



Checking The Health Of Your Company

Health Check Brief

By : Nimble Systems Pvt Ltd



Organization Health Check Why To Do It ?

Organization growth is a function of their own capabilities and the environment they are operating in. Check to an organization health comes in terms of sustainability of growth. The growth sustainability has to be independent to:

- a. People
- b. Products
- c. Markets

In family owned, first / second generation business this become more acute as leaderships and second line of command is a key issue to provide the impetus. Like any health check the objective of the organization health check is to

- a. Identify what is **Right** in the company – it is critical to define these elements as some times in its hurry to change or grow organizations lose what has been instrumental to the growth of the company. This can be the culture or people or vision or just the way of doing business. Any organization needs to identify this and grow on it. Infact we at Nimble believe that a substantial part of senior management role is to keep this right live.
- b. Identify what is **WRONG** in the company - most of the wrongs in the company creep into the company and have been there because they have not been attended to. Health check brings these wrongs to the decision makers and assist them in terms of prioritizing how to eliminate them.

A Health Check Does

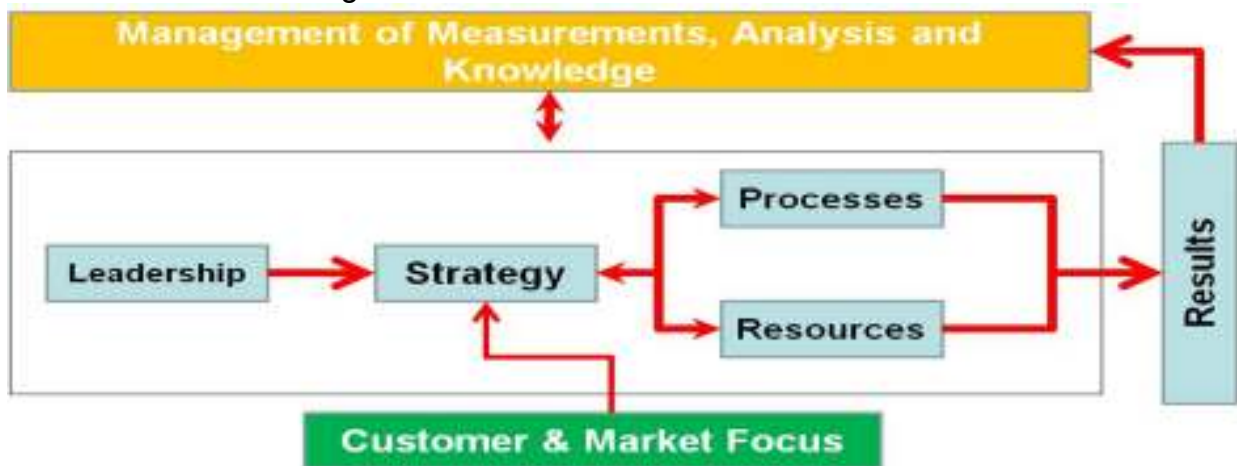
- Go beyond symptoms to define the root cause of the problems which are there in an organization.
- Get driven by a predefined structure and assist management can work upon them.

A Health Check Does Not

- Give exact solutions to the problems. It is more of a problem defining exercise. Additional work needs to be done for defining the solution.

What All Is Looked Into?

Cost and the revenue structure of an organization are the key components which build the organization. The health check is a structured approach to cover all part of the cost and the revenue in an organization.



