



Testimonial from Pacific Basin Shipping

The Top Management of Pacific Basin Shipping Ltd Hong Kong commissioned Avenir Holdings consultants, Tommy Bartshukoff and Eithne Kennedy to carry out an Organization/Management Review among 50 of its top managers in three locations (Hong Kong, Melbourne and London) in September/October 2009. The participating managers were based in these three locations as well as Vancouver, Tokyo, Auckland, Singapore, Germany, Liverpool and Dubai. The project commenced on September 8th and the consultant's written report and presentation of the outcome was held on November 9th in Hong Kong, with the majority of the participants in the Review present in the room on that occasion and the remainder attending by videophone.

Klaus Nyborg, then Deputy CEO of Pacific Basin and now the CEO, had this to say regarding the Review:

'This was the first time that Pacific Basin had ever commissioned such a Review and we were pleased with both the process and the outcome. It provided a good opportunity for senior members of staff to air frank opinions under conditions of complete anonymity.

The consultants were quick and attentive, and the process took up remarkably little of the participants' time - involving just two hours for each participant in a 2-station process.

The process delivered what was promised, bringing clarity to management issues and providing a tool with which we could organize ourselves more effectively. While such an exercise might well have had an intangible outcome, in this case, the outcome was wholly tangible.

The Presentation Day included three workshops, covering issues highlighted in the Review. The enthusiasm of the participants for the workshops and their strong degree of camaraderie and involvement in the workshop exercises set the organization on a very positive course in terms of increased drive, co-operation and motivation.

I would highly recommend Avenir's Organization/Management Review - and the two consultants who ran it for us - to any organization committed to setting its people up to succeed.'

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