

Simplexity delivers exceptional results for clients by applying deep international experience of change leadership and strategic programmes.

Assessing and building entrepreneurial management teams

Investors in business ventures, from incubators, through private equity and venture capital need to carefully assess these ventures to ensure that the venture delivers the anticipated results and that investment capital is protected. One key area is assessing the capacity and capability of leadership teams to deliver the promised results.

Historically, judging this has been largely an issue of individual's track records and the intuition/feel for people by investors. However, recent research has found that the alignment of the leadership team's preferred behaviour patterns to the demands of a business venture has been a very significant factor in determining the success or failure of the venture (in approximately 2/3 of ventures it was the most significant determinant).

Addressing this aspect of risk during the funding stages of a venture should therefore be as rigorous as any other aspect of the due-diligence process.

A clear and simple approach

Our approach has been developed from insights into aligning the strengths of an organisation, and the teams and individuals within it, to the strategic goals; and from supporting leadership teams to execute strategy and deal with uncertainty, complexity and economic crises.

From an investment point of view, we help individuals, teams and organisations to:

- predict where they can be most productive in the growth cycle of a business;
- uncover hidden or unknown areas of risk in execution;
- integrate individual growth with the development of teams and the performance of an organisation in pursuit of the strategy as it develops over time;

A primary objective is to show how people can contribute to change rather than how people need to adjust to change.

Our approach aligns the insights from using Human Insight's AEM-cube® and a deep understanding of the leadership demands at the various stages of successful venture development, for example the Bell-Mason stage-gate framework, adding the dimensions of strategic context, systems thinking and cultural independence.

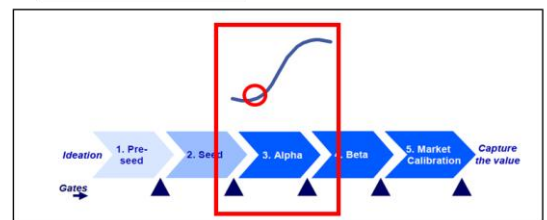
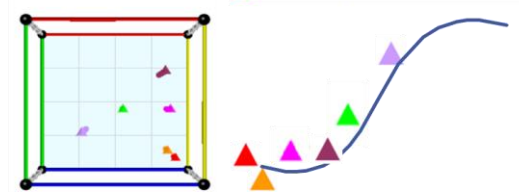
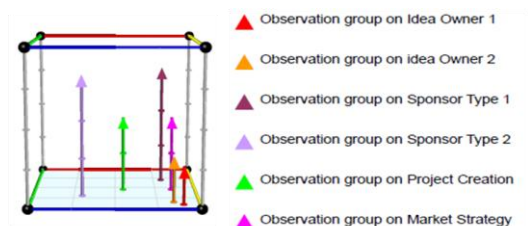
This process is focused on getting results and protecting investments by creating risk avoidance as soon as possible in a venture.

Executed with experience

Our team are all highly experienced changes leaders, and coaches; veterans who have supported many organisations in delivering success. Our expertise and experience includes:

- Supporting and building leadership teams in broadcast media, fixed and mobile telecommunications, utilities, financial services, professional services, charities and government;
- Large-scale programmes of engagement, leadership development, mentoring and coaching to enable both public and private sector organisations to adapt to change in a sustainable way.

The insights we have gained through using the AEM-cube® in assessing and building leadership teams provide invaluable foresight into protecting investments through early risk assessment of entrepreneurial teams.



Simplexity is recognised as a Premier Practice by the Institute of Consulting

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