

Stimulus to innovate, **business fundamentals**, global responses, balance between risk and return, climate change as a business opportunity, **differing regulatory needs**, focus on capital, strategies to succeed, the future of M&A, **regulation**, government involvement, effective risk management, **credit crunch**, financial crisis, recovery, long-term investment
 In innovation, **implications of the crisis on business**, motivating staff, restoring public trust, **new opportunities**, increasing productivity, **surviving the crisis**, **climate change**, extend market share, long term growth, competitive advantages, risk, flexibility and adaptability, long-term growth, industry perspective, global crisis, **retention**, **responding to change**, securing talent, plan and anticipate, **market confidence**, back to basics, **leaders of tomorrow**, **innovation is a differentiator**

Power of thought...

Innovation and creativity, radical innovation, innovation labs, creative thinking, **business transformation**, **ROI**, **transformational leadership**, change management, **business strategy**, **turnarounds**, **critical success factor**, **authentic leadership**, **CEO coach**, **high performance**, leadership coach, succession planning, emotional intelligence, 360 degree leader, leadership assessments, **inspirational leadership**, **operational excellence**, **ISO**, CMMi, six sigma, **balanced scorecard**, **software metrics**, **metrics lab**, benchmarking, estimation, risk management, software engineering, **human capital management**, talent management, human capital diagnostics, HR Scorecard, people CMM, **project management**, project strategy, project management dashboard, project finance, leading global teams, project management office, program management, portfolio management, agile project management, OPM3, **risk compliance and security**, information security, SSE CMM, business continuity management, HIPAA, supply chain management, **offshore advisory services**, sourcing strategy, due diligence and supplier selection, offshore delivery center setup, evaluation and monitoring, **Technology outsourcing**

Introduction

“The average life expectancy of a multinational corporation-Fortune 500 or its equivalent - is between 40 and 50 years. This figure is based on most surveys of corporate births and deaths. A full one-third of the companies listed in the 1970 fortune 500, for instance, had vanished by 1983-acquired, merged or broken to pieces”.

- *The Living Company: Habits for survival in a turbulent business environment*

Big question to all CEOs, senior executives and key decision makers:

- For how many years are you building your business to last?
- Are you today at the position you envisaged your business to be in when you first developed your strategy?
- Looking ahead, where do you see your business going in the next few years?
- When all's said and done, what is your business legacy you intend to leave behind?

Tough questions! The probability is that most of us have never looked at our businesses this way. We perhaps might have drifted from our past to the present and with that experience, we might continue to drift from the present into our unknown future.

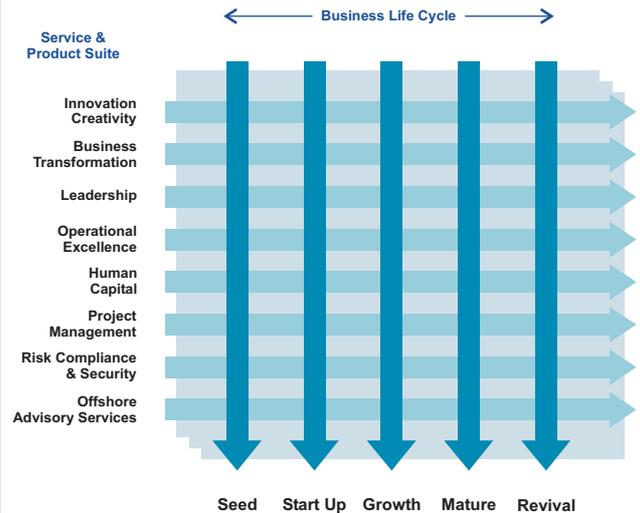
ThoughtCapital™

“The power of thought” has changed the way we live, transact, run business and reap capital gains.

ThoughtCapital™ specializes in working with CEOs, business leaders, change agents and managers on critical business challenges. ThoughtCapital™ offers 360° business advisory services to Governments and Businesses. Worldwide. We bring you rich team of former CEOs, Managing Directors, business leaders, thought leaders, industry leading experts, practitioners, researchers and academicians. We have advised, incubated, nurtured, evolved, transformed and revived businesses across industries and continents.

