

TPS Overview

Professional System

Aarthun Performance Group, Ltd. (APG) has been helping companies improve financial performance since its inception in 1990. Recognizing the need for managers and employees at all levels to become better business people, APG customizes and develops programs that demystify finance and build value creation skills. Whether a company is focused on improving ROA, ROE, EVA™, or optimizing capital through operational improvements, we help organizations understand how to quantify and create value.

What We Do

Organizations are becoming larger, stronger, and more demanding, and they are under tremendous pressure to **grow** revenue, **manage** expenses, and **redeploy** capital. More than ever before, there is a need to build profitable relationships higher in the organization. **The Profit Specialist®** builds better business people through a high energy and creative business simulation workshop built around your business and your strategies. We help employees understand the key business issues and financial drivers that influence an executive's decisions. We build the competencies to translate solutions into strong Profit Proposals for executives that drive one or more key metrics like ROA, ROCE, or managing capital.

Our customers tell us that there are three reasons why our solution has been successful in their organizations:

- **We create the business mindset** (how to quantify and create economic impact). This begins with understanding your company's financial drivers, how to analyze your business, and how to quantify and connect your value to your financial needs.
- **We change behavior by installing a system**
This includes a blended learning approach including an electronic preview, financial literacy and skills, a value creation methodology, value tools, electronic reinforcement, coaching, and more, all designed to sustain the change in behavior.
- **We help our customers achieve measurable results**
Many of our customers target issues like improving margins, price increases, competitive wins, account penetration, and profit impact. We maintain contact with our customers to ensure they achieve results within the company through our learning, tools, and methodology.

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How We Do It

- We customize a three-year business simulation around your business, operational issues, and your key financial drivers. By embedding this data in the simulation, the learning is accelerated with greater impact. It also serves to reinforce the organization's performance goals.
- During Year 1 we create pain. During Year 2 we identify remedies and profit improvement strategies you deliver to see the impact on your key metrics (how to "turn the dials" on financial performance and value). The Year 3 participants compete as teams including making key decisions that directly impact financial results. There are winners and losers based on their final scorecards.
- We provide a number of learning exercises and case studies along with a set of tools to apply the value creation approach and financial learning to real business problems or opportunities. Participants work on a company Profit Proposal presented during the workshop and implemented after the training.

Outcomes

To win the battle for profits and create value, your employees will

- Think like an owner/senior manager
- Talk the company's language of business and profitability
- Understand the economics of your business

Your employees will learn to

- Identify profit improvement needs
- Translate solutions into profit improvement
- Learn how to create and present profit improvement strategies

Working with APG, your employees will be able to

- Quantify the improved business results and profitability you offer the company
- Track and measure their quantified value case within the organization

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