

Transforming Strategy into Sustainable Success

Business, IT & AI Strategy
Value Creation Planning
Mergers & Acquisitions
Project Management
Change Delivery
Interim Leaders
Transformation
Governance

Getting it done.

namaste
MANAGEMENT



Namaste Management Overview Brochure

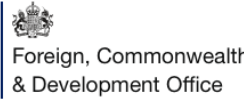
#	Topic	Slide(s)
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“Namaste Management blends seasoned practitioner leadership (20+ years average) with flexible, playbook-enabled delivery - accelerating transformation with minimal disruption and maximum staying power.”

“You’ve done tremendous work for us. We very much enjoyed working with you – you were a key part of the team that helped put this business together and we have much to be grateful for.”

1. Sample Clients: “Deep Expertise, Delivered Differently.”

We have broad experience across all industry sectors and the public sector

Private Equity   	Financial Services      	Business Services     	Consumer & Retail    	Travel & Leisure    	Energy & Resources     
Healthcare     	Industrials & Engineering       	Transport & Logistics        	Media & Telco      	Technology     	Public Sector      

2. Our Team, compared to alternative options

Our global team is designed to meet the on-demand needs of our clients' requirements at optimum price point...



Large strategy & consulting firms



Independent contractors & staffing agencies

FOCUS	METHODOLOGY	BENEFITS	SCALABILITY	GEOGRAPHY
General range of services	Consultant focused use	Brand	Bench staff	Global resources
Complex programme delivery	Transferable methodology for internal use	Efficient, integrated delivery	Flexible on-demand experts	Local resources globally connected
Individual skills	Ad-hoc process	Individual skills	None	Local resources globally disconnected

Backed by an ecosystem of strategic partners to add instant additional scalability and capabilities wherever required...

2.1. The Rol of working with Namaste Management (NM)

Average return-on-investment statistics based on Namaste Management project data:

Experience impact

24 years

Average experience of NM consultants

48 hours

Ramp-up time for most NM teams to start onsite

1 day

Notice required to onboard NM resources (up or down)

40

Average size of client team directly receiving knowledge and experience from NM to deliver future integrations internally

Benefit realisation

127%

Benefits / synergies delivered against plan

25%

Faster achievement of benefits / synergies

60%

Repeat client projects for NM, our ultimate KPI for client satisfaction

154

Average number of risks and issues identified, tracked and mitigated in each engagement

Resource investment

0.2%

Average NM cost set against deal value

0.5%

Average NM cost as percentage of benefits achieved

5%

Relative cost of NM external support - operational resources to deliver the objectives versus total resource cost

50%

Estimates saving in internal and external resource costs through faster programme mobilisation & execution

3. Our Services At a Glance

We help clients solve complex challenges by providing targeted support across the full lifecycle of business change. Our 8 core services flex to fit your needs, whether you're driving transformation, leading post-merger integration, recovering a high-risk programme, or simply looking for clarity.



Business & IT Strategy

We provide business, IT and target operating model strategy execution plans and deliver them.



Value Creation Planning & Execution

We develop and implement clear business value creation plans, across all business functions.



Enterprise Portfolio Management Approach

We provide a mechanism where business goals are translated into programmes and projects.



Mergers & Acquisitions Diligence, Planning & Execution

We offer a clear process and the tools to manage and deliver the value from M&A deals.



Business Change & Transformation Delivery

We develop a single organisation – wide approach to business change management (BCM).



Change Programme Governance

We provide a reliable and repeatable best-practice programme governance model.



Programme Assurance, Intervention & Turnaround

We create focused assurance and health check mechanisms to ensure best practice is adopted.