With us, you can sustain and reinvent your business decade after decade.

ThoughtCapital™ offers Innovation, Strategy and Business Transformation Services to Governments and Businesses. WorldWide.



ThoughtCapital™ Business Framework

Feedback on our consultants...over many years!

“Just Outstanding!!! Very useful & enriching”

“Wealth of creative ideas and approaches”

“Consistent focus on tracking ROI”

“One of the rare breed of consultants”

“Stays focused on creating value”



Innovation and Creativity

Nurturing Innovation and creativity is critical challenge businesses face today. However, it is an equally big opportunity because it lets you bring out new products, gain access to new markets, bring in efficiency and productive gains that reflect positively in a company's topline and most importantly bottom-line.

Innovation requires tangential thinking and the ability to shake the business out of its present context and structure. Through a combination of our advisory and continual interactive sessions, you can internalize the innovation and creativity culture and reap the benefits accruing out of such initiatives.

We coach you on Innovation and creativity at all levels. Either on a Strategic level or at the Business Unit level.

We address -

- Radical innovation
- Broad-based Innovation
- Incremental innovation
- Innovation Labs
- Creative thinking
- Cultural shift
- Monetary aspects of Innovation & creativity
- Aligning/ re-aligning R&D

We specialize in working with CEOs, business leaders and change agents on critical business challenges.

Feedback on our consultants...over many years!

“Just Outstanding!!! Very useful & enriching”

“He is one of the rare breed of consultants who believes in listening to the customer and staying focused on creating value”

“I have found him refreshingly different from other consultants in his consistent focus on tracking ROI”



Business Transformation

Fortunately or unfortunately there are no 1, 2, 3 step easy answers while addressing business transformation. Business today has never been as complex and interwoven as ever before. No single individual or company will have all the answers. Worse still, as the markets and boundaries shrink, the complexities are expected to get worse before they get better. But the good news is that help and solutions are available. Help from within your organization and solutions from ThoughtCapital™. We will harness, align your business and journey with you with our expertise and global capabilities.

The first step we believe is the creation of the 'Transformation' mindset. Without this, everything else seems good and perhaps feels good, but nothing worthwhile will change nor sustain.

Core Business Transformation Services:

- Transformational Change Leadership - journeying through the fundamental solutions roadmap
- Business Improvement & Strategy Planning - setting the direction of the company for sustainable success
- In-Company Mentor - Coach Development - developing an organization that continuously learns and improves
- Competency Skills Development - harnessing the true value and potential of your people
- Professional Coach Services - your collaborative organizational friend
- Strategic Sales - the customer is king - learn how to serve them with excellence

Model based Services:

- Malcolm Balbridge National Quality Award
- EFQM

We have incubated, nurtured, transformed and revived businesses.

Strategic Plan Process

- Access current business environment
- Vision, Mission and Core Values
- Critical success factors
- Core Strategies – External and Internal
- Resource deployment
- Assignment of strategic responsibilities
- Performance measures - Business, Unit, Team & Individuals
- High-level macro implementation
- Monitoring and control system

Other services:

- Business research
- Market feasibility studies
- Growth strategy
- Entry vs Exit strategy
- Turnaround strategy
- New product planning
- Worldwide distribution strategies - Establish/ modify / implement
- New strategies & tactics for gaining market traction
- Operational review - corporate plans/ staff/ budgets
- Strategic partners – Sourcing, Selection & management
- Due Diligence - Pre M&A, Joint ventures
- Post M& A, Joint Ventures – Integration of cultures, business processes & systems. Access current business environment

Feedback on our consultants... Over many years!

“Pragmatic, effective, highly learner friendly and sensitive to the learning needs.”

“He bought to the learning group, his vast knowledge, expertise and experience in a manner that was simple and easy to absorb.”



Authentic Leadership

The success measure of every organization can be ascertained quite easily by the quality of its leadership. High quality leadership will almost certainly ensure growth and prosperity for all within its sphere of influence. On the other hand, poor leadership has and will continue to cause the downfall of many a company, even those that might have experienced some measure of temporary success.