The health check look into

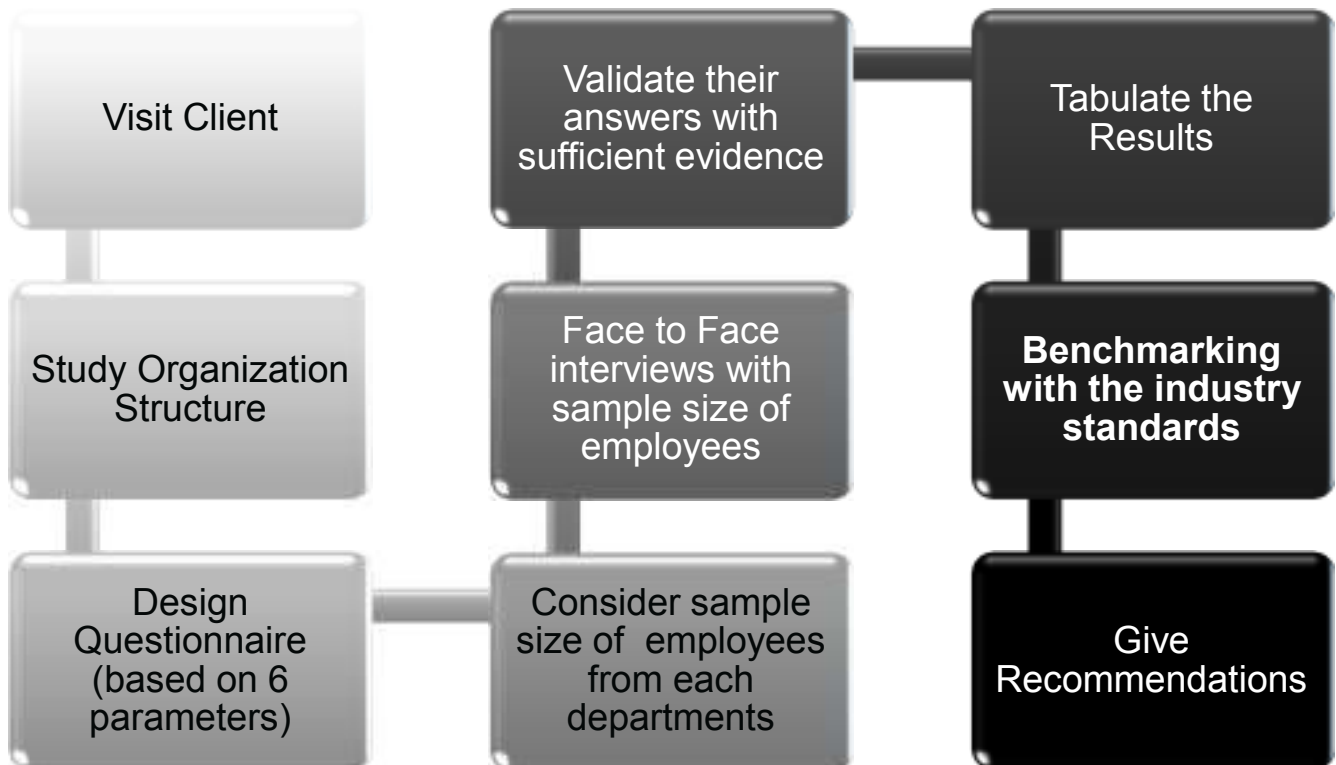
- a. **Leadership** : this finds out the leadership vision, it communication with the rest of the team, how the team looks at leadership and the management style of the leadership.
- b. **Strategy** – this dwells into the issues of strategy, its availability (written or verbal) its communication to the relevant people in the organization.
- c. **Process** – how is the strategy being converted into actionable goal driven process, this looks into management process (like planning and planning review), core process (manufacturing or logistics etc), support
- d. **Resources** – looks at the people, their skills, the structure of the organization and how it is supporting the process and the strategy.
- e. **Customer & market focus** – in case of a Pharmaceutical company this would include end buyers, specifies (doctors) and logistic partners (pharmacist),
- f. **Results** – key financial and non financial results would be looked into which would cover the cost and revenue of the company.
- g. **Measurability** – Health check would also dwell in the issues of measurability of goals and actions / corrections based on these goals.

How It Is Done?

The entire exercise is done through a combination of data collection, data analysis and one on one interviews. The interviews are done with Board of directors, CEO, Senior management team, Middle manager (representative sample) and lower level management (representative sample).

