



TALENT, ORGANIZATION AND PEOPLE SOLUTIONS

Performance and Fitness

Accelerate organization and team performance and fitness with pinpointed actions. Our data-driven approach identifies operational pain points, structural weaknesses and strategic capability gaps. We transform complex performance challenges into clear implementation priorities that drive agility and measurable business outcomes.

Why Opt for a Performance and Fitness Accelerator?

- Reveal gaps in critical business capabilities and operations to better **align strategy with execution**, driving measurable financial gains.
- Align and equip leaders with the tools needed to optimize resource allocation, eliminate inefficiencies and **execute business initiatives**.
- Quickly adapt to shifting market trends, identify risks, adopt new tools and products, and **evolve ways of working** with data-driven insights.
- Develop a **clear vision** and path forward for leaders to act on, creating **shared objectives** for teams to rally around.

How Does A&M Approach Performance and Fitness?

1. We leverage a rapid data-driven and competitive review of an organization's strategic, operational and structural capabilities.
2. We focus senior leadership alignment around qualitative insights to drive action and move to the future state.
3. We engage the workforce, customers, vendors and stakeholders as needed to align and test action plans.
4. We establish realization capabilities to support the deployed action plans.

Performance and Fitness Accelerator

Our 4 pillars assess different aspects of an organization:



Strategic Alignment

The organization's positioning in the market and how it achieves its goals around shareholder/customer vision.



Organizational Resiliency

The organization's financial health, risk management, and capability to adapt with change.



Leadership, Talent and Culture Vitality

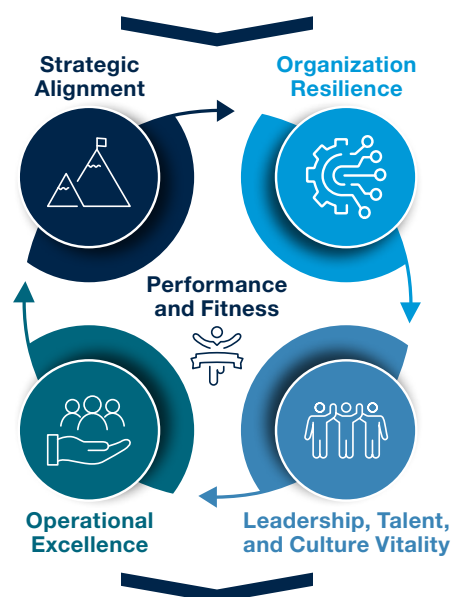
The importance of the organization's human elements, including strong leadership and a motivated workforce.



Operational Excellence

The organization's resource utilization via optimization of internal processes and departmental functions.

The Performance and Fitness Accelerator



Outputs: Aligned, ambitious and realistic action plans, benefits tracking, improvement scorecards

Reach out for a consultation to discuss your organization's performance and fitness needs!



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What Else to Consider in the Performance and Fitness Accelerator?

We assess multiple inputs, operating details, performance data and employee insights for each of the four dimensions:

Strategic Alignment

- Stakeholder and Brand Value
- Strategic Clarity and Communication
- Resource Allocation and Prioritization

Organizational Resiliency

- Business Results and Continuity
- Innovation and Continuous Improvement
- Organization Design, Change and Adoption

Leadership, Talent and Culture Vitality

- Leadership Capability and Effectiveness
- Talent Risk, Management and Development
- Employee Engagement
- Culture and Values

Operational Excellence

- Operational Design Excellence
- Performance Management and Accountability
- Collaboration

About Talent, Organization and People Solutions

TOP partners with clients to isolate and accelerate the capabilities and leadership required to deliver on your service promise.

Talent

Build workforce strategies, development programs and employee value propositions that deliver on your brand's promise.



Leadership



Workforce



Development



Value Proposition

Organization

Align operating model, elevate organization design and fitness, and build cultures that drive positive change.



Operating Canvas



Design



Performance and Fitness



Culture



Change and Adoption

People

Provide HR function expertise, create belonging solutions to support diversity, equity and inclusion, and enhance the employee lifecycle.



Human Resources



Belonging



Employee Life Cycle

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ABOUT ALVAREZ & MARSAL

Founded in 1983, Alvarez & Marsal is a leading global professional services firm. Renowned for its leadership, action and results, Alvarez & Marsal provides advisory, business performance improvement and turnaround management services, delivering practical solutions to address clients' unique challenges. With a world-wide network of experienced operators, world-class consultants, former regulators and industry authorities, Alvarez & Marsal helps corporates, boards, private equity firms, law firms and government agencies drive transformation, mitigate risk and unlock value at every stage of growth.

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