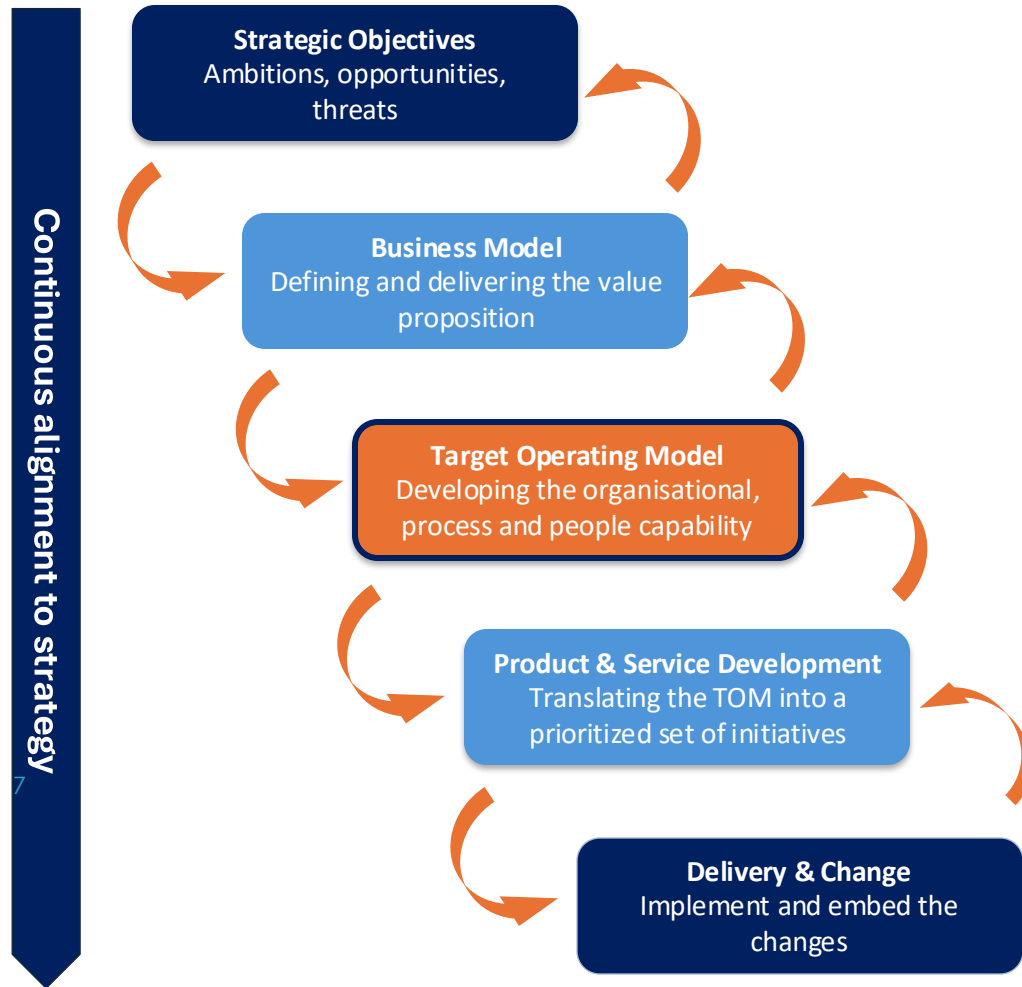
Interim Functional & Programme Leaders

We provide expert practitioners to perform interim business & functional leadership roles.

We work with our clients to build their in-house capabilities, using our dedicated proprietary IP (approaches and methodologies) for all our Services, all whilst delivering the specific objectives of client requirements

3.1. Service Example: Target Operating Model

We define “operating model” as the way an organisation operates in terms of people, processes, systems and property/facilities:



