

Management Teams and Organisation Issues in Private Equity Investments

1-Day Executive Education Training Programme

London: 15th May 2019



1-Day Executive Education Training Programme

Programme Overview

Management Teams and Organisation Issues in Private Equity Investments

This workshop will equip participants with a general overview and practical tools to help them understand – and deal with - the range of management and organisational issues which investors need to deal with across the life cycle of an investment. In particular, it will provide a framework for assessing managers (both in-post and candidates) and teams, as well as identifying organisational effectiveness levels and how they can be improved. The sessions intend to show that, whilst such issues may be unfamiliar for financially-trained investors, and can appear complex, they can be approached in disciplined way that produces superior outcomes. Given the nature of the material, the course will be highly interactive.

Course Director – Dr. Mike Hicks



Dr. Mike Hicks has been involved with private equity for the last 21 years as an LP and a GP, an adviser to business owners, a writer of research reports on the PE/management relationship and, above all, an adviser to PE investors on handling management and organisation issues pre- and post-deal. He has been involved in hundreds of situations across multiple industries and varying geographies.



1-Day Executive Education Training Programme

This course is aimed at:

- Private equity professionals
- Consultants
- Investee Managers

Key Learning Outcomes:

The course is intended to assist attendees significantly raise their level of capability in dealing with management and organisation issues in investor-backed companies, both pre- and post-deal. Attendees of this high impact 1-day course will gain an understanding of:

- How – and to what degree – management issues impinge upon investor decisions and returns.
- The wide range of factors which affect individual, team and organisation level performance – and how to approach them in the right way.
- The different types of interactions investors have with management teams and how to improve them.
- The key skills, tools and templates to deal with a variety of typical situations in a structured and confident manner. Ways to make ‘invisible’ management practices available for discussion and improvement.
- How simple practices can reduce risk, improve overall performance – and reduce the headaches investors experience in dealing with these issues.
- How to be better buyers and beneficiaries of any outside support you may get from recruiters, MDD providers or post-deal advisers.

Pre-Requisites: The course assumes decent knowledge of private equity activity, some exposure to general management books and, ideally, at least some stock of business experience and war stories. There will be a pre-course questionnaire to help benchmark attendee organisation practices against other firms.

In-House Training Solutions

Need a bespoke training solution for your team?

If you have a large team that needs training, an in-house training solution may be right for you. We can run this training programme or a more bespoke course designed especially for the needs for your team.

A programme can be run on **dates convenient to you**, at a venue of your choice, such as **at your offices** and could even prove to be more **cost-effective**.

Programmes can be delivered in a face-to-face classroom-based setting and can also be combined with live online follow-on sessions.

To find out if an in-house solution is right for you, please contact :

Kapriel Kasbarian
Director
+44 207 193 5423
kkasbarian@ascentium-associates.com
www.Ascentium-Associates.com/in-house

Course Outline

Topics

Introduction

- Introductions, reviewing individual objectives and comparing experiences.

Why are management/organisation issues important for investors?

- Some data and anecdotes on the costs of failure and the implications of performance variations in management quality and practices.

The factors which drive individual, team and organisational performance

- An overview of the 'hundred factors' – and how to deal with the complexity.
- Why surprises happen – and why organisations often have low effectiveness.

Thinking about these issues

- The 'what' and 'how' of performance.
- The evidence gap; the knowing-doing gap and the talking-behaving gap.
- Quantity matters.
- Bangs and bucks.

Investor-management interactions and how to improve them.

- Situations and interactions across the deal cycle.
- Quality and quantity of internal efforts – what other investors do.
- Dealing with 3rd parties.
- The views of management about investors.

The key skills for learning about individuals, teams and organisations

- Mapping the business needs – with exercise.
- Using and combining methods – with exercise.
- Calibrating and synthesising what has been learned – with exercise.

Rules of thumb

- What evidence and experience have revealed about key aspects of managerial performance for investors and more generally.

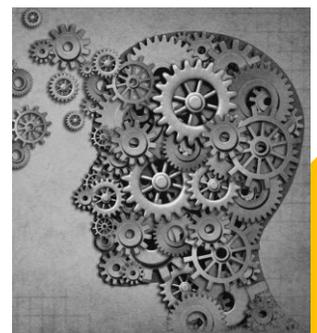
Specific applications and techniques – three cases

- Recruiting a sales director.
- Assessing a management team during a deal.
- Diagnosing an under-performing organisation.

How to learn more and improve your skills

Final Q&A on areas of particular interest

Given the nature of the material, the course will be highly interactive and high delegates participation is required.



Registration Form

Management Teams & Organisation Issues in Private Equity Investments:

London – 15th May, 2019

Delegate Details

Delegate 1: Mr/Ms/Mrs/Dr..... First name.....Last Name.....
Job title.....Email address.....

Delegate 2: Mr/Ms/Mrs/Dr..... First name.....Last Name.....
Job title.....Email address.....

