

Pulsevo indicators

The following information is to help you identify situations where your clients or contacts could benefit from our Pulsevo program. The program is focussed on delivering practical solutions, actionable business plans and measurable results...who wouldn't benefit?

Who we work with

We focus on partnering with business leaders who are eager to take on the challenge of building successful businesses – and who are determined to get the right kind of guidance through the strategy development and implementation process.

Our clients may come from different industry sectors and market backgrounds, but they all share a common view on business leadership – a desire to be successful, to make a difference to the people they work with and to build businesses that are respected and admired.

Key challenges facing potential clients of the PIC team

- Uncertain about their strategic direction
- Limits to growth include infrastructure, staff expertise, lack of space, lack of cashflow & funding
- Struggling to balance working 'on' the business with working 'in' the business
- Reluctant or find it difficult to hire in management – prefer to use subcontractors...including consultants...
- Finding, retaining and motivating appropriate staff
- Feel isolated and seek to develop networks of like-minded business owners

Management and Leadership Indicators

- Management can't clearly state their strategy, or there are inconsistencies in how staff talk about strategy.
- Decision making is difficult, due to lack of relevant data, too much going on, no consensus.
- Conflict or frustration amongst the leadership team, due to unresolved internal issues, or external issues created by competitors, suppliers, customers and stakeholders.
- Poor communication. Key initiatives, outcomes or achievements are not known, recognised or celebrated.
- Lots of meetings, with few outcomes.

- The business is proactively seeking help to develop a strategy to manage organisational change

Organisational Structure Indicators

- Processes are not documented or followed. At times there may be confusion over what to do/what not to do.
- The business recognises that it needs to establish tighter controls and processes to deal with high growth.
- The owners are ready to step away and bring in middle management.
- The second generation have stepped in to take over the business are keen to assess opportunities for change.

Business Development Indicators

- The business is experiencing growth and wants to explore new business opportunities, such as new products, new markets, and new service offerings.
- The business is seeking to stay ahead of the competition or maintain market position in existing markets.

People Indicators

- Staff and management seem frustrated due to unequal workloads, poor team performance, or high workloads.
- High staff turnover and reasons for the turnover are unknown. Recruitment strategies poorly planned.
- Staff morale is low. Staff do not feel appreciated or recognised or rewarded for their efforts.
- Management are uncertain as to how to proceed with HR compliance issues.

Technology Indicators

- People complain about technology – systems are slow.
- Reporting is an issue. It is hard to get access to key financial and non-financial performance data.