Contrary to the myth that leaders are born and not made, research proves otherwise. While a person has had quality leadership modelled to him/ her all their lives, on this alone, they may or may not go on to become good leaders. On the other hand, those aspiring toward authentic leadership and who are willing to commence the long and sometimes lonely journey - will eventually get there... a leader worth following.

ThoughtCapital™ dedicates much of its expertise and the continuous sharpening of skills that are geared toward the development of competent and credible leaders. And since leadership is not a position but a calling, leaders can be found and groomed at all levels in the organization.

Coaching Related Programs

- CEO Coaching - leading from the top
- Executive Coaching - transformation starts through members of the top team
- High Potentials Coaching - broadening the base of potential leaders
- Leadership Coaching - developing leadership specific competencies
- Emotional Intelligence Coaching - developing the key competency of leadership

Diagnostics & Assessments

- 360° Leadership Feedback - ascertaining areas for development
- Leader Assessments - ascertaining areas for development

Training Workshops

- Foundational Leadership Workshop - learning to lead
- Effective Leadership Workshop - upgrading to a higher calling
- Inspirational Leadership Workshop - unleashing full potential leadership

Success in business demands an ability to understand global trends and execute on opportunities.

ThoughtCapital™ keeps you at the forefront.

Did you know?

- Millions of dollars in revenue are sitting unrecognized just because CEOs do not properly measure the Intellectual Capital of their organizations
- 70 per cent of CEOs admit that there is a big gap between what gets measured, rewarded and what actually drives performance
- 63 per cent of CEOs think measurement of Intangibles is important but only 10 per cent were using the results to evaluate strategic direction

Feedback on our consultants... Over many years!

“The mentoring program for me has been a long awaited gift. The process enabled me to get to know myself better and to become aware of sides within me that i wasn't sure. At the end of it all, I now have a clear concrete plan of action, and all this in a most friendly and non-threatening environment”

“The coaching engagement was about leading teams and facilitating teamwork in today's business environment. At the personal level too, this engagement was very valuable as it assessed me in adjusting to and being to effective. Great job in getting us to challenge our mindsets.”



“Stays focused on creating value”

Operational Excellence

Business leaders are increasingly burdened with not just focussing on business growth and managing investor expectations, but more so on aligning the internal systems and processes required to execute business strategy. More daunting is the fact that different teams act in silos that is self-defeating and frustrating.

Business leaders demand systems and processes that help turn business plans into actual results. Systems and processes that contribute towards productivity, customer delight and ultimately growth and enhanced profits. A fully integrated business system would thus unlock value worth billions of dollars. Such an initiative would not only address the short term results of tracking and realising business performance but also pave the way for long term value creation and sustainable profits.

We understand your specific business challenges and aspirations. With this background, we collaborate with your team to design customized processes, systems and solutions. These are drawn from a blend of best-in-class business practices, complementary models/ frameworks and most importantly tempered by the practical experience of what works and does not. All this with a consistent focus on tracking ROI, reduced defects and costs, increased productivity, and of course more profits.

Our consulting, training and appraisal services include -

- ISO family of standards
- CMMi
- Six Sigma
- Balanced Scorecard
- Software Metrics

We create breakthrough improvements in business processes, people capability and bottom line results.

Software Engineering and Management Workshops

- Overview to CMMi Ver 1.2
- Overview to People CMM Ver 2.0
- Overview to ISO 9001: 2000
- Internal Auditor Training
- Software Quality Professional (Basic and Advanced)
- Quantitative Process Management
- Defect Prevention & Management
- Statistical Process Control
- Six Sigma Green Belt Training
- Quantitative Project Management
- Software Project Management
- Software Estimation
- Software Risk Management
- Software Configuration Management
- Software Metrics
- Program Management
- Peer Reviews
- Balanced Scorecard
- Essential of Software Engineering & Management

And many more...

Feedback on our consultants... Over many years!

“Just outstanding!!! Very useful and enriching”

“He brought to the learning group, his vast knowledge, expertise and experience in a manner that was simple and easy to absorb”



Human Capital

Building a high-performance organization requires Human Resources to play a key role in effectively aligning people with business strategy. However, Human Resource Executives are currently under tremendous pressure to quantify the impact of Human Resources on the organization's performance while at the same time faced with the threat of having some/ or all of its functions outsourced.

