

# Business Management

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## Overview of Services

### **Fractional / Part-Time Sr. Management**

FSA can fill critical positions in the management team of start-ups and early stage life science companies. In addition to our skill sets and credentials, we can mentor the entrepreneur Founders/Managers as they build the company. (See C-Level Fractionals)

### **Organizational Development**

Services in OrgDev are related to assisting the company in defining the most effective structure for achieving its objectives.

Key considerations:

- Business Strategy & Goals

The structure should fit and support strategic objectives.

- Size & Stage of the Organization: Industry & Market Environment
- Decision-Making & Authority Levels

Recognizing that once installed, there may be challenges as the organization evolves.

- Workflow & Processes

Provide for efficient for operations. Enhance collaboration. Ensure accountability.

- Culture

The structure must reinforce what the Founder(s)/Sr. Managers want as the company culture, recognizing that employee buy-in is critical.

- Flexibility & Adaptability: The ability to scale, change, or pivot as the business evolves.
- Cost Considerations

What can the company afford? What are the cost/benefits to the Org Structure?

- Legal & Compliance Requirements

Alignment with corporate governance and regulatory frameworks.

### **Business Management**

Working with Sr. Management, FSA will tailor its engagement to the needs of the organization, providing the appropriate amount of assistance.

#### **Service categories include:**

- Business Structure / Organizational Development
- Business Plan Generation & Refinement
- Strategic Planning / Goal Setting / Growth Planning & Execution
- Business Management
  - Systems. Day-to-day operations
- Financial Management
  - P&L Optimization
  - Fundraising
- Human Resources

## **Financial Analysis: Synchronization of the Business & Financial Plans**

Objective assessment of the organization's financial position, identification and alignment of value drivers, forecasting, assessment of complementary opportunities.

## **Cost Accounting**

- Tools to accurately identify and capture the full costs of opportunities, methods & processes, operations, facilities & equipment, supply chain.
- Alignment with the business plan for use by management in decision making.

## **Financial Modeling**

Development of company/sector specific models for use in planning, operations, and fund-raising.

## **Capital Structure Development**

- Determination of the appropriate debt/equity balance.
- Identification of funding sources and assistance with securing the capital.
- Assistance with developing credible, well-received investor presentations.

## **CORPORATE DEVELOPMENT**

- Market Development
  - Market Viability
  - Growth Strategy
  - Key Success Factors
- Product Development
  - Opportunity Identification
  - Portfolio/Product Review
  - Planning: Connecting the Solution to the Problem
  - Proof of Concept
  - Product Life Cycle
- Business Development/Sales Management
  - Sales Organization Management
  - Client/Customer Capture & Management
  - Sales Channels
  - Sales Processes
  - Competitive Analysis
  - Partnering & Licensing
- Expansion / Rationalization
  - Make vs Buy
  - M&A Guidance
  - Due Diligence
  - Divestiture of Assets

FSA can assist in preparing an organization for acquisition and working through due diligence with qualified buyers.