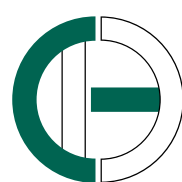


[adhoc-manager.it](http://adhoc-manager.it)



**ADHOC**

TEMPORARY MANAGEMENT

**RESOURCES TAILORED TO THE COMPANY**



# ADHOC TEMPORARY MANAGEMENT

We created ADHOC with the aim of making high level managerial skills accessible to businesses and, by doing so, taking part in their development and social-economic growth.

We firmly believe in values that spawn from relationships and the trust built over time with each of our partners. It is on these grounds we want to establish ADHOC as a reference for companies to tap into resources, and to be able to drive them towards success. For this purpose, we get involved first hand, taking part in the life of the enterprise to bring the results that the entrepreneur expects.

We think that the results generated from our manager-partners will capture the attention of every business owner and make ADHOC the natural partner of the firm looking for managerial figures to support it in development, in networking, in the generational transition, in international growth and innovation.

We reckon that our success depends on our actions. We are not an employment agency, but we do place our clients' expectations and our managers' skills at the core. We adopt any innovative form of participation in launching new enterprise activities and we bring out the entrepreneurial skills inherent in every manager in order to increase their growth prospects.

Our mission is the satisfaction of the Client and our members and we have no difficulty in rejecting projects or requests that we think we cannot successfully evade.

 **FEDERMANAGER**  
ASSOCIAZIONE PROFESSIONALE PERMANENTE  
AGENZIE SPECIALIZZATE TRADING

 **FEDERMANAGER**  
TRADING

 **MANAGERITALIA**  
TRADING ALTO ADHOC  
TRADING-SUBBOL

# TEMPORARY MANAGEMENT

## THAT IS THE BEST WAY TO DEAL WITH THE COMPLEXITIES OF THE MARKET

Launching a development project or solving unforeseen critical issues. With this formula we guarantee professional skills of excellence to the business owner, modelled on real needs and economic dimension.

An innovative service that evolves the traditional model:

### PREPARATION AND PERSONALIZATION

The ADHOC manager is tailored to the needs of the company: skills, time and performance are decided by mutual agreement. The costs, where possible, are linked to the results.

### STRAIGHT DEAL

The cost of the intervention is established during the contract phase and is all-inclusive.

### EXCELLENCES AT YOUR SERVICE

Thanks to its territorial rooting and to the excellence of the team, ADHOC can evaluate and select the most suitable professionals for the company project.

### GUARANTEED SERVICE

Not only the single manager, but the whole ADHOC team guarantees the result. In addition to the constant control of the project, the TM can be placed side-by-side or integrated, when necessary, with a team of experts to guarantee the final result.

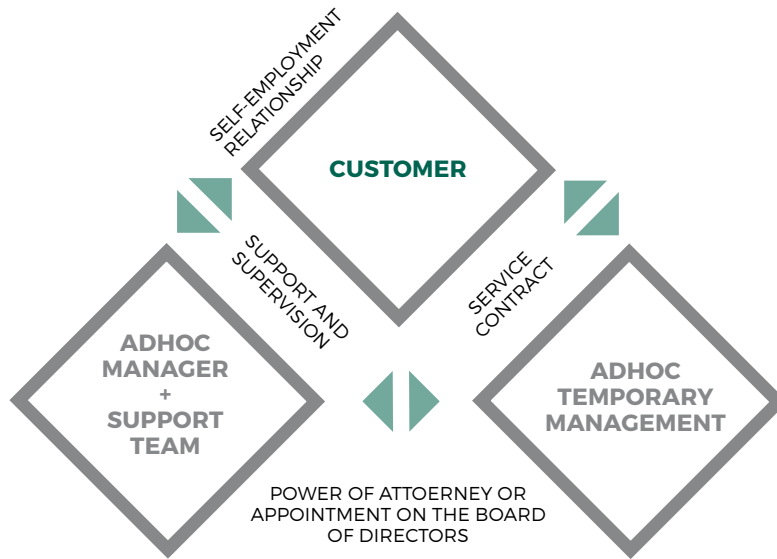
### FULL SUPPORT

The entry into the company of a temporary manager is only the first step. A multidisciplinary team of professionals is ready to support its action by integrating its skills.

### FLEXIBILITY

Any company, of any size, can make use of top-level managers, with commitment and costs commensurate with the customer.





# THE CONTRACT MODEL

**A TRIANGULAR RELATIONSHIP, WHICH INVOLVES TRANSPARENTLY THE THREE SERVICE ACTORS**

The customer signs the service contract with ADHOC, which guarantees the quality and success of the operation using its own partners.

The Temporary Manager entered in the company is constantly supported by an ADHOC team that audits the progress of the project and when necessary intervenes with other skills and professionalism.

Periodic meetings between the client and the ADHOC team allow to evaluate the progress made and to establish possible improvements.

This approach guarantees the success of the service and allows the access to multidisciplinary skills provided by managers with many years of experience in many areas of business.

