**Excipio® consulting**

**Welcome** to the Excipio IT transformation solution for technical resources, depicted by the solution process diagram below. Regardless of organizational structure, our solution can be configured to provide critical executive-support information necessary to manage the business impact of human resource change.

**Background.** The human elements whether technical, administrative or managerial represent the critical link between your enterprise customers and the IT operating environment. IT operations are often improperly staffed do to technology demands, budgeting, volume constraints and business changes. Given the capital investment, operating costs, and impact on operations, improved strategies and management of IT resources is an untapped opportunity for most organizations to improve service delivery.

**Where do we start?** An analysis of current operations provides an assessment of current capabilities in terms of meeting business requirements and relative efficiency. These findings are prerequisites to analyzing organizational resources and practices by structure, skill, and effectiveness.

**Our Mission** is to provide an in-depth third party review with attention to balance, accuracy and completeness. Excipio is vendor neutral we do not recruit staff or provide outsourcing or BPM services thus can be completely objective in our analysis and recommendations of your technology resources.

**Our Scope** for technical resources transformation includes;
- Strategic Business Plans
- Customer Relations Experience
- Organizational Structure
    - Staffing Model
    - Compensation History
    - Team Work and Collaboration
    - Management Maturity
- Operating Processes and Risk Exposure
- Governance and Compliance

**Our Approach** consists of project processes, decision support methodology, surveys and analytics to determine;
- Current state assessment, benchmark comparisons
- Future state strategies
- Next steps, change plans and
- Follow-on sustainability

**Why is this solution needed?** This solution is needed to justify IT capital budgets and operating expenditures for human resources required to meet business requirements. This level of analysis and insight requires a combination of strong organizational development skills, IT operations experience, in-depth financial tools, and benchmarks.

**The result** is opportunity identification and path forward approaches that executives can utilize to determine viable and unified strategies supported by fact-based information.

**For more insight** into the success of our clients, please contact us for a straight-forward discussion on how our solutions could dramatically optimize your IT technical resources.

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**Assessment**

### Current State
- Organizational Structure
- Review of Staffing Resources
- Development
- Age and Tenure
- Certifications
- Organization Matrix
- Staff Ratios
- Compensation

### Technical Resource Analysis
- Organization Effectiveness
- Governance Management
- Maturity Risk Analysis
- Comparison Survey
- Excipio Benchmarks
- Research Summary

**Strategy**

### Organizational Strategy
- Recommended Improvements
- Resource Targets
- Compensation Goals
- Team Work and Collaboration
- Future Structure
- Training Plans

**Transformation**

### Change Plan Organization Development
- Target Skill Sets
- Compensation Plan
- Recruiting Sources
- Collaboration Training

### Migration Plan
- Governance Roadmap
- Management MBO Goals
- Risk Profile Avoidance
- Recruiting
- Resource Training
- Project Management
- Contract Monitoring

### Quality Assurance
- Project Management
- Executive Coaching
- Sustainability Plan
- Process Improvement

**Quality Assurance**

### Core Practices Guide
- Human Resource Policies
- Staff Retention
- Career Path
- Industry Certifications
- Continuing Education