

▶ **CCD Overview**

The development program is broken down into four core areas over a 5 year timeframe. Execution times vary depending on the organization but generally this is the time it takes for "People" to change and grow:

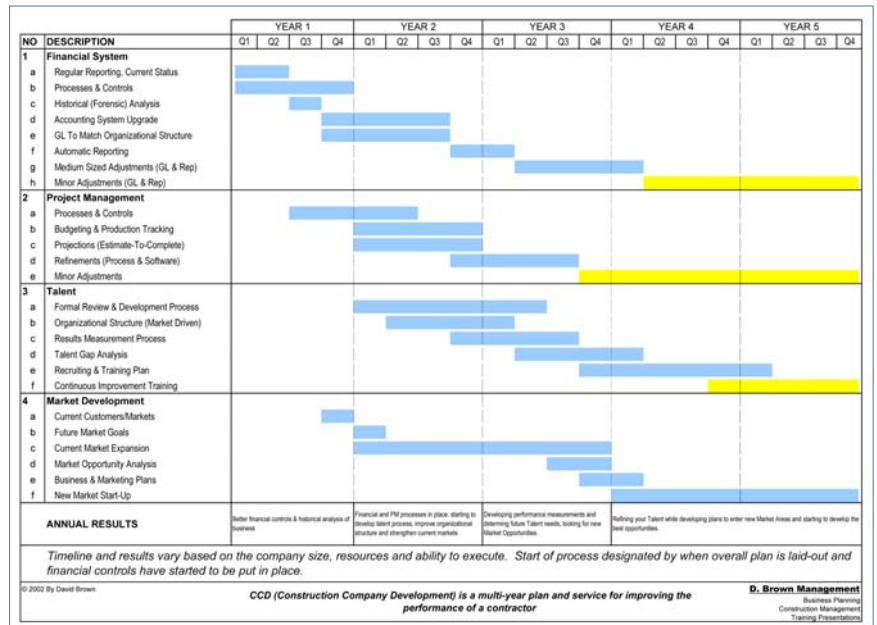
Financial Structure: The first priority will be getting timely financial statements incorporating metrics to measure progress towards those goals. Without a solid financial and reporting base any other focus will only produce short-term results.

Project Management: This stage will start to produce some serious results for the organization. The scope of Project Management starts with the estimating process and flows into purchasing, contract administration and the financial systems.

Talent: Up until now we will have concentrated mainly on refining processes. This phase will focus heavily on the people - training of the existing team, building a recruiting culture and building structured orientation programs for hiring new talent.

Market Development: Again, this is an area people want to jump right into but if you don't have the right people and processes in place to get the work at the right price and manage the work properly then market development can be your downfall. Many companies have gone out of business because they have focused on this first rather than last. At this phase we will focus on marketing strategy, plans to develop existing markets further and the really fun part which is opening up new markets that will carry the company into the future.

▶ **The CCD Timeline & Process**



The CCD builds on the detailed assessment done during the RCCA. The process is completely managed including a custom website for your company to keep track of action items and deliverables, regular facilitation of team meetings to keep everyone informed on on track, monthly written summaries for the team, on-site training/working days for different phases of the program and special project assistance as required depending on your internal resources. This is a very hands-on program and we will only take on a few clients per year to guarantee a high level of focus and involvement.