Delegate 3: Mr/Ms/Mrs/Dr..... First name.....Last Name.....
Job title.....Email address.....

To register more delegates, please call us on +44 207 193 5423

Organisation Name:
Address.....City.....
Post/Zip Code.....Country.....Tel.....

Pricing Choices

Book by Friday 12th April to receive the Earlybird prices.

Please tick the appropriate box:

	Earlybird Rate	Normal Rate
1 Delegate	<input type="checkbox"/> £796	<input type="checkbox"/> £995
2 Delegates	<input type="checkbox"/> £1433	<input type="checkbox"/> £1791
3 Delegates	<input type="checkbox"/> £2149	<input type="checkbox"/> £2687

Note: All prices exclude 20% VAT which will be added to your invoice or credit card transaction

Payment Details

We accept payment with American Express, Mastercard, Visa or by invoice/direct wire transfer. Payment in full must be received in advance of the programme. Registrations received fifteen (15) days or less before a course commences, then the payment must be via credit card.

Please tick method of payment:

Please email to me an invoice Credit Card Payment - American Express/Mastercard/Visa

Full Name as it appears on Credit Card.....

Credit Card Number.....Expiry Date.....Security Code.....

I have read and agree with the Terms & Conditions* - Signed.....

**For Terms & Conditions, please visit www.Ascentium-Associates.com/terms-conditions*

Please scan and email your completed registration form to info@ascentium-associates.com
Alternatively register online at www.Ascentium-Associates.com or call +44 207 193 5423

Register Online www.Ascentium-Associates.com or call +44 207 193 5423

About Us

Ascentium Associates - We are a specialist training provider, focused on the private equity, real estate and infrastructure/project finance and hedge fund sectors. Our industry course programmes are delivered by highly experienced practitioners enabling you to learn from seasoned veterans.

We are passionate and focussed on your training and development needs and offer many strong reasons as to why you should consider training with us:

•**Faculty Expertise** – Our faculty of experienced practitioner trainers, makes us different from other providers. We have a dedicated section on our website so that you explore the expertise that we can offer.

•**Small Class Sizes** – Our courses are small groups (usually between 8-15 people) and are highly interactive. This allows for a lot of scope to ask questions and join in discussions. Attendees are encouraged to actively join in, contributing with their own experiences and also challenge and learn from each other. Individual and group exercises are designed to get people thinking about, reinforcing and applying their learnings.

•**Learning with your peers** – Our programmes are primarily aimed for industry participants, so you can expect to be training alongside an engaging peer group.

•**Alumni group** – In addition to the peers you will meet, we also have an alumni group for you to network with.

•**Quality Programme Materials and Certificate of Completion** – All programme attendees will receive the programme content and a certificate of completion.

•**Quality venues** – We always use easy to get to venues that are centrally located and which provide the right balance of comfort and technology to facilitate your learning experience.

•**Post course discussion forums** – The forums on our website provide a platform to continue discussions and conversations with fellow attendees.

•**Feedback** – Programme feedback is very important to us, both during and after a programme and forms a basis for ongoing continuous improvement.

•**In-house training** – In addition to our scheduled programmes we also offer bespoke programmes offering expertise, convenience and cost effectiveness.

•**Track record** – Our team of professionals have many years experience of planning, designing and delivering training programmes.



We look forward to working with you.

Best Regards,

Kapriel Kasbarian
Director
Ascentium Associates
Tel: +44 207 193 5423
kkasbarian@ascentium-associates.com

FAQ

Frequently Asked Questions:

For a full FAQ please visit www.Ascentium-Associates.com/faq

Venue - I know the city in which the course will take place, but where exactly is the training venue located?
The venue will be located in a central part of the city. As we use several different venues (depending on availability and the number of registered delegates) in each city, we will finalise the venue once we have a good idea of how many attendees we are expecting and will inform you accordingly. We usually finalise the venue about 2-3 weeks before the course.

Laptops – Do I need to bring a laptop to the course?
Unless it is specified, bringing a laptop is optional

Travel & Accommodation – I do not live local to the course, do the course fees include my travel & accommodation expenses?

No – Each attendee is responsible for their own travel & accommodation costs and arrangements.

Timing – What time does a training day start and end?

Unless specified otherwise, training will start by 9:15am and finish by 5:00pm. On the first day of a course, attendees are required to register their presence and collect their course materials and are therefore requested to arrive by 9:00am.

Food & Beverages – Are there any food or drinks served during a training programme?

There will be 2 to 3 short tea/coffee breaks and a lunch available daily and are included in the programme fee.

Cancellation Policy – What is your cancellation policy?

For our full policy of cancellations please visit www.Ascentium-Associates.com/terms-conditions





Management Teams and Organisation Issues in Private Equity Investments

1-Day Executive Education Training Programme

London: 15th May 2019

To Register visit
www.Ascentium-Associates.com/schedule
or call +44 207 193 5423