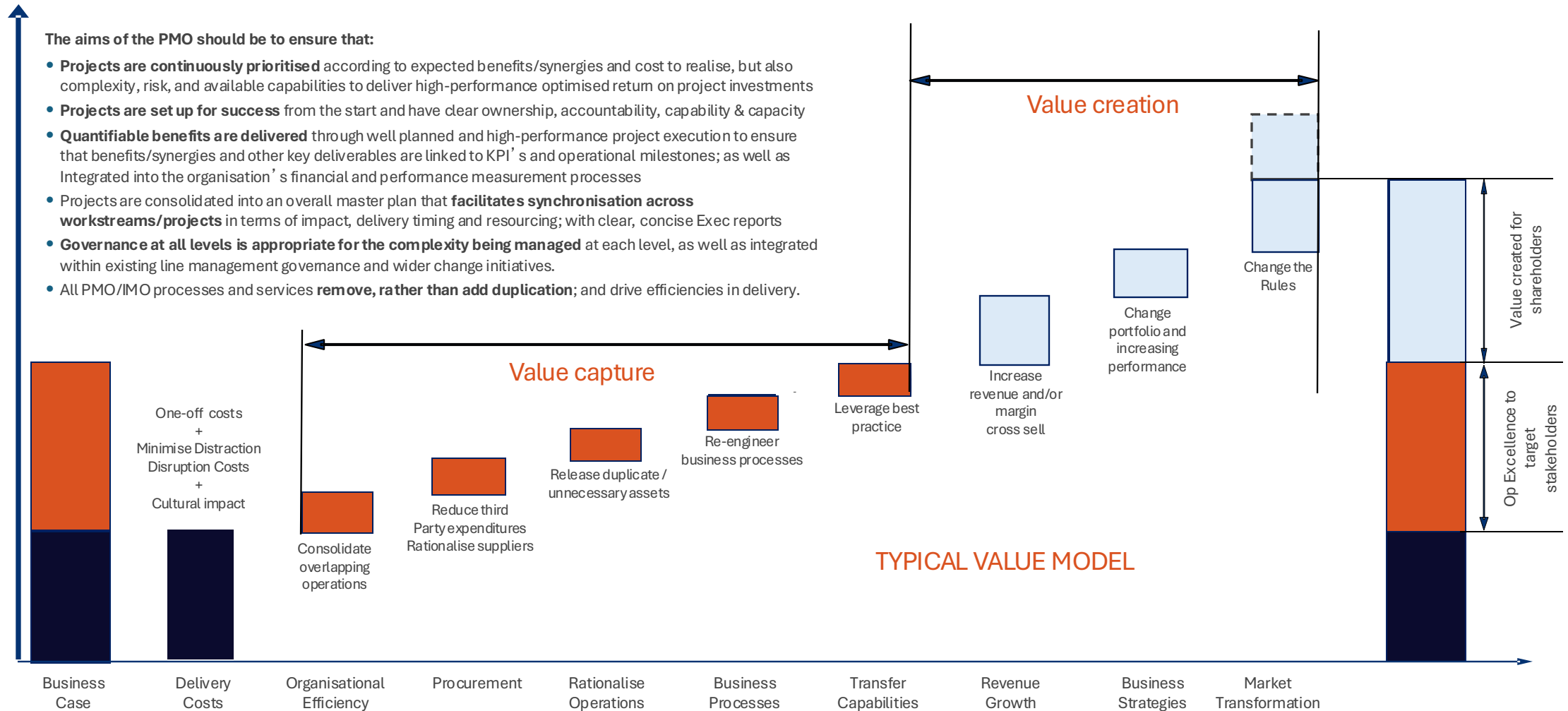
- What is the size and shape of the market? Who competes?
- What kind of organisation do we aspire to be in this market (3-5+ years)?
- What products & services do we wish to offer? How are they different from today?
- How do we become a leader in our chosen markets? What vendors do we need?
- How will we compete, grow and differentiate?
- What markets, customers, value proposition, products/services, channels, partners, revenue sources will we target?
- How will data enable us to outperform others in the market?

TOM - LINKING STRATEGY TO DELIVERY IN A CLEARLY ARTICULATED DESIGN

- How will we organise for growth?
- What capabilities and strategic partnerships will we need in the future?
- How will we drive maximum benefits out of our heritage/legacy teams?
- How should we organise to most effectively deliver our core processes?
- Do we understand the priorities and dependencies in our portfolio?
- Do we have the right balance in our portfolio, including a focus on innovation, growth and cost optimization?
- Is our strategy deliverable with our capability/capacity for change? What external support do we need?

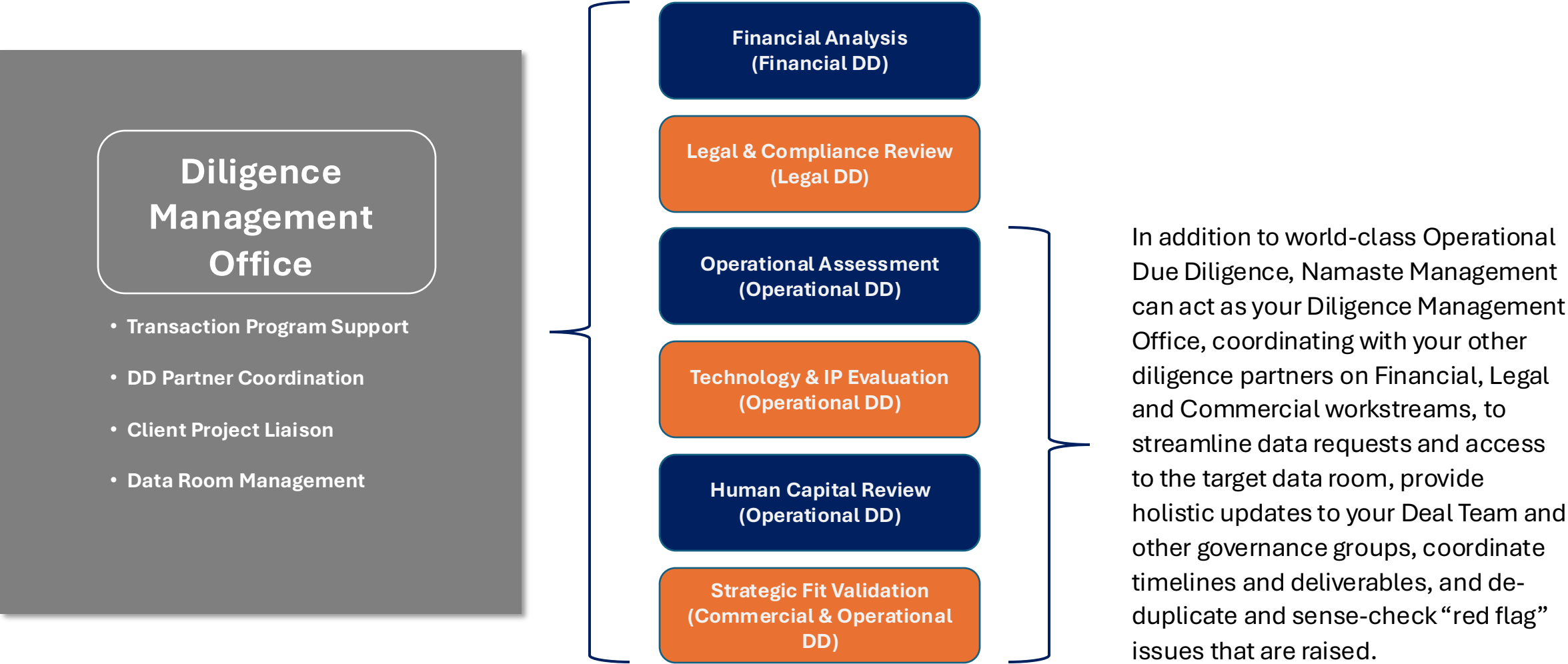
3.2. Service Example: Value Creation Planning & Execution