The need of the hour is therefore to develop and Human Capital Management Framework that measures HR contribution to the company's strategies and profitability.

Human Capital Management Services from ThoughtCapital™ introduces a suite of services that effectively deals with competencies, measurements and culture necessary for business growth and success in the market place.

Our services include -

- Human Capital Diagnostics
- HR Scorecard
- People Capability Maturity Model®

Our partners have filed for patent on proprietary tool that integrates multiple models and frameworks.

Feedback on our consultants... Over many years!

"He has provided extensive advice in areas related to linking business goals to human capital strategies and related initiatives".

"His deep expertise in the areas of software project management, CMMi, People CMM, quality management and organizational development- combined with the wealth of creative ideas and approaches had proved beneficial during the People CMM journey".



"I now have a clear concrete plan of action"

Advanced Project Management

There is an increasing demand for better, faster, and more cost effective projects. However, due to the current economic conditions, many companies have moved into survival mode, scaling back plans, cutting projects, calling in lines of credit, reducing headcount, etc. To complicate matters, statistics reveal that more than 40 percent of IT application development projects are cancelled before completion. This is primarily due to the ill-defined and poor implementation of project management practices across many organizations. In the past, project management was about “figuring as we go” or about relying on just a few “heroes” who were inherently good at managing projects. This is no longer acceptable. With the high cost of project failure, it is not smart business to let individuals and teams “figure it out as they go,” with the hope that they will be good at it.

ThoughtCapital™ offers a unique blend of cutting-edge research, proven techniques from industry leaders, crucial insights and practical tools for managing projects, portfolios, and complex systems.

ThoughtCapital™ offers consulting, training and assessments across the following areas:

- Project Strategy & execution
- Strategic Leadership & Change Management
- Project Finance
- Leading Global Teams
- Project Management Office
- Project Portfolio Management
- Integrated Program Management
- Project Risk Management
- Agile Project Management
- Organizational Project Management Maturity Model (OPM3®)

Cutting edge research, crucial insights, practical tools and industry best practices. Manage your business, projects, portfolios, and complex system better.

Workshops

- Fundamentals of Software Project Management
- PMI USA's Project Management Professional (PMP) preparatory training
- Project Management Boot Camp Training
- Advanced Project Management
- Program Management

Feedback on our consultants... Over many years!

“His genuine humility is reflected in his attitude and openness to constantly to learn and unlearn and share his deep pocket of learning, knowledge and expertise”.

“Very good, the consultant explained about the model very well”

“Great job in challenging our mindsets”



Risk, Compliance & Security

Risk it's everywhere. Regardless of the industry, we need to know what to protect, when it needs protecting, why it needs protecting and most importantly how to protect it. Getting ahead of the game is more effective than catching up later.

Ron Woerner, a security compliance expert brings Governance, Risk, Compliance and Security to the three R's: reputation, regulation, and revenue. If you're not focused on these areas, the business is at great risk, for that matter.

Regulation -- you get that. You have been soundly beaten over the head with regulatory compliance the last few years. If your company is in a regulated industry or not, the company has to comply with something. A daunting task, to be sure, but compliance alone isn't enough.

A good reputation with your customers and business partners is a difficult trust to earn and an easy one to lose. You don't lose reputation simply by having a breach. Rather, you lose reputation by your actions leading up to and after the event. And then there is revenue.

A company needs to identify, evaluate, and manage risk on every new project even as new business processes are being adopted. They can either proactively manage risk from the start, or they can reactively manage risk after the disaster. No prizes for guessing which is more effective. Once they go from a reactive model to a proactive model, companies move from more information security controls to governance of complex systems, projects, portfolios and ultimately the business.

Our suite of services include -

- Information Security Management System - ISO 27001:2005
- IT Service Management - ISO20000:2005
- System Security Engineering CMM - SSE CMM
- IT Infrastructure Library - ITIL
- Business Continuity Management - PAS 56, BS 25999
- IT Risk Management
- Health Insurance Portability and Accountability Act - HIPAA (ISO 27799)
- Data Protection Act - DPA
- Information Security - Clinical Research -21 CFR Part 11
- Prototype Protection (Sep Sec) - PTP
- Supply Chain Security - ISO 28000
- Common Criteria - ISO 15408
- Network Design - ISO 18028
- Penetration Testing and Verification Analysis
- Antivirus Testing and Certification

We use powerful methodologies and proprietary tools that attack and eliminate "pain" areas in a business.

