

" Transforming into High Performance with a high performing Coach and Strategist "

A management team working in silos / too much customer and staff attrition and a unsatisfactory financial performance.

What do you do?

I have several times faced the need for urgent transformation and turnaround to get an under-performing business back on track.

One of the key pillars in implementing successful change and solid financial performance, has been a strong cooperation with Tommy Bartshukoff from Avenir Holdings.

Tommy excels with a unique combination of:

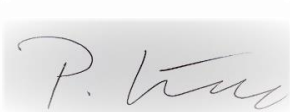
- A vast experience at executive level,
- A structured methodology to problem solving
- And not least, a consultative and inspiring approach which makes people open to change in a positive and non-defensive manner.

The process is fast and totally focused with a minimum of disturbance to the daily operations.

The outcome the process was

- High-lighting critical issues and organizational development needs.
- Make concrete recommendations and develop an action plan to help accelerate the corporate strategy.
- A catalyst to a concerted effort by the organisation, working together enthusiastically with a clear focus to realize the company's goals.

The outcome is Tommy comes highly recommended.



Peder Winther,

Currently EVP and Member of the Global Management Board at Panalpina / Global Head of Ocean Freight