Any transformation programme, spearheaded by a high-performing PMO or IMO, should be primarily focused on the identification and delivery of value, and to ensure the future business is able to deliver its intended objectives:



3.3. Service Example: M&A DMO & Operational Due Diligence

We will leverage the real-world practical experience of integrations, carve-outs and process transformation to ensure the Operational Due Diligence is planned and executed with the ultimate deal thesis aims of your transaction at the centre of the programme of work.



3.4. Service Example: M&A Planning & Execution

Namaste Management can rapidly assimilate your available in-house preferences and toolsets where available; and combine with our proprietary integration methodology, battle tested on hundreds of integration projects. This can be used on a live deal; at the same time, you can be left with an enhanced set of internal capabilities and a comprehensive playbook for future acquisitions.

Key Aspects of Our Integration Approach is to:

- Work alongside acquirer and target team members to ensure that integration planning wins hearts and minds across both businesses from day one;
- Facilitate an aligned view of vision and business strategy, with clarity of integration objectives, for which a programme of work can be defined to deliver, with a clear set of priorities for the roadmap ahead;
- Monitor that the businesses continue to deliver, and that the integration does not negatively impact business as usual ('BAU'); provide integration expertise to support, drive and guide integration planning at all levels;
- Understand the acquirer and target corporate cultures, providing an outline of desired corporate culture and assist the definition of a change management strategy to retain and/or amend key aspects of culture;
- Define and run a governance model for the integration programme (aligned to current corporate governance) that allows speedy decision making regarding operating model, footprint, priorities, quick wins, synergies, resourcing and integration project planning & execution;

Methodology & Toolset

- The Namaste Management Integration Integration Playbook, Process and Toolset, comprising 43 ready to deploy pre-filled assets, is available to Clients
- This methodology can be streamlined and tailored for any integration scenario and preferences, leveraging and combining with any available, internal tools from our Clients.
- This can be further refined and customised to become an integration playbook for serial acquirers. It can also be linked to our upstream Operational Due Diligence Playbook.

M&A Integration Playbook – Key Process Steps

Process distributes work over 4 primary steps, each informing the next to bring an intuitive & logical structure to any integration scenario, building an effective integration team, supported where needed most, on demand, by the Namaste Management Team.

1. Pre-Planning

2. IMO Kick Off

3. Plan Development

4. Execution

Objectives:

- Develop all core integration planning requirements & direction

Engaged Personnel:

- Senior leadership team
- IMOP engagement team

Inputs:

- Deal Thesis, Board, Investor/owner needs

Objectives:

- Mobilise all IMOP participants and begin integration plan development

Engaged Personnel:

- Senior leadership team
- Functional leads
- IMOP engagement team

Inputs:

- Deal Thesis, Board, Investor/owner needs

Objectives:

- Develop Day 1 communications and functional integration plans

Engaged Personnel:

- Senior leadership team
- Functional leads
- IMOP engagement team

Inputs:

- Deal Thesis, Board, Investor/owner needs

Objectives:

- Post plan execution

Engaged Personnel:

- Senior leadership team
- Functional leads
- IMOP engagement team

Inputs:

- Deal Thesis, Board, Investor/owner needs

Integration Phases & Playbook Process Steps Overlay

Namaste Management Templates to support every phase of an integration. This enables us to offer clients three essential things: Speed of delivery, cost reduction and de-risking execution, all whilst maximising their value.

