

Strategy

Service overview

What we do

We help organisations define their purpose and translate it into

- Behaviour, communications and innovation
- Custom, efficient, scalable Organisation design
- Business direction & resource planning
- Cross-functional collaboration towards a common goal

And functional strategies across

- Digital
- Finance
- HR
- Marketing &
- Operations

We don't say more than is required.

We don't use jargon when it is avoidable.

We help clients to align & embrace change.

How we do it

1. Discovery

We begin with a deep dive into the organisation – its market environment, goals, resources at its disposal, and barriers on the way to objectives.

Using a number of proprietary techniques, we can analyse both the business side as well as interpersonal relationships, identifying bottlenecks that can't be fixed with an executive order.

2. Definition

We help the client team produce a tailored, actionable solution.

Our role here is to provide expert support, help the team preserve that knowledge and ensure efficient cooperation, picking up on and addressing those “interpersonal bottlenecks” if they resurface.

3. Delivery

Once the team has developed the strategy, we support them in implementing it.

This may take many forms – from developing corresponding operational processes to encouraging behavioural changes. A successful strategy is intuitively understood and naturally accepted by employees.

Who is involved

No strategy is successful without a broad stakeholder coalition

1. Owners / Chief Officers

We begin by bringing top management on the same page.

Sometimes this includes acknowledging the existence of a problem.

Whenever we look for answers, the question is “What’s wrong?” and never “Who’s fault?”

2. Senior management

Change can be exhilarating and hopeful or stressful and alienating.

It is also inevitable and, in the current climate, pretty much constant.

We help employees act as a team and be comfortable with fluidity.

3. Wider team

Corporate histories are littered with promising strategies that were never implemented.

We make sure that, whatever the team develops, is used and pushes the organisation forward.

Expected outcome

Subject to specific project goals, but usually includes

- A common understanding of where things are, what the company wants to achieve and what is required to get there
- Layers of the organisation working together towards that goal
- A healthy operational culture & interpersonal collaboration
- Optimistic embrace of change as a powerful tool

About AVDO

We align resources, strategy & goals

With 500+ cross-industry projects since 2012, we help clients become more efficient, cohesive teams, increase the quality of their output, find new audiences, develop optimal business processes and organisational structures and optimistically embrace perpetual change.

Strategy

We help articulate & structure businesses and produce functional strategies across Finance, HR, Marketing and Digital

Operations

We help remove bottlenecks, develop processes and align resources for lean, sustainable operations

Transformation

We support teams in finding new markets, reinventing businesses and leveraging the ever changing landscape to their advantage

A different way of working

We differentiate by not producing solutions, but helping client teams to work through the problems and come up with optimal answers themselves.

In our experience, strategies developed that way are inherently understood, easily implemented and can be updated by the client without external support when required.

The new expertise increases the teams' value, while the mentorship structures we introduce make the growth continuous and sustainable.

Global expertise at your disposal

AVDO offers access to 90+ consultants with 15+ years of executive experience at leading companies across markets and industries, ranging from HR generalists to IT infrastructure wonks.

Absent a public directory, here is a snapshot. Our average specialist is 46, with 18 years of international experience, 6 of which at AVDO.

AVDO was designed as remote-first: with strong digital ties and a culture of collaboration. If a project requires narrow expertise or a global perspective, we can quickly find both within our wider team.

Working with AVDO, you tap into a wide international network with rich insights across a range of markets and subjects.

A banking project in Portugal can inform a hospitality transformation in Egypt – we make sure our institutional knowledge works to benefit – our team as well as our clients.

Our services

Strategy

- Organisation Design
- Business & Functional Planning
- Strategic Resource Direction
- Financial Strategy
- Operational Strategy
- Strategic Marketing
- HR Strategy
- Digital Strategy

Operations

- Lean Manufacturing
- Supply Chain Procurement
- Category Management
- Pricing
- Product Development
- Operational Marketing & Sales
- Talent Management
- Onboarding, training, development

Transformation

- Change Management Team
- Structural Transformation
- Operational Transformation
- Marketing & Sales Transformation
- Financial Transformation
- HR Transformation
- Digital Transformation

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Willoughby House, Kidderpore Avenue,
London, NW3 7SU, United Kingdom

+44 739 24 555 93 info@avdo.uk