

➔ I recommend M+V ...



"For India organizational consulting, we couldnt have asked for a better partner

than M+V. They provide us with such strong support in our operational effectiveness (supply chain management, among others). We are satisfied with their services."

Abhijit Surve
Managing Director
Schulke India

➔ Corporate Profile

M+V Altios has a team of 180 employees in Finance & Accounting, Sourcing, Supply Chain and Order Execution, HR, IT & ERP as well as a team of Company Secretaries; all supported by our in-house recruitment and consulting teams. We operate from NCR, Bangalore, Mumbai, Chennai and Pune. For over 20 years, we have successfully supported more than 1500 companies.

➔ For more information

visit www.maiervidorno.com
call +91 124 4342300 or
write to info@mv-altios.com

ORGANIZATIONAL CONSULTING PRACTICE

M+V Altios supports you through all the phases needed for balancing the growth expectation.

Indian Subsidiaries experience unique situations – balancing the growth expectation of their principles in the foreign country to internal realities or may have unique situation of stalled alignment within the team. Shareholders, too, have a unique challenge of getting the on-ground visibility or assurance. We, build the road to results by enabling clarity and balance, from both sides.

Our scope of services is multidisciplinary designed to enable transparency, with ability to anticipate risks, manage, and exploit the opportunities the market presents.

M+V Altios can offer the support needed to turnaround & transform is within a subsidiary's reach.

➔ Subsidiary Turnaround

Your problems may be with systems, employees, your market approach – or a combination. M+V Altios analyzes all critical aspects of your business to identify what needs attention. We can conduct quick and precise assessment (diagnostics) or organize in-depth due diligence as you need – financial, legal, compliance, human resources and operational.

- ➔ Organizational due diligence & structuring
- ➔ Sales Effectiveness (Channel Management)
- ➔ Operational effectiveness (Supply Chain)
- ➔ Performance Improvements
- ➔ Leadership Impact Assessments
- ➔ Interim Leadership (CFO & CHRO)

➔ Growth

Organic or inorganic, a strong strategy, market assessment and a stronger implementation roadmap aligned through technology and operational structure.

- ➔ Market Study & Partner Search
- ➔ Business Strategy - Channel of Sales
- ➔ Internationalization (Exports or Expansion)
- ➔ Business Transformation
- ➔ Financial & Legal Restructuring

GROWTH HACKING

M+V Altios manages all aspects of your growth in India, Here are check-ins

1

Less than 3 years?



Strong assessment for potential



Clear Compensation philosophy



Focus on Policies & Procedures

2

Growing or with less than 100 employees?



Strong structure & practices to build transparency and review results



Strong rewards linked to performance



Retain & build engagement



Know when to let go of top talent

3

Slower rate of growth?



Get an Audit to diagnose the roadblock(s); it is either a process, people or practice issue



Check functional effectiveness



Assess Leadership Impact & engage an interim leadership

➔ The secret to success



M+V Altios also takes care of the all administrative, commercial management

(Finance, Accounting, Compliance) of your project.

➔ Consulting Practice

- ➔ Organizational Diagnostics
- ➔ Organizational Structuring
- ➔ Compensation Benchmarking & Planning (and C- Level)
- ➔ Leadership Assessments
- ➔ Post-Merger Integration
- ➔ Capability Assessments

➔ In India...

- ➔ In 3 Cities for On-ground support
- ➔ Experts from Organizational Development & Growth Consulting
- ➔ Number of Subsidiaries supported: (including all diligence)

In addition, M+V Altios in India respect the delicate relationship between a subsidiary & its shareholder(s), that is built on mutual trust and a shared vision, and also while designing our solutions for transformation and/or turnaround. Expectations & professionalism, Motivations & ethos, can sometimes be roadblocks to be managed.