1. Pre-Planning

2. IMO Kick Off

3. Plan Development

4. Execution

Task & Template

- 1. Deal Thesis
- 2. IMOP Plan
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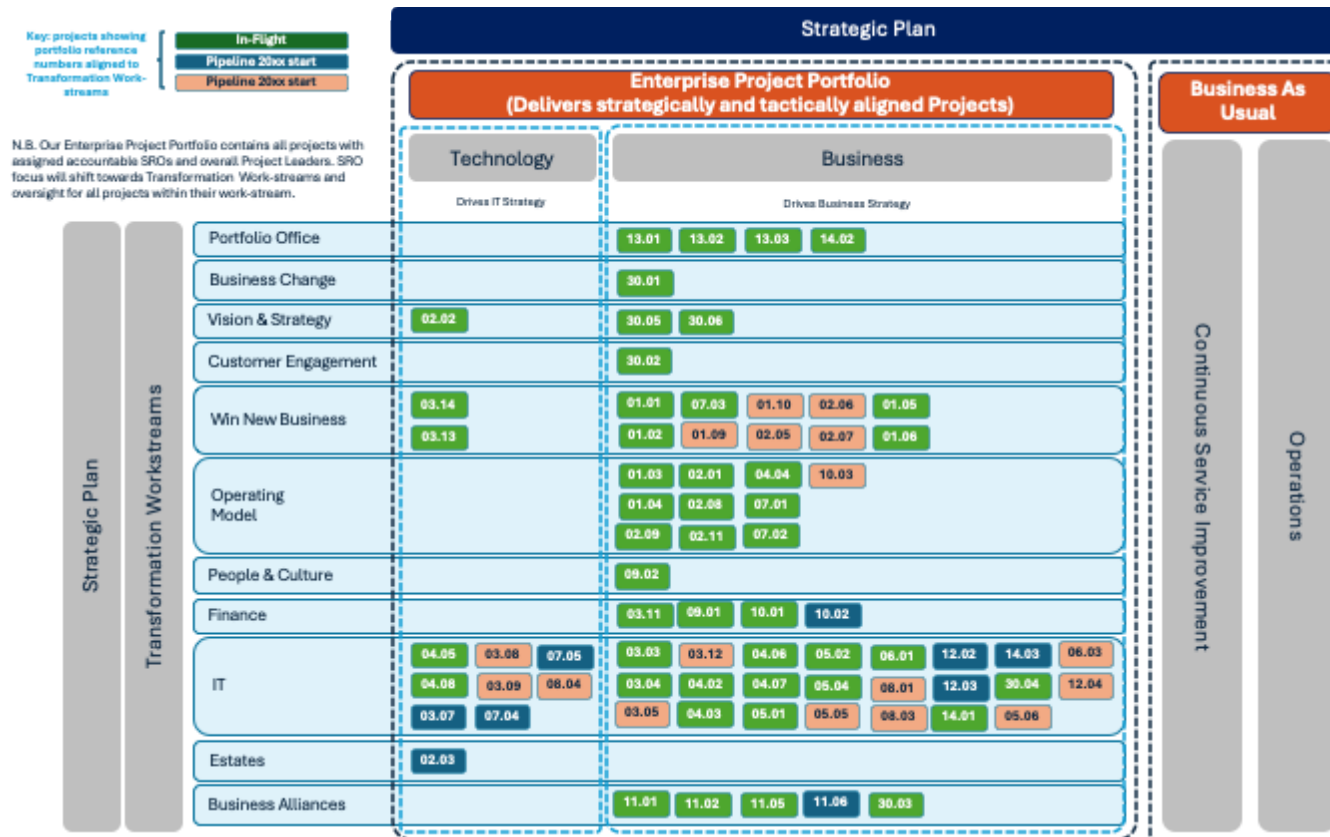
3 Our Services

