

## **ALP Partners - Deliver when it matters**

### **Summary of Client and Reviewer Feedback.**

### **Remarkable Results FAST!**

Proven track record delivering and delivering through others in turbulent environments.  
Transformation and Results/delivery when it matters  
With ALP Partners, you pay for the results, the interaction is free.  
Wizardry - making magic, doing the impossible.  
Strategic -Long term focus  
Saw an immediate improvement that accelerated from there.

### **Combine insight with impact.**

Practical wisdom and illumination  
Good practical advice  
Common-sense approach highly effective and immediately useful.  
Expertise and enlightenment  
Memorable and actionable.”  
Pragmatic and sensible insights.  
Grounded in both science and practice  
Brilliant researched  
Superb practically-orientated research.  
Passionately independent thinking  
Ideas that make people gasp  
Masterful  
Comprehensive  
Extraordinarily provocative  
Outspoken

### **Deliver Amazing Results with People Centred Change**

For the business to change, the people have to change. Crucially this does not have to be sacking the whole team. Instead of getting rid of people we much prefer to inspire the people who change how they are working.  
People centred business transformation  
Strengthening and rebuilding teams  
They make the stars brighter  
Engaged people faster than we thought possible.  
The recovery felt like a team effort - because it was!  
Values based  
Build Resilience  
Straight talking  
Honesty  
Engaging  
Discrete

## ALP Partners 2020 Vision

ALP is one of the world's most respected boutique advisory and SME investment businesses. It leads the way in helping companies to rapidly increase ROI through collaboration and better use of people in turnaround or transformation situations. They exemplify their philosophy and advice through their behaviours. They strive to be BOP – Best on Planet! - At what they do. They are held up as a beacon of excellence in the industry and further afield and are an "example for others."

Their systems and approaches are simple, robust, elegant and extraordinarily effective.

ALP dominates the awards of the turnaround industry and have been instrumental in challenging industry perceptions that businesses are primarily financial in nature. Their approach to turnarounds engages all key stakeholders.

We have an extraordinary network of colleagues, partners and supporters. Created in no small part by our commitment to "win-win or no deal today" relationships and our focus on impact and not credit.

They create companies to be proud of and are a cause, not a business.

The advisory and consulting arm also plays a key role in the investment business. The business also invests in underperforming or distressed companies. It has an open philosophy and its actions are closely emulated by other funds seeking to replicate its investment strategy. The fund, established by Jonathan Brown, has been top quartile since its inception. It consistently outperforms comparable investments over 5+ yrs. and also competes extremely well at the 1-3 yr. return.

## Sample Project Work

### **Turned Around Small Chemical Industry Service Business.**

This company was facing a structural change as the founder was due to retire with no clear successor. The company had been wholly client focused and so had few internal processes. Our team first created stability in all key areas, facilitated the introduction of a new IT system, designed and project managed a new office, and developed all staff to take over from the retiring CEO. We also cleared up some long standing people issues that had been slowing the company down introducing a consistent pay structure throughout the company.

### **Build Resilience and leadership in global consultancy firm for high potential young leaders.**

First Global contract in 5 years. Lead content development. Built relations with diverse group of global stakeholders. Trained locally selected coaches in Asia and USA and co- delivered with them until they were able to do it themselves. Improved program over 2.5 yrs. was involved. Provided intensive one-to-one coaching to leaders desirous of deeper assistance.

### **Assisted UK Commercial Director build individual and team resilience to deliver best ever strategic plan.**

Helped Commercial Director Deal with excessive work load stemming from major organisational strategic change. Then helped him to rebuild his team and produce the first fully strategic plan for moving his business away from dependence on government contracts. Work on innovation generated market opportunities of estimated £65m pa. Further proposals for improving the whole business were presented to MD and HRD.

**Build partnering skills between government ministry and UK plc Company.** Understood politically complex and sensitive environment. Crafted series of workshop format events to build collaborative

skills and build relationships between the different groups. Given limited time to develop so created process to allow for local innovation.

**Help improve capacity to attract blue chip clients in precious metal recycling company.**

Initial estimated value £100-£200k. Successful PGM recycling company wanted to build relationship with blue chip companies. Developed marketing approach and built internal relations in politically sensitive organisation. Lead to pitch and proposal for plant known to the company for over 2 decades. Now exploring other opportunities in fluid, fast changing market.

**Provide leadership focus for annual development for partner group, Boston Office, Global**

**Strategic consultants.** Created a bespoke evening and day event for partner group to build relationships and create empowering vision of leadership for them. Extremely well received. All partners still engaged at end of program. Positive Feedback from Lead Partner.