

ENABLING INVESTORS KEEP AHEAD OF THEIR SPECIFIC & THE GLOBAL CHALLENGES DURING 2025 AND BEYOND.

*“PROFOUND TECHNICAL AND OPERATIONAL
TRANSFORMATION WILL ENSURE SURVIVAL, BUT
PROFITABLE GROWTH WILL DRIVE VALUE CREATION”
TOM PICKERING CEO*

YOUR KEY PARTNERS:

Leadership evaluation, capability,
opportunity missed and business drivers



Experienced special situations support

balance sheet &
financial model,
funding & AMA



“WHEN THE GOING GETS TOUGH, THE TOUGH GET GOING” OR DO THE OPTIONS GET SHUT DOWN?

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THE CAPABILITY TO RE-OPEN THE OPTIONS TO GET BACK IN CONTROL...

“When the going gets tough, the tough get going”
or do the options shut down?



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CREATING THE REALISATION AND AWARENESS TO LEARN AND BUILD CAPABILITY

“Whilst there are substantial business opportunities to be taken in 2022, organisations need more urgency, energy, a view of the emerging threats, alongside a plan to survive. Without which their business models can be unknowingly vulnerable.”



“Improving corporate performance should be the single focus to revitalise the economy. Making good businesses secure is fundamental”. Tom Pickering

Emerging economies are a lethal blind spot leaving many businesses in need of reinventing to avoid destroying value. Many fear EU market economies that have shrunk between 4% & 13% against their run rate in Q4 2007. With the scale of the challenge many CEOs are losing focus rather than focussing the core business. WinningThinking® find consultants don’t address the “so what” and solo interim is often compromised. This leaves a gap to be filled to solve the onslaught of global issues and uncertainty being faced. Many working capital challenges with so few options are rapidly creating a crisis. It is in this world that WinningThinking® thrives with its unique approach in providing specialist support flexibly through the best executives. Firms must act decisively and develop an agile capability to run and respond in a tough market.

**“9/10 TURNAROUNDS FAIL BECAUSE
COST CUTTING, GROWTH AND
STRATEGIC LEAPS ARE NOT
CONCURRENT.” CEO P. CUNEO, E.G.
MARVEL, REMINGTON, BLACK &
DECKER, CLAIROL**

**“TO REVITALISE THE
ECONOMY,
THE CORPORATE
SECTOR IS THE
MOST IMPORTANT
PLAYER.”**

LEE MYUNG-BAK - PRESIDENT SOUTH KOREA

TRADITIONAL RESOURCING IS MISALIGNED



Resourcing candidates from within the same sectors embeds the same blind spots, endorsing more of the same. The classic interim solution often becomes proprietary and inflexible in challenged environments. The WinningThinking® approach is leveraging our full teams' resource to identify the right solution first time within days not weeks.

We leverage our breadth of skills to ensure that the broader aspects are considered, assess whether the team can implement what is required, and identify what gaps are to be filled. It is this speed to get to a point of certainty and myopic eye on the outcome and quality of our approach that makes WinningThinking® unique: forming the right plan and executing that plan.

"Your approach harks back to a period of genuine competence" ... "I despair at the claims of 'thousands of interims' on most interim management firms' registers.

"There are, I would have thought, at the very most 500 senior executives worthy of the term in the UK, so one wonders at the calibre of the firms who cannot recognise this" Peter Brown investor and seasoned Turnaround CEO

ALIGNED EXPERIENCE IS REQUIRED AS REQUIRED ON HAND

...over 400 completed projects available on hand for any
customer engagement, and 230 case studies



