



A guide to performance improvement

Challenge how things have always been done in your organization and reframe opportunities to innovate, thrive, and grow. Together, we'll focus on driving both sides of the income statement — delivering revenue and cost optimization initiatives that provide real, measurable results.

Overcome the barriers to high performance

Is your business experiencing declining or stagnant business results? Complex operational challenges? Limited profitability and financial uncertainty? Planning or experiencing rapid growth? These challenges are more common than you think — and prevent too many promising organizations from reaching their full potential.

MNP's Business Transformation service focuses on four main pillars which are key to your long-term success and profitability:

- Earnings before interest, taxes, depreciation, and amortization (EBITDA)
- Succession planning
- Value maximization
- Scalability

Aligning to your objectives

No two businesses are alike. To realize meaningful change, you need a tailored strategy that addresses your specific objectives and delivers targeted change initiatives that will enhance your overall productivity.

Our team focuses on two distinct performance areas to ensure both your people and processes are fully optimized and effective, no matter what stage you're in or your strategic objectives.

Operational effectiveness

Optimize your operational footprint by applying lean six sigma methodologies and other proven practices.

We'll help you eliminate unnecessary complexity, reduce costs, enhance productivity, and improve quality.

Corporate development

Take advantage of consolidation in your industry with strategic mergers and acquisitions.

We can help unlock hidden business value and improve integration outcomes with strategy, project management, and process improvement support.

Performance improvement process

Together with your team, we embed ourselves in your business to plan, communicate, and execute on change management plans — then follow up to measure outcomes and identify opportunities for further improvement. Typically, this process takes place in two distinct phases.



Phase 1: Business optimization assessment

Conduct a deep dive analysis across the organization with our multidisciplinary team to identify opportunities to optimize both the cost and revenue sides of your income statement.

We use a rapid assessment methodology to quickly identify and quantify improvement opportunities for your leadership team. Generally, we follow a four-step process during our analysis:

1. **Generate initial hypothesis** — What barriers are hindering your full performance potential?
2. **Develop a baseline** — Current state to benchmark your future performance improvement.
3. **Perform a gap analysis** — Where could you be with key changes in place?
4. **Outline, quantify, and prioritize recommendations** — How do you close the gap between your current and ideal performance state?

Phase 2: Performance improvement program

Develop solutions and implement changes to realize on the opportunities uncovered in your business optimization assessment. We work collaboratively with your business throughout this process to secure buy-in and ensure changes are measurable and sustainable.

We'll work hand in hand with your team to implement tools and systems that improve scalability, profitability, and efficiency. We can also support with training initiatives to help your employees adopt the changes, and help you build a culture of continuous improvement.

Specific deliverables could include:



Resource planning



Sustainability reviews



Operational and financial dashboards



Streamlined process



Supervisory coaching and management techniques

