

The alignment & change company

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

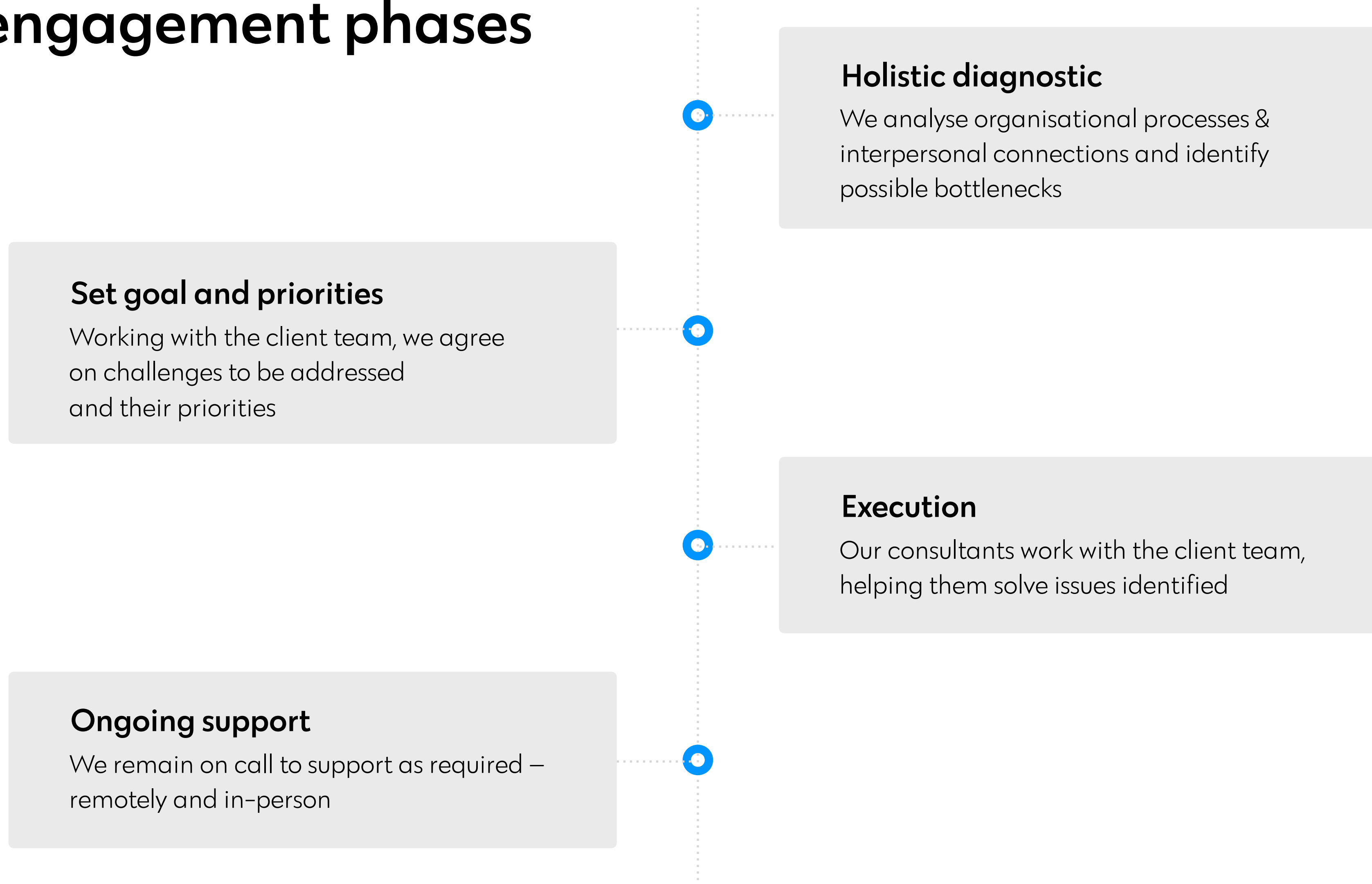
Operations

- 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

Typical engagement phases



First step

Our work typically begins with diagnostic to align on existing challenges and envision potential opportunities

Areas of assessment

Company's business architecture

- Organisation structure
(i.e. functional, organisational,
the structure of responsibilities and
authority)
- Company's business processes
- Regulations
- Staff functionality
- Document management

Strategic development

- Mission
- Vision
- Values
- Corporate strategy
- Functional strategies

Functional areas

- Marketing
- Sales
- HR
- Finance
- IT

Our experience

Our specialists have supported industrial transformations, national infrastructure build-outs and new market creation, as well as a number of traditional leaders, looking for the next leap

A low-angle photograph of the Bank Hapoalim headquarters building in Tel Aviv, Israel. The building is a modern skyscraper with a mix of light-colored stone or concrete panels and dark glass facades. The sky is a clear, bright blue. The bank's logo, featuring the name in Hebrew and English along with a red diamond symbol, is visible on the upper sections of the building.

Bank Hapoalim – Private Banking

Market intelligence

Expansion strategy

Product development

Ongoing team support

An architectural rendering of a modern skyscraper complex at dusk. The central tower is the tallest, with a grid-like facade and many lit windows. It is flanked by two shorter towers. The base of the buildings features a modern, low-rise structure with large glass windows. The foreground shows a landscaped area with trees, a fountain, and a street with cars. The sky is a deep blue with some clouds and birds in flight.

Murad Buildings – Premium Development

Operational & cross-functional diagnostic

Functional & corporate strategies

Operational structure & processes

Implementation & ongoing support

A DeLonghi automatic coffee machine is the central focus, positioned on a white kitchen countertop. To its left, a glass of orange juice, a white coffee cup, and a plate of croissants are arranged. To its right, a black basket is filled with more croissants. In the foreground, a newspaper is spread out on the counter. The background features a large window with a view of a green landscape and a modern kitchen with white cabinets and a built-in oven.

DeLonghi – Home Appliances

Marketing strategy

Product matrix

Distribution channels

Regional development

The image shows a spacious, modern home improvement retail store. The ceiling is a dark grid with large, illuminated hexagonal light fixtures. The floor is a light-colored, polished surface. In the foreground, there are several kitchen appliances on display, including a black oven with a wooden countertop and a gas cooktop. To the left, there are more appliances, including a white refrigerator and a white oven. In the background, there are shelves with various kitchen items, including blenders and coffee makers. The store is decorated with green and white balloons. A sign on the ceiling reads "HAYDA HAIRIYI TEKNİKALAR". Another sign on the ceiling reads "MUTLUĞU PÜCH VE ELEKTRİK EDOYANLAR".

Ishonch – Home Improvement Retail & Distribution

Operational & cross-functional diagnostic

Functional & corporate strategies

Operational structure & processes

Change management implementation & ongoing support

The image shows the entrance of a T-Systems building. A large, illuminated pink sign with the 'T-Systems' logo in white is mounted above the entrance. The building has a modern design with dark grey panels and large glass windows. Inside, there are turnstiles and a reception area. The floor is polished and reflects the interior lights. A fire extinguisher and a small sign are visible on the left side of the entrance.

T-Systems

T-systems – Telecommunications

Process optimisation

Implementation

Ongoing support



SEEM – Pharma Manufacturing & Retail

Operational diagnostic
Operational structure & processes
Implementation
Ongoing support



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