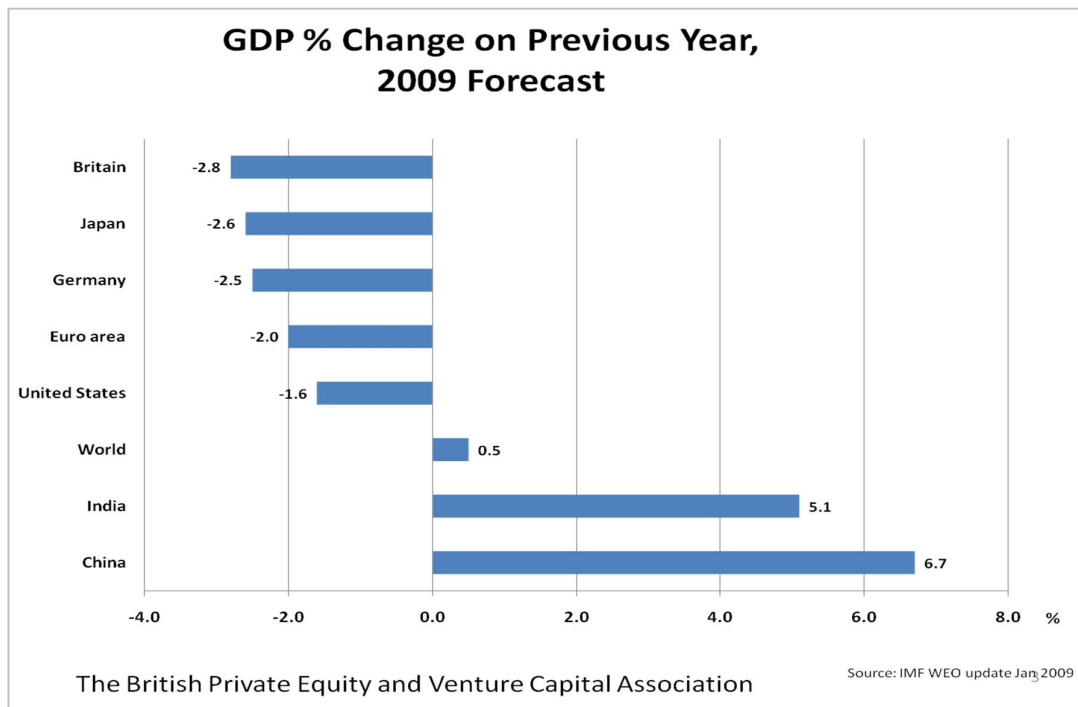
THE DIFFERENCE BETWEEN A COST AND INVESTMENT IS THE RETAINED LEGACY



All too often corporate transitions are described as stressful, unproductive, and confrontational: – all symptoms that destroy value. The solution is usually characterised by shock-style financial management, leaving the CEO's who understand the complexity in short supply. These factors and uncertainties are increasing the length of the recovery process and compromise the returns for investors.

"The project that I brought WinningThinking® Executive in for will increase the divisional profit annually by 10%. My initial thoughts were that I would need them for 10 months; clearly, they were right to challenge them at the time and delivered within 6 1/2 months. I honestly believe that without their input at a crucial stage in the project we may well still be thinking and planning today." Medical Products MD £200m plc

RESOURCEFUL ACCOUNTABLE EXTERNAL SUPPORT WITH A GLOBAL VIEW ACCELERATES VALUE CREATION



During an assignment, there is substantial knowledge gained in a business that is often squandered when the interim moves on. This know-how is rarely shared internally or retained to leave a legacy. These situations can also be fast paced leaving many individual interim managers unable to move fast enough. Without supervision they fail to deliver the scope of the task. WinningThinking® retains this value, available for the customers' project.

THE WINNINGTHINKING® BUSINESS MODEL MEETS THE CHALLENGES HEAD ON

There is a new breed of corporate CEO looking to robustly identify and deliver a cash return in a shorter timeframe. Executing a plan swiftly requires a team of experts

Our team provides a holistic solution to achieve results. Like A&E you would expect a team of experts to immediately identify problems and make the interventions; the surgeon, anaesthetist and oncologist working closely together through the process to enable the patient to stand once more on their own two legs. The WinningThinking® team provides this solution on a portfolio basis, drawing on vast experience at hand, or from within our team of experts.

A view from a turnaround VC's perspective *'The second thing is something you'd never look for in any other sphere of business: a bad management team. What you want to see is a bunch of idiots running the company'*. Jon Moulton

Post consolidation support to achieve efficiency

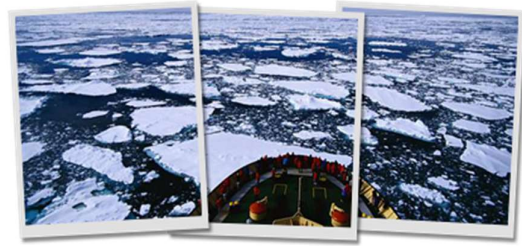
Not afraid of taking the tough calls WinningThinking® recognise that any major change program has substantial development opportunities for the client's team and identifying those who can make it is our core expertise. All programs are peer reviewed and challenged using our Award-Winning experience from the most challenging circumstances. In the current climate it is essential to be able to run a business from the leanest / most scalable business model possible, and concurrently improve customer service.

