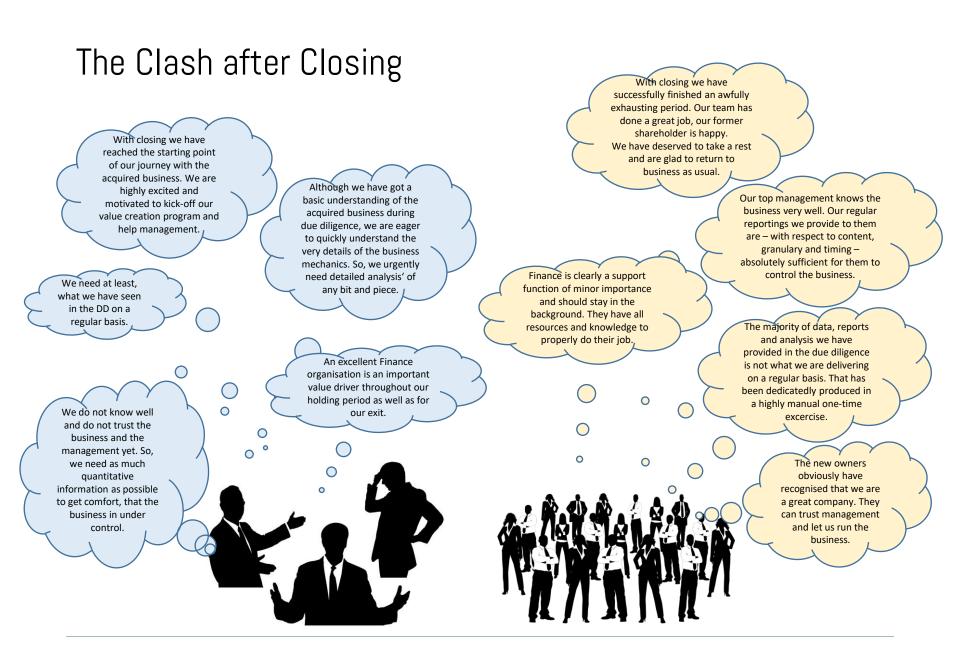
Christoph Pfeifer Management Advisory



Private Equity Readiness Program for CFO's and Finance Teams



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To make a finance organisation Private Equity ready is complex and goes far beyond technics and structures

- Typically the finance organisation of a company which is first-time acquired by Private Equity faces a lot of new demands and expectations
 - Broader content, higher granularity and faster timing of regular reporting demanded
 - Lots of dedicated analysis required to decide upon and cotrol the value creation programm
 - Leveraged Finance credit agreements to be maintained
 - Additional Holding structures to be served
 - Increased focus on liquidity and working capital management
 - Demand for high quality and accurracy in accounting
 - Efficient processes and state of the art ERP infrastructure
 - M&A support
- Finance organisation suddenly stands in the spot light
- Neither the CFO nor his/her team are familiar with Private Equity thinking
- Within the whole organisation existing entrepreneurial intuition must be paired with number- and performance-orientation, the driver of which must be Finance
- The timeline for change and development is tight
- The idea is to support the CFO by an experienced practitioner (Ex-PE-CFO)
 - Successfully headed a finance organisation in such situation
 - Good professional technical finance skills
 - Familiarity with Private Equity thinking
 - Experienced leader in fast changing environments
 - Trustworthy personality



Project Modules





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Module 1 Diagnosis of Finance Organisation

- Structured and semi-structured in-depth interviews with each member of the finance team
- Desk reviews of job profiles and CV's, process handbook, accounting policies, instructions, checklists or similar documentation
- Live demonstrations of working processes and IT systems or tools
- Review of reportings, operational KPI's, sickness statistics, overtime statistics, fluctuation statistics
- Interviews with the managing directors, the 2nd line management as well as with the HR responsible for the finance team
- Discuss findings with CFO
- Develop target state and action plan with CFO
- Results presentation to Sponsor

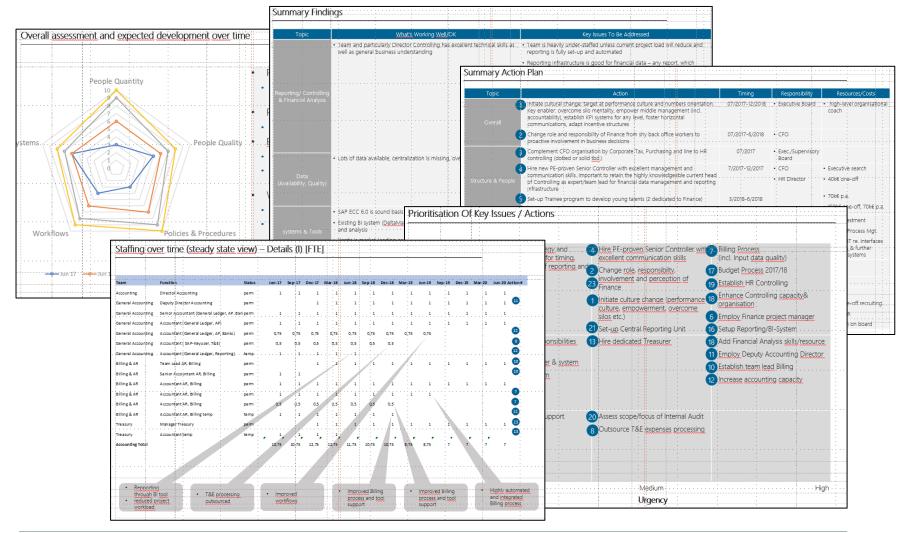


Module 1 Scope & Deliverables

	Assessment/ Analysis/ Competence Profile	Target State Definition	Proposed Measures	High Level Implementation Plan
People				
Organisational Structure				
Key Processes				
Systems & Data				
Output (Reports, Analyses etc)				



Module 1 Example excerpts of past projects



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Module 1 Timing indication

- 8 to 12 weeks depending on size and complexity of business and organisation
- 1,5 days per week on-site (interviews, live observations, discussions with CFO)
- 1,5 days per week remote (documentation, consolidation and structuring of findings, elaborate target state, develop action plan)



Module 2 Quick wins

- In case the assessment or analysis shows that there is a situation where obvious improvements may be achieved by simple and easy to implement measures, such potential will be instantly brought to the CFO's attention
- Implementation assistance where reasonable
- Module 2 is rather a by-product of module 1



Module 3 CFO Coaching & Sparring

- Act as coach and sparring partner with respect to
 - Private Equity thinking and performance culture
 - Major decisions & priorities
 - Matters for the boss
 - Feedback re. CFO's perception from various stakeholders
 - Personal development roadmap
 - Sponsor expectation management / conflicts with Sponsor
- Reflect on implementation progress of action plan (modules 1+2)
- Format
 - Weekly 2 4 hrs or bi-weekly 4 6 hrs one-on-one sessions in person
 - Term to be individually determined (experience is 6 to 12 months)
 - Strictly confidential
 - Reporting to Sponsor to be explicitly agreed by Coachee



About Christoph Pfeifer & Contact

Christoph Pfeifer is a seasoned Finance executive with an impressive work history as CFO of German mid-cap PE portfolio companies in the Financial Services and Business Services sectors.

Since 2016, Christoph works as an independant Executive Advisor with a demonstrated track record in various projects predominantly on behalf of PE firms.

He holds a diploma in Business Mathematics from Philipps-Universität Marburg, accomplished by MBA-type post-graduate studies in management at ESMT/USW Schloss Gracht.



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