



Management Audit

CAPERA » GRUPPE
Personalberatung & Personalentwicklung

„The Management Audit is the Basis for your Investment Decisions“

» EVALUATING LEADERSHIP COMPETENCE AND POTENTIAL

As a private equity investor, you know that management capability, potential, and teamwork are decisive in your business investment success.

With its Management Audit, CAPERA offers professional analysis and neutral evaluation of individual managers as well as the adeptness of the management team. Within a short period of time, you receive a thorough and independent evaluation of the quality of a prospective business and its assets. The Management Audit offers you a solid basis for your investment decision or management change. You will get information on:

- » Investment or leveraged buyout opportunities
- » Difficulties within management teams
- » Mergers between corporations or business units

Depending on the questions you need answered, you can get neutral analysis of individual managers and/or management teams, for example:

Analysis of individual management

- » What is the personal and technical background of the individual manager?
- » Does the manager possess the necessary experience, capability, and potential for both present and future success?
- » What is the management style and does it fit into the intended corporate culture?
- » What are the underlying values and motives?

Analysis of teamwork and efficiency of the management group

- » How does the team work together and are there any obvious problems?
- » Are the existing work divisions and management roles optimal or could new structure bring more success?
- » Does the team have unified goals and strategies?
- » How is the acceptance of individual members within the management team?
- » Who will demand a leadership role in the event of the owner's departure?

The atmosphere of management in case of corporate sale

- » What expectation does the management have toward investors?
- » Is the team familiar with the goals and strategies of the investors as stated in their prospective, and what is the opinion of the individual managers?
- » In general, what do the managers think about the corporate sale?
- » Is there a threat of management departure because of unfulfilled expectations after the sale?

Implementation of the Management Audit

Using proven methods, we perform the Management Audit as we work with you to set goals and establish a timeline. Normally we employ the following procedures:

- » Individual evaluation of relevant executives based upon structured private interviews
- » Analytical tools such as tests, presentations, and case studies, which are used to evaluate character and leadership style

The results are presented with concrete information and recommendations as follows:

- » Description of the expertise, capability, and potential of individual managers and the achievements of the management team
- » Description of the deficits and failures of individual managers and the team as a whole
- » Suggestions for concrete action such as a "100-Day Plan" tailored to your needs

At the end of the study and upon the clients wish, we give participants individual feedback regarding information gleaned, and they get our recommendations.



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