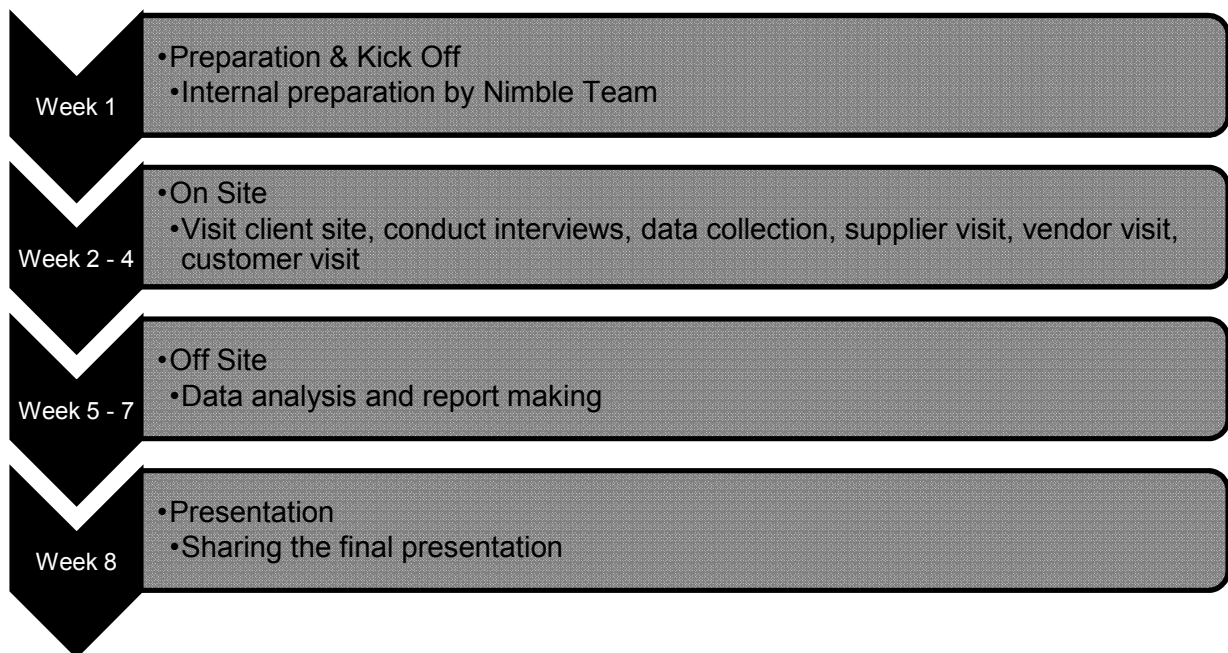
Besides the internal meeting in the organization Nimble team would also interact with end customer, decision makers and decision influencers.

Nimble would also cover other stake holders like Vendors / suppliers, technology provider.



How Long Does It Take ?

The entire exercise would take 6 to 8 weeks. The time frame would largely be divided into following activities





Nimble Advantage

Nimble is a management consulting company based out of India with offices in Kenya. The company is nearly 6 years old and more than 250 projects experienced. Nimble has done projects in India, Middle east (Dubai & Kuwait) and Africa (Kenya, Tanzania, Nigeria and Cameroon).

Nimble focus on business process and assist organization to achieve their potential by optimizing on

- a. **Identification** of relevant process
- b. **Validating / Creation** of efficient process
- c. **Deployment** of process
- d. **Measuring** – the performance of process
- e. **Modifying** – the process if required

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Nimble Clientele

Africa

- a. Alibhai Sharrif
- b. Burhani Engineers
- c. Fairdeal Group
- d. Superbargain group
- e. Royal group of companies
- f. Vitafoam
- g. Highland waters
- h. Achelis Group
- i. Computech
- j. Lifecare International
- k. Inviro
- l. Safarilink
- m. Going places
- n. Securex

India

- a. Pacific Infotech
- b. Safe Enterprise
- c. Oxfam India
- d. World Bank India
- e. L&T Engineering
- f. Punj Lloyd
- g. Christ Nischotech
- h. Zephyre Toy Makers
- i. Insync group
- j. World Vision
- k. Care International
- l. Aztec Exim
- m. Advance Hydrotech
- n. Jagtab Nursery

Middle East

- a. Gulf university for science & technology
- b. SOS Training & Manpower
- c. KEES – Kuwait
- d. American Creativity academy
- e. Universal Knowledge System
- f. Gulf web
- g. Vscribe
- h. Heglig
- i. Shobha Builders
- j. Alwasat Newspaper