



## **COMMITMENT TO ACHIEVEMENT**

Analysing opportunities for financial and management improvement is what many consultants do. But the commitment to achieve those opportunities is what makes FAM different.

If our pragmatic focus on results, our expertise and credentials appeal to you, please feel free to contact us.

## **TUNING YOUR BUSINESS**

Just like a pianist relies on his tuner for a perfect performance, business managers can rely on FAM. We can help them tune their organizations' return on investment, process efficiency and strategic effectiveness. Our pragmatic approach may well enhance your business virtuosity.

## **ABOUT FAM**

Our business tuners are highly trained and experienced in finance and enterprise management. Our expertise is applied in trading, services, manufacturing and non-profit sectors.

FAM is working in major organizations throughout Europe and the USA. Providing support and guidance for key processes in finance, HRM, ICT and logistics. As people are our most important asset, FAM constantly scans the labour market. If desired, HRM expertise can be applied to issues in outsourcing or replacement.

## **OFFICE ADDRESSES**

For further information, or to make an appointment, please contact your FAM business tuner in the Netherlands or Belgium.

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## **EXPERIENCE THE BENEFITS OF A FUNCTIONAL ALLIANCE**

Our goal is to create financial value by preparing the conditions and solutions that allow you to monitor your financial and operational processes.

Our approach is to let you experience the success of progress. Our functional commitment is demonstrated by high involvement and a proactive but low-key approach.

### **INCREASING PERFORMANCE**

The basis for improved financial performance is continuous measurement. We support you in redesigning existing tools and developing and designing new tools to identify key drivers and measure performance during this process.

### **AVOIDING RISKS**

Risk awareness is a direct result of measuring the company's performance. By identifying the threats you will be in a position to manage or avoid them.

### **GROWING EFFECTIVENESS**

Constant progress will influence the level of performance. We have the knowledge to create a situation that allows you to initiate, stimulate and continue this process.

## **OUR PRAGMATIC GUIDANCE MAKES US DIFFERENT**

To make financial progress, FAM provides pragmatic tools, conditions and expertise. Our joint focus is on creating a successful, sustainable financial future, based on the performance of your people.

Recognizing, analysing, understanding, reflecting and acting are the ingredients that enable you to monitor and analyse your financial progress.

### **RECOGNIZING**

Before taking action, FAM carefully observes the environment in which our business tuners will operate. Because identifying the right approach requires listening to existing views, as well as considering all the opportunities and constraints.

### **ANALYSING**

We support you in analysing your company's performance. The knowledge gained in this way will enable you to learn from your experience and improve your performance.

### **UNDERSTANDING**

Understanding the characteristics of your business is an essential part of our approach. Our financial and change management experience enables us to understand the specific financial and management risks of your business.

## **REFLECTING**

In today's dynamic economic environment, new values and approaches are constantly developed, introduced and applied.

Our consultants play a proactive role in this evolutionary process. We evaluate and share our knowledge with our clients to reach the best possible solutions.

## **ACTING**

Although markets are in many cases comparable, our solutions are always tailor-made. They are the result of implementing the latest market developments and constant, joint evaluation.

## **WE DON'T JUST PROPOSE SOLUTIONS, WE IMPLEMENT THEM**

When we propose improvement strategies, we aim to increase awareness of change and improvement as crucial drivers for the client's renewed identity: that of a dynamic, agile and learning organization, capable of constantly solving its own problems.

## **STRATEGIC IMPROVEMENT**

Tomorrow's success depends on the ability to translate market requirements into productivity.

Implementing information from marketing, market research and customer feedback is a continuous process. Management flexibility and skills and adaptive Supply Chain Management are the key elements. This requires a different mindset: moving from conservative cost- and product-driven business models to a proactive market- and customer-driven environment. The combined disciplines are the strategic key success indicators.

FAM supports you in: defining key issues, implementing the transition process and embedding the new objectives. So that you will be able to address tomorrow's opportunities successfully.

## **INCREASED AWARENESS**

Going through the strategic improvement process, involving all major departments of the organization, by definition demands active participation of employees. This will create awareness - and more important, understanding - of the objectives of the transition process. Dynamic employee involvement is essential for success. But it also stimulates motivation, which is the best way to embed the envisioned changes.

## **SELF-LEARNING ORGANIZATION**

From day one, FAM insists on active employee involvement. Participation right from the start, through all stages, from pre-market evaluation until all objectives are fulfilled and deliverables met, is a demanding but rewarding process.

