

## ***SOLUTIONS IN MANAGEMENT & BOARDS***

### < **Building Board-Management Relations**

Most challenges with board-management relations are not traditional governance issues. Rather, it's the dysfunctional working relationship — micromanaging, ill-defined roles, egos, biases, personal agendas, poor communications, lack of direction or consensus, mismatch of skills and styles, etc. — which frequently frustrates, and is difficult to address. Our professionals have the tools and experience to work alongside your board members and senior management to bring them together, in fulfilling their role in setting an effective direction for the organization and overseeing its execution. Through assessments, communications, and consensus building, you then benefit from the creation of a properly engaged, high functioning work group in a climate of respect, trust, and candor.

### < **Emerging Business Management**

Emerging businesses are often blessed with talented specialists in their chosen lines of business. But once a company begins to grow in earnest, many pitfalls in management await you — pitfalls that if left unattended can result in the *failure* of your company. Let the dedicated emerging business experts at CS Consulting Group attend to your critical management needs by helping you create an organization that not only fosters innovation and creativity, but also effectively manages your growth and profitability through the development of your company's structure, people, processes, and appropriate controls.

### < **Management Counsel**

Addressing the complexities of managing an organization can be a daunting task for anyone. Our professional management specialists will serve you capably as Management Counsel, helping you formulate effective management solutions in your areas of greatest need, thereby increasing your profitability and producing visible results. Sessions can be structured on a onetime, hourly basis or at regular project intervals.

### **Other Services:**

- < Manage Organizational Change
- < Integrate Acquired Companies
- < Design Organizational Structure
- < Improve Leadership & Managerial Effectiveness