

Testimonial Letter from Epic Gas

In June 2013, I commissioned The Avenir Group to carry out an Organisational and Management Review (OMR) of Epic Shipping, where I had recently taken over as CEO.

As we had great plans for Epic Gas – with an ambition to become the domination player in our segment and with an IPO in sight – and, as I had used The Avenir Group’s services with success in a previous organisation – I saw the OMR as essential for me to quickly assess the viability of the organisational structure and the quality and quantity of managerial talent within the top ranks.

The Review process – which was run at our headquarters in Singapore – involved 14 senior managers with different cultural backgrounds. It was carried out very quickly (over just 3 days), efficiently and courteously with minimal disruption to the organisation. The process involved individual meetings with the managers allowing them to air their views in anonymity.

Two weeks after the discussion process, The Avenir Group presented their analysis and recommendations in a comprehensive presentation as well as in a clear and well-structured report.

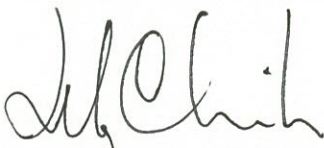
The outcome of the review, which was also presented to those managers who had participated in the review, was very well received and much appreciated. In the report, The Avenir Group managed to succinctly summarise the organisation’s strengths and weaknesses and articulated clear recommendations towards achieving our goals.

The OMR process was followed by internal meetings with our top management to further discuss on how we could take advantage of the knowledge and insight presented in the report to proceed towards the IPO. These discussions were further amplified in Epic Gas’ Board Meeting and The Avenir Group’s report was deemed most useful to building momentum towards Company goals.

The IPO was successfully concluded in February 2014 (OTC in Oslo, Norway).

I can highly recommend The Avenir Group and the two consultants – Tommy Bartshukoff and Eithne Kennedy – to companies wishing to get a clear, succinct and comprehensive picture of how its structure and talent are aligned with business goals and how to build on this structure and momentum to achieve an ambitious goal in the shortest possible time.

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