

The Breakthrough Coach[™]

Breakthrough Business Coaching Program to Ignite
Performance Improvement and Corporate Transformation



THE BREAKTHROUGH COACH™

The Right Guidance for *Changing Strategic Avenues*

THE BREAKTHROUGH COACH™ is the **coaching program of HELVIA** to facilitate the *Business Renewal* and the *Corporate Transformation* in companies hurt by a business downturn or a sudden changeover or with under-performing businesses or investments and **where management needs a PRACTICAL HELP to cross the present situation.**

Before the deterioration of a crisis might engulf the company, **a new course of business action is urgently needed**, enabling to “*steer the boat out of swallow water*” and to restore growth and profitability.

Since 1984 HELVIA, by setting-up a **true partnership with clients** and by applying **high-impact business coaching practices**, helps business leaders of various industry in guiding companies and organizations into a new era of competition, innovation and excellence.

Success is achieved by exploring and seizing market and technological opportunities, strengthening core capabilities, clearing roadblocks on internal processes, eliminating cash drainings, restructuring balance sheets, **unlocking potential and filling gaps between where the company is and where it should be** to achieve new market heights and outstanding performances.

THE BREAKTHROUGH COACH™ - the coaching program of HELVIA - is structured in **4 project stages** (Assessing / Recognizing / Planning and Executing Performance), each stage aimed at producing **tangible outcomes by working, elbow to elbow, together with the client and the company’s key players towards a desired future.**



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 **HELVIA®**
Swiss Advisory Group



THE BREAKTHROUGH COACH™

The 4 Stages to Steer the Boat out of Swallow Water

Stage 1

**ASSESSING
PERFORMANCE**

Tentative timing: (2-4 weeks)

Planned Activities

HELVIA gathers and appraises through interviews and analysis all relevant information related to stakeholders' business vision and performance goals, competitive fundamentals and landscape, business challenges, critical success factors, plans and strategies, leadership and capabilities, financials and risks.

Outcome for Client

HELVIA provides the client with a comprehensive "Independent Business Review" (IBR) aimed at revealing reasons for company troubles and prospects for the near future and at advising about realistic strategic options to improve business performance.

Understanding the Business

Stage 2

**RECOGNIZING
PERFORMANCE**

(3-6 weeks)

HELVIA opens discussion on IBR with company's key players, leading them through a participative journey in which they acknowledge opportunities and threats of business status-quo, share ideas and proposal how to lever company resources and people consensus to better achieve performance according to a framework of integrated strategies.

HELVIA leads a tailored series of "Strategic Work-Outs" (SWO) aimed at tackling critical business issues, such as: business strategy, market positioning, operational capabilities, delivery gaps, financial outcomes, people empowerment, links between goals and measures.

Envisioning the Future

Stage 3

**PLANNING
PERFORMANCE**

(1- 2 weeks)

HELVIA elaborates performance improvement proposals originated by Strategic Work-Outs by adopting the work breakdown structure, thus structuring and standardizing any project by: stated objectives, available resources, people involved, scheduled times, planned actions, expected operational and financial outcomes.

HELVIA discusses and agrees with the client and the company the "Breakthroughs Action Plan" (BAP) aimed at setting relevant strategic and tactical actions needed to perform the quantum leap in terms of Performance Improvement and Corporate Transformation.

Planning the Breakthrough

Stage 4

**MONITORING
PERFORMANCE**

(upon project length)

HELVIA paves the way for the implementation of BAP by supporting the client and company's key players at the crossing of milestones, thus transforming the cultural mindset and way of working of the organisation. Upon request, HELVIA could act as troubleshooter or interim manager on specific business issues or areas.

HELVIA provides the client and the company with the "Breakthroughs Progress Report" (BPR) aimed at giving the broad view of actual vs planned progresses achieved in implementing the BPA, together with practical advices how to make the whole process more effective.

Bridging the Performance Gap

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HELVIA TRACK RECORD

A Reputation built on Expertise – Since 1984

EXPERTISE BY INDUSTRY:

- Airport Management
- Automation
- Banking
- Cables
- Chemicals
- Constructions
- Defence
- Design Furniture
- Electronics
- Energy
- Entertainment
- Environment
- Facility Management
- Fashion & Luxury
- Fiber Optic & Sensors
- Financial Services
- Floorings
- Food & Beverage
- Gadgets
- Health Care
- Information Technol.
- Infrastructures
- Iron Metallurgy
- Logistics
- Mechanics
- Micromechanics
- Pharmaceuticals
- Plastic Products
- Professional Serv.
- Public Sector
- Publishing
- Railway
- Robotics
- Real Estate
- Retailing
- Telematics
- Travelling
- Utilities

EXPERTISE BY COUNTRY:

- Switzerland
- Germany
- Austria
- Italy
- France
- UK
- Holland
- Finland
- Spain
- Romania
- Serbia
- Poland
- Russia
- Turkey
- China
- India
- Australia
- Brasil
- Argentina
- USA

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HELVIA GROUP'S BUSINESS UNITS

An Harmonic Suite of Business Knowledge



partners



- Restructuring Services
- Performance Improvement
- Corporate Development

fiduciaire



- Fiduciary Services
- Finance & Administration
- Mergers & Acquisitions

executive



- Executive Search
- Human Capital Management
- Corporate Transformation

academy



- Assessment Center
- Training & Development
- Coaching & Counselling

Locations and Partners in
Switzerland - Austria - Italy - P. Rep. of China

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Turnaround Management Association
Dedicated to Corporate Renewal



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