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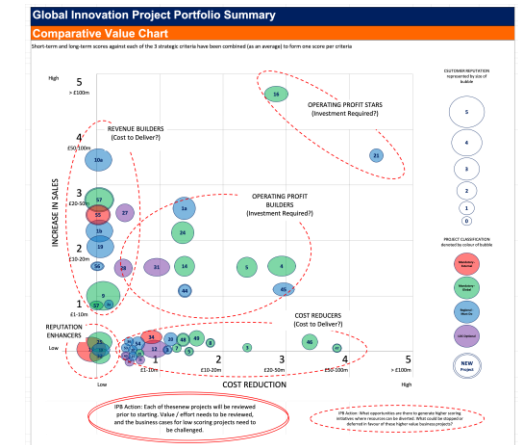
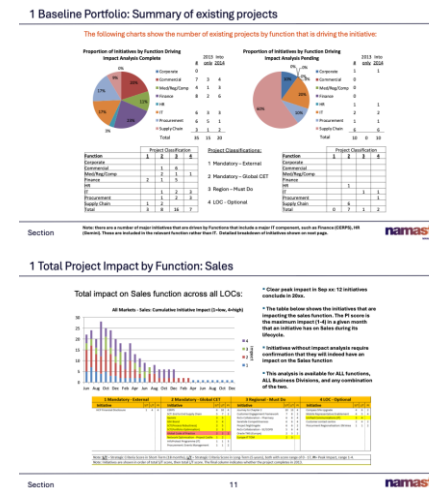
3.5. Service Example: Enterprise Portfolio Management

Investing in projects and change can often be done in isolation, in individual business units and functions. Whilst autonomy and empowerment is powerful, it is always useful and valuable to build an enterprise-wide approach to overseeing and prioritising resources across the entire portfolio of projects in play or tbd.



Methodology & Toolset

- The Namaste Management Enterprise Portfolio Management Playbook, Process and Toolset is available to Clients on demand
- This methodology can be streamlined and tailored for any integration scenario and preferences, leveraging and combining with any available, internal tools from our Clients.



3.6. Service Example: AI-Enabled Performance Improvement Diagnostics

Namaste Management provides AI-enabled strategic diagnostics software & services. Aspire ID8 provides a revolutionary business diagnostic solution that solves business problems collaboratively, delivering an automated prioritised roadmap for change and measuring the effectiveness of your change activities over time to drive continuous performance improvement.

Generate Insights

- ID8 enables small and/or large groups of stakeholders to participate and share their perspectives on areas of weakness and thoughts on what needs to change. ID8 allows aggregation of quantitative data and qualitative / narrative information to be analysed to generate practical insights on any given topic.

Take Action

- ID8 by providing an automated Priority Planning report and Current State (AS IS) and Future State (TO BE) reports enables the leadership team to quickly agree on a suggested roadmap for change. Allowing the project structure to be created rapidly and the key tasks and activities to be considered and shaped accordingly.

Accelerate Decision-Making

- ID8 automatically aggregates multiple stakeholders' responses taking account of risk, impact and priority to help leadership to consider teams and external stakeholders' perspectives on challenges. An automated priority planning report helps leadership to focus on the group consensus on top priorities and define a plan of action.

Assess Change Effectiveness

- ID8 provides a unique time-phased analytical reporting capability to take the pulse of the business at a given time and re-run at a later time to determine whether change activities have been effective. This enables ID8 to provide a platform to drive continuous performance improvement across the breadth of the organisation.

Solve Problems

- ID8 enables stakeholders to share simple or detailed feedback on the current state problems and provide their suggestions on what needs to be improved and how this can be achieved. This enables quick, deep and rich gathering of change suggestions to enable faster decision making and empowers the team to participate and help.