- It is **demanding**, since the processes and methods are unconventional and require a new mindset;
- and it is **rewarding**, because obtaining a high level of involvement results in a self-learning, self-motivating organization that will no longer need external support to address the same issues.

## **FINE-TUNING CRITICAL MANAGEMENT DECISIONS**

Increasing awareness of shareholder value makes matching critical decisions to your corporate strategy more important than ever. We support you by identifying important issues of shareholder value in your business and taking the right decisions.

### **CORPORATE FINANCE**

Investment policies, equity ratios and dividend pay-out schemes are key elements in formulating shareholder attractiveness and developing long-term strategic values.

We support you with knowledge, creativeness and expertise aligned with the company values and the requirements of financial markets and shareholder.

### **FINANCIAL MANAGEMENT**

As a member of your team, we are jointly responsible for the financial department.

Key Performance Indicators used in executive summaries are not always based on complete and/or correct data. Together, we redesign the financial architecture by developing tools to analyse previous periods and provide insight into cause and effect. As a result, you are able to make better decisions at the right times.

### **HUMAN RESOURCE MANAGEMENT**

FAM provides you with the experience and skills to become a leading organization in Human Resource Management. In partnership with our associates, we integrate solutions for payroll administration, bonus review systems and change management. These allow you to fulfill the potential of your people while simultaneously maximizing the performance of your organization.

### **DUE DILIGENCE**

In today's dynamic market of corporate mergers and joint ventures, prospects and investors need to understand the business and have to rely on knowledge provided by management. Regardless of whether you are acquiring or divesting, partnering or integrating organizations, divisions or departments, we have in-depth knowledge and expertise of the key issues, both for you as a decision-maker and for investors and shareholders.

By writing the strategic cookbook and proposal packages for mergers and joint ventures, while initiating and participating in interviews, research and valuations, we can guide you through these complex investigations and integration processes.

### **PRODUCTION & LOGISTIC INFORMATION MANAGEMENT**

To rely on material usage for cost price information, we analyse the physical processes in order to rearrange them. Together, we make flows of materials and paper visible to understand the operational constraints. Enhanced process visibility gives us the solution to improve performance and implement ERP.

## **CHANGE MANAGEMENT**

Analysing and redesigning the financial, and often also the operational, company structures, gives us hands-on knowledge of your organization. The logical next step is implementation, based on the confidence of your staff in the process.

Re-arranging tasks and integrating activities can best be coordinated by those who actively participated in the prior investigations, and who will be readily accepted by the current management.

Our efforts are aimed at developing synergies, with administrative and operational procedures that are complementary to the financial reporting structures. The new procedures are flexible enough to accommodate all management demands, and form the basis for future growth.

## **OUTSOURCING**

Our capacity and expertise enable us to support you in management, accounting, HRM and operations at management and executive level. This support enables you to finalize a project within the agreed timeframe or to temporarily replace staff, and can provide a second opinion on specific issues. We have the capacity and the organization to carry out recording and reporting in-house.

## **COMPETENCE IS KEY TO SUCCESS**

Our ongoing support and involvement in the business processes of our customers make us a committed, long-term business partner. A partner who makes every effort to establish close working relationships based on mutual benefits.

## **VISION**

Business fine-tuning is a continuous process that is influenced by many constantly changing factors. Coaching companies in the complex process of recognizing, analyzing, implementing, embedding and managing is our core long-term added value.

Through a joint approach, we will create the required environment within your organization to enable you to monitor and control the process. This will make your company less vulnerable, more competitive and more adaptable to the rapidly changing economies and markets.

Only when these disciplines are in place will you be able to meet the principles of global agreements in finance, production and service.

## **EXPERIENCE**

Regardless of whether you are in a financial, production or service industry, many of the economic, operational and HRM elements needed in the process of fine-tuning your business remain hidden in the company. The same applies to awareness, and most of all to the external drivers.

The objective 'outsider-looking-in' approach of our business tuners will reveal these dormant elements, changing them into focal points for synergies.

Our experience ranges from optimization processes to complete company turnarounds. We have the capabilities to make the difference!

## **REFERENCES**

Our references include:

International finance: **ABN AMRO Bank**  
Governmental institutions: **Ministry of Foreign Affairs**  
Manufacturing: **Sendo mobile phones, Dessaux NV**  
Software industry: **PTC, Million Handshakes**  
Technology, Marketing & Services: **AVNET**  
Aerospace: **Stork Fokker Special Products**

## **Tuning your business**

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