to your specific needs to produce targeted results. We partner with you to drive change and results that impact and optimize the enterprise, business unit or team.



Aperio International
PO Box 9518
Washington, DC 20016

ph 202.237.5610
fax 202.237.5221

info@aperiointernational.com