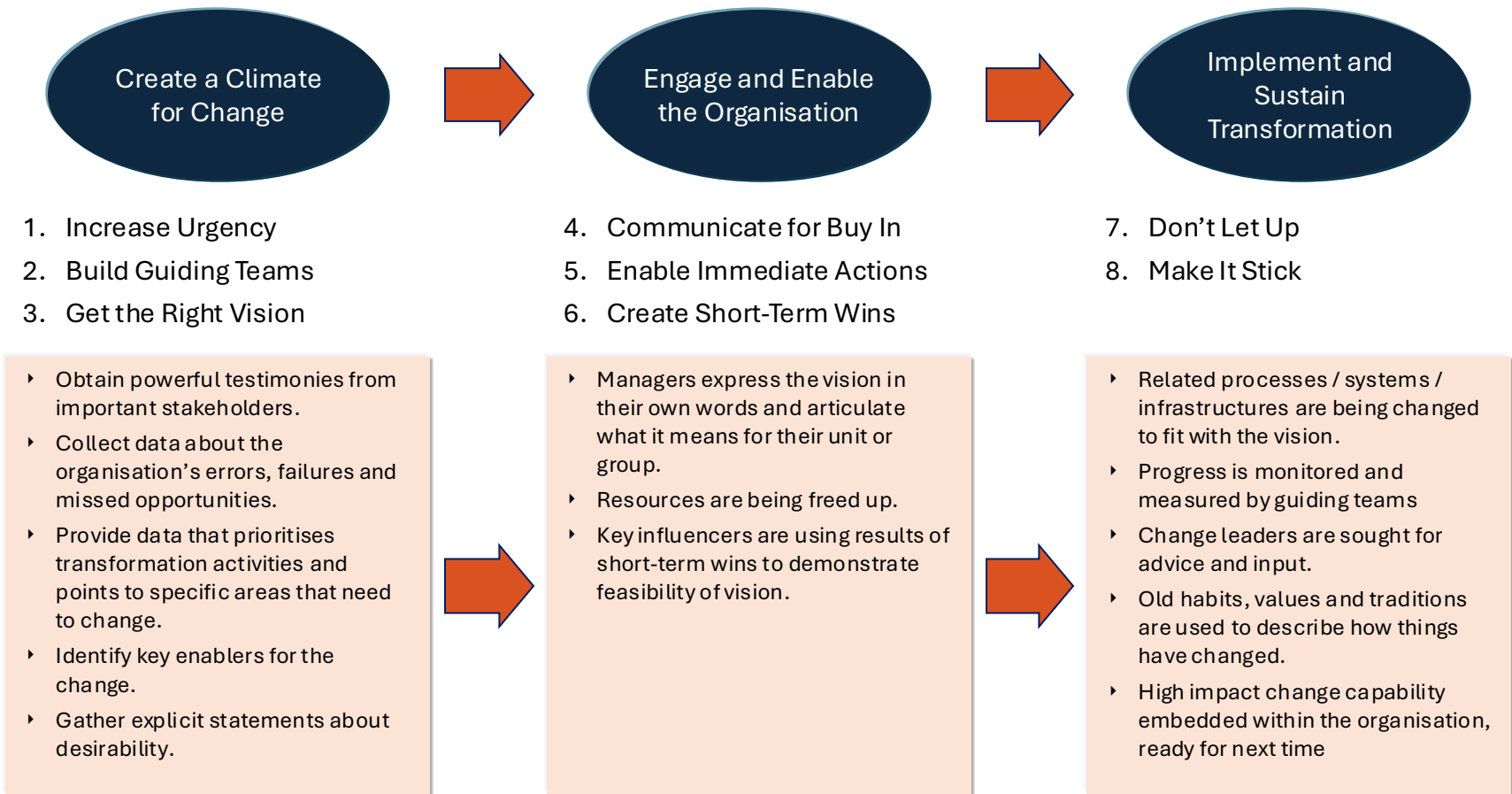
Benchmarking

- ID8 provides analytics that enable comparisons between organisations to be made across groups of companies and between companies as appropriate. This enables leadership teams to understand the leaders and laggards in their portfolio and take the appropriate action to close the gaps identified.



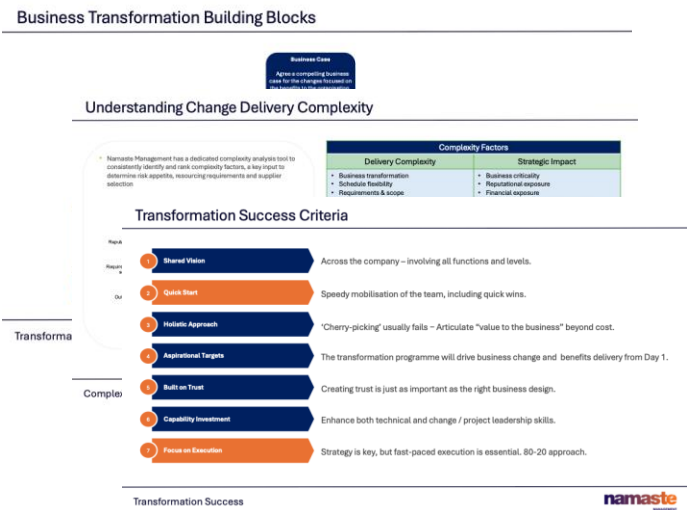
3.7. Service Example: Business Transformation ‘doesn’t just happen’

Delivering transformation benefits will be first and foremost about people. Technology is an enabler (30%) but the benefits will only be fully realised if behaviours change (70%). Transformation efforts start and stop with strong leadership, commitment, and “keeping a determined eye on the prize.” Ones that ignore the people element are destined to fail.