## BUSINESS AREAS COVERED BY ADHOC MEMBERS



# THE TEAM

**OVER 150 MANAGER PARTNERS AND DECADES OF EXPERIENCE GAINED IN COMPANIES AND ON THE MARKET: THESE ARE THE CHARACTERISTICS OF OUR TEAM**

## MARKETS COMING FROM ADHOC MANAGERS' EXPERIENCE



These are the characteristics of our team, made up of professionals used to identifying goals, developing strategies, operating concretely and independently to achieve the result.

Professional competence, outstanding organizational skills and an authoritative personality are the ingredients to build a winning company team. We can count on specialists in every business area, with high level experience gained in many commodity sectors.



# SERVICES

## TEMPORARY MANAGEMENT

**An innovative service, modeled on real needs.**

It's a new way of dealing with real needs. An interdisciplinary team led by a project leader analyzes the needs of the client and identifies the operational solution and the best professionals to be placed in the company. For the duration of the project the ADHOC team guarantees a stable communication between the customer and his quality control.

## HEAD HUNTING

**The right man in the right place.**

ADHOC is an appointed agency for recruitment, and has a unique network thanks to its members and professional associations. These features allow our HR specialists to select and evaluate the most suitable profiles for the customer's needs.

## BUSINESS CONSULTANCY AND TRAINING

**Feasibility and operation.**

The ADHOC partners work as consultants and trainers in order to transfer to the Client methods and experiences gained through positions of DIRECT MANAGERIAL RESPONSIBILITY. In this way the know-how of the ADHOC members contributes to the growth of the Client Company.



## **MARKETING & SALES**

EXPORT- ITALY  
LAUNCH OF PRODUCTS  
NEW MARKETS ENTRY  
SET UP SALES NETWORKS

## **HR**

RESTRUCTURING OF THE BUSINESS FUNCTIONS  
PERSONNEL MANAGEMENT

## **GENERAL MANAGEMENT ORGANIZATION**

REORGANIZATION AND OPTIMIZATION OF THE BUSINESS  
SUPPORT TO THE ENTREPRENEURS

## **CFO**

BANK RELATIONS  
FINANCIAL & BUDGETARY PLANNING  
CREDIT MANAGEMENT  
CONTROL MANAGEMENT

## **PROCUREMENT AND LOGISTIC**

OPTIMIZATION  
WAREHOUSE MANAGEMENT  
SEARCH NEW SUPPLIERS

## **INFORMATION SYSTEMS**

EXPLOITATION OF ALL POSSIBILITIES OF THE IT SYSTEM  
DEVELOPMENT OF AN INTEGRATED INFORMARTION SYSTEM

## **PRODUCTION**

OPTIMIZATION AND PLANNING  
OF THE MANUFACTURING PROCESS  
DETECTION AND ANALISYS OF PRODUCTION COST



# CASE STUDIES

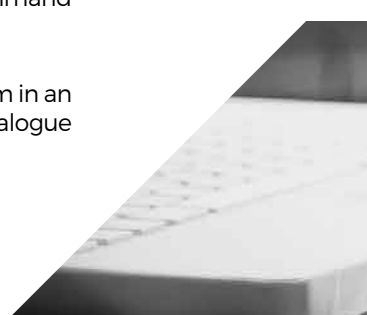
A REVIEW OF SOME  
OF OUR MOST RECENT  
FIELDWORKS

## LOGISTICS

<b>CUSTOMER</b>	A Company specialized in engineering and production of technical building articles.
<b>NEEDS</b>	Reorganize the activities and operational process of the purchasing area.
<b>TASK</b>	Rationalization of the purchasing department and the supplier companies system.
<b>INTERVENTION</b>	Our temporary manager entered the company as a Purchasing Manager. After setting up a training path for employees, in agreement with the company management, he defined the objectives for the period to contain the costs (-5%) and to reduce the supplier (-20%). During the assignment a need arose to establish rigorous procedures for managing payments and to develop a supplier network in strategic countries (as Spain, Slovakia, China) to develop specific foreign orders.
<b>CONCLUSIONS</b>	The ADHOC manager did not limit himself to achieving the initial objectives, but has identified opportunities for further improvement and development.

## HR

<b>CUSTOMER</b>	IT Company.
<b>NEEDS</b>	Check of the management structure and relative managerial roles, granted to the company partners and the managing director.
<b>TASK</b>	Task and responsibilities identification and planning of effective and non-overlapping set-up and reporting.
<b>INTERVENTION</b>	The delicacy of the assignment required the placement of a TM of great charisma, coming from international experiences, where the definition of the command structure is of fundamental importance.
<b>CONCLUSIONS</b>	The intervention of an external manager has allowed to analyze the problem in an objective and clear way and has encouraged an extremely constructive dialogue between the managers involved.