Did you know?

"Security is like oxygen; when you have it, you take it for granted but when you don't, getting it becomes the immediate and pressing priority"
– Joseph Nye, Harvard University.

A piece of information can be deemed secure if it can be ensured that the information will be made available at all required times while maintaining confidentiality and integrity of business information.

Feedback on our consultants... Over many years!

"He is culturally sensitive and understands the internal dynamics of the customers organization before proposing solutions".

I now have a clear concrete plan of action, and all this in a most friendly and non-threatening environment"



"Vast knowledge, expertise and experience"

Offshore Advisory Services

While the obvious conclusion is that the need for offshoring is well and truly established, experience shows that offshoring works well, provided that projects are outsourced to the right people managing them in the right way.

Once a corporation decides to offshore, they are faced with a humungous task of identifying the reliable partner who has the where-withal to deliver on time, within budget and provide quality services. The ability to forge, manage and sustain strategic sourcing relationships is critical to competitive success. However, in reality nearly 21% of offshore contracts were terminated over the last few years and a majority of these contracts were cancelled due to insufficient service levels.

There are firms that advise on relationships, interface management and business benefits of offshoring; however they simply lack the expertise in closely monitoring the performance of a service provider. Similarly, some of the world's leading professional services firms simply focus on financial dimension of a offshoring relationships much to the exclusion of other dimensions.

Service Portfolio:

- Sourcing strategy
- Due diligence and supplier selection
- Offshore delivery center set-up
- Evaluation & Monitoring

Success in business demands an ability to understand global trends and execute on opportunities.

ThoughtCapital™ keeps you at the forefront.

Feedback on our consultants... Over many years!

“Wealth of creative ideas and approaches had proved beneficial”

“Great job in getting us to challenge our mindsets”.

“I have found him refreshingly different from other consultants in his consistent focus on tracking ROI.”

“The mentoring program has been a long awaited gift”



ThoughtCapital™ and Rich Experience*

ThoughtCapital™ draws its rich cumulative experience by partnering with leading and innovative organizations, former CEOs, thought leaders, industry leading experts, practitioners, researchers and academicians. We have advised, incubated, nurtured, evolved, transformed and revived businesses across industries and continents. We have built excellent business systems, managed complex projects and spearheaded highly profitable businesses. This experience is brought to bear in offering rich knowledge, research and indepth expertise to several Fortune 500 companies.

To catch a glimpse of where ThoughtCapital™ consultants and its partners have built their careers, consulted, coached, trained or conducted organization wide Appraisals/ appraisals, please visit www.thoughtcapital.us/RichExperience.html

And quite a few of these figure in the Top 20 of Fortune 500 list!

Did you know?

"One of the rare breed of consultants"

"Wealth of creative ideas and approaches"

"Consistent focus on tracking ROI"

"Most friendly and non-threatening environment"

"Stays focused on creating value"

"Refreshingly different from other consultants"

"I now have a clear concrete plan of action"

"Great job in challenging our mindsets"

"Vast knowledge, expertise and experience"

"The mentoring program has been a long awaited gift"

"Just outstanding!!! Very useful & enriching"



* The above companies reflect the cumulative professional experience of ThoughtCapital™ consultants and its partners over several years. They do not necessarily indicate the assignments executed by ThoughtCapital™ alone.



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North America



USA



Canada



Mexico

South America



Argentina



Brazil



Chile



Peru

Europe



United Kingdom



France



Germany



Spain



Hungary



Czech Republic



Ukraine



Turkey

Asia



India



China



Singapore



Malaysia



Indonesia



Thailand



Vietnam



Japan



Philippines



Saudi Arabia



United Arab Emirates



Israel



Bangladesh



South Korea



Russia

Africa



South Africa



Kenya



Egypt



Morocco



Tunisia

Oceania



Australia



New Zealand