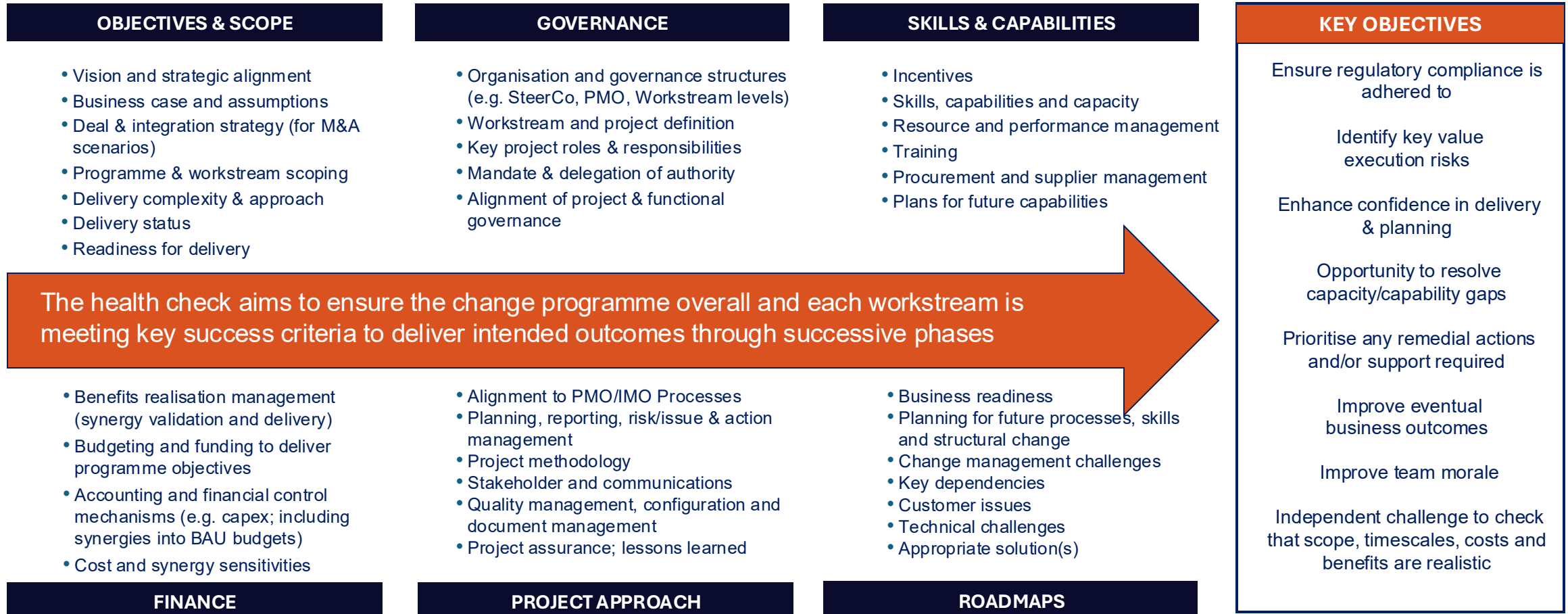
Methodology & Toolset

- The Namaste Management Transformation Playbook, Process and Toolset is available to Clients on demand
- This methodology can be streamlined and tailored for any integration scenario and preferences, leveraging and combining with any available, internal tools from our Clients.



3.8. Service Example: Programme Assurance (Health Check) Framework

We have a dedicated toolset to allow our expert practitioners to work with Clients to provide a rapid assessment of an existing project, to ensure it is set up for success, and can deliver its anticipated value and benefits:



4. Our Standard Rate Card

Our standard rate card is shown below (actual rates billed subject to client loyalty programme & negotiation)

UK / EUROPE			NORTH AMERICA		APAC / LATAM	
Grade	Minimum Years Experience	Rate Card Day Rate*	Rate Card Day Rate*		Rate Card Day Rate*	
Partner	25	£2500	£3000		£2200	
Senior Director	20	£2100	£2600		£1800	
Director	15	£1800	£2300		£1500	
Senior Manager	10	£1500	£2000		£1200	
Manager	5	£1200	£1700		£900	
IP & Playbooks**	-	£ Price on Demand	£**		£**	

*Rates are billed on a Time & Materials basis, to leverage the benefit of our highly flexible, on-demand resourcing model.
** Actual pricing for the inclusion and use of proprietary and market-leading IP, Playbooks, Process, Toolsets and Assets varies by region.
Please note that our standard payment terms are 10 days from date of invoice.



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We look forward to working with you

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