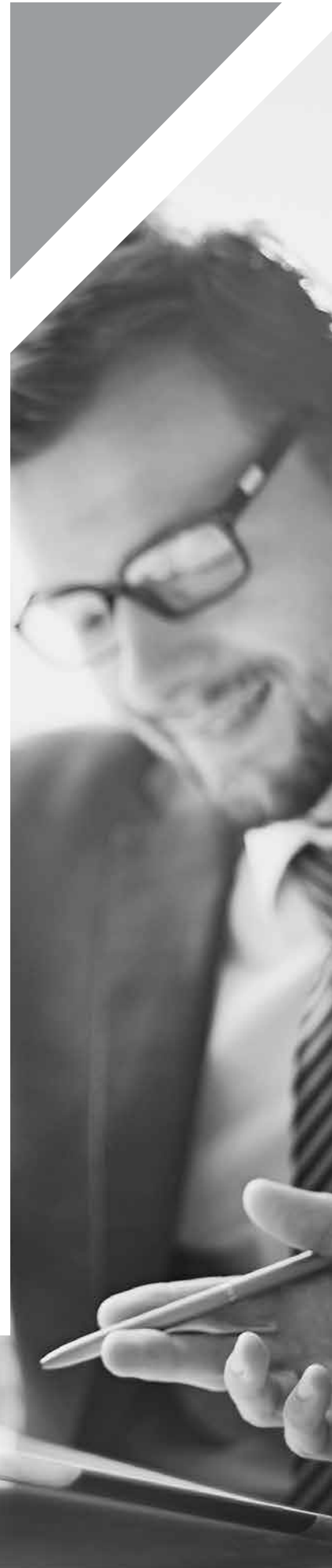


## MARKETING & SALES

- CUSTOMER** A prestigious Company specialized in the stone industry is in financial trouble since many years
- NEEDS** A stock holder wanted to re-launch the company on the market through an arrangement with creditors
- TASK** First phase: drafting of the business plan to support the industrial project to be submitted to the court. Second phase re-launch the sales organization.
- INTERVENTION** An interdisciplinary team of Temporary Managers assessed the professional resources and the position on the market of the customer and subsequently drafted the requested sales plan. A Temporary Manager expert in the stone industry was placed in the company for six months with the role of sales manager. The ADHOC manager restructured the sales department and restored the company image.
- CONCLUSIONS** The interdisciplinary team prepared the marketing plan in very short time requested by the Court . The customer with the TM was able to restructure and motivate the sales office, restoring its image on the market and on the key accounts.

## OPERATIONS

- CUSTOMER** A mechanical Company.
- NEEDS** It was necessary to reorganize the production after an important business growth in order to optimize cost and improve performances.
- TASK** The best practice introduction and identification of resources on which the company will rely on the future.
- INTERVENTION** ADHOC TM assumed the role of production manager for a 6 months period, introducing correct productive processes, optimizing order management and setting up correct work procedures, training at the same time the internal manager selected to continue the job at the end of the intervention.
- CONCLUSIONS** ADHOC TM has proved to be immediately operative and in the short term of the assignment, he provided the company with tools and expertise to make a qualitative leap.



## EXPORT

### CUSTOMER

A company that distinguished itself over the last few years by constant growth on the Italian and foreign markets, thanks to an effective customer acquisition strategy and an innovative business idea.

### NEEDS

Strengthen the strategic management, control of the company processes and commercial action.

### TASK

Insertion of a professional team in the company with different backgrounds reached in more structured business realities.

### INTERVENTION

At the beginning as a first phase we included in the organization a General Manager with experience, who supported the owners in creating processes and an effective structure model. Subsequently we have used the skills of a manager specialized in Marketing & Sales, which has identified further potential for improvement on foreign and Italian markets, through the adoption of new commercial strategies. The customer's satisfaction due to our intervention led to the renewal and expansion of the assignment: today our team takes part in the company strategies and has assumed an operative role, fully integrated within the commercial function.

### CONCLUSIONS

The synthesis between the practices in use and the managing experiences gained by the ADHOC managers in different environments has produced innovative ideas and large opportunities of growth.

## IT

### CUSTOMER

Company born from the merge of two utilities operating in the same territory.

### NEEDS

Develop a common management system.

### TASK

Analysis of the existing IT systems and planning for their integration. Staff Coordination to implement a common IT System within 6 months.

### INTERVENTION

We have assigned to the project a partner, with an important business experience in IT, who has been employed full-time within the client company. The assignment was extended by one month in order to introduce a new employee in the same role.

### CONCLUSIONS

The ADHOC manager immediately took over the role of IT manager, and the leadership of the IT function, completing the task within the required time frame. The training intervention allowed the client to continue the ordinary management with their internal sources.

# OUR REFERENCES



## PROVINCIA AUTONOMA DI TRENTO

Iscrizione all'albo provinciale dei soggetti autorizzati a svolgere, servizi di ricerca e selezione del personale (TN)



## MINISTERO SVILUPPO ECONOMICO

Abilitazione all'erogazione dei Voucher per l'internazionalizzazione (art. 5 del DM 15 maggio 2015)



## CIM & FORM CONFINDUSTRIA VERONA

Partner Operativo



## SIVE FORMAZIONE CONFINDUSTRIA VENEZIA

Partner Operativo



## TRENTINO SVILUPPO SPA

Iscrizione albo consulenti autorizzati



## APINDUSTRIA VICENZA

Partner



## CNA TRENTO

Partner



## UNI VR

Partner progetto CLab

# OUR CUSTOMERS



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