**“\$250M FAST GROWTH HIGH
TECHNOLOGY NASDAQ QUOTED
EMEA BUSINESS REACHED A CEILING
IN TERMS OF GROWTH AND
PROFITABILITY. SCALABLE
LEAN BUSINESS MODEL WAS
CREATED, TO GROW THE BUSINESS
FROM \$250M TO \$500M,
MANAGED BY ONLY 8 STAFF. LEAD
TIME REDUCED FROM 5 WEEKS TO 4
DAYS, ORDER FULFILLMENT COSTS
REDUCED BY 35%, INBOUND
LOGISTICS COSTS REDUCED BY 70%.”**

SUPPLY CHAIN DIRECTOR LEXAR MEDIA INC

“TREND CONTROLS £50M B2B BUILDING CONTROL SYSTEMS BUSINESS, PROFITABLE BUT WAS COMPLACENT, INWARD LOOKING AND FULL OF CUSTOMER SERVICE ISSUES. IN 2 MONTHS, THE DIRECT LABOUR COST BASE WAS REDUCED BY 30%, AND CUSTOMER COMPLAINTS WERE CLOSED DAILY, CAPACITY INCREASED 30% FROM THE SMALLER COST BASE, 25% MATERIAL COST REDUCTION. LEAD TIME ANY ONE OF 4500 COMPLEX PRODUCT VARIANTS 5- 1 DAY. WON MANAGEMENT TODAY / CBI BEST FACTORY AWARD.”

“THAT’S WHY AS PICKERING SAYS TREND HAS ITS CAKE AND IS EATING IT.” DR. MAREK SZWEJCZEWSKI CRANFIELD UNIVERSITY



ACCESS TO THE LEARNING AND COMMON DENOMINATORS OF 200 - 600 ASSIGNMENTS

All this experience is available formally or informally at any time on any assignment. From a pool of circa 500 seasoned turnaround applicants' WinningThinking® have retained 16 that have met the criteria and have the right profile. The WinningThinking® business model continues to attract the best candidates. WinningThinking® has exited 3x as many people as have joined to build their current capability.

These WinningThinking® executives take a pragmatic and profoundly serious view of due diligence, knowing they will be the individuals who will be responsible for implementing the plan, delivering the results, and developing the incumbent team.

'And of course, the management may contain one complete nutcase who is leading a group of quite sensible people down the Swanee'. Jon Moulton

WE USE THE BEST ENTREPRENEURIAL FDS WHO GET THE BIG PICTURE.

Our FDs quickly get to grips with the scenario legalities, can cope with all that a turnaround throws at them, have the ability to move at speed and immediately put the right controls in place and where necessary, to triage the scenario.

“Six branch Homewares retailer making a £166k loss on £2.4m turnover, had run out of cash and bank were refusing further credit. Within four weeks the main store posted 8% like for like sales increase and 1% improvement on margin. Stock and overheads reduction made the business solvent and the operating model now works.”
WinningThinking® Interim FD, “The matter is now resolved” (Alan Curtis RBS)

FOCUS ON CAPABILITY BUILDING & MAX ROI THEN EXIT



Resourcing of WinningThinking® programs is dispassionate. The WinningThinking® team accept that resourcing will adapt as the scenario unfolds rather than to suit them. A consistent approach and way of working is followed set out in our code of conduct, and membership agreement. These agreements have been honed to a very refined degree to suit the emerging circumstances over the last 5 years. WinningThinking® provides the customer an overhead free managed solution alongside the best financial and operational skills from the most challenging environments. The reward structure is aligned with the customer. The WinningThinking® team are “fat cat free” equally adept at engaging with level of resourcefulness to cope with a £1.8m SME 1-3 days per month and with the gravitas to turn performance in a £150m ->£2bn plc.

IN 2007 A VC BOUGHT THE EUROPEAN RETAIL BUSINESS 24 MONTHS AGO. IN 2008 THE REVENUE HAD DROPPED FROM €500M TO €150M, THIS DROP IN REVENUE MADE WORKING CAPITAL AND CASH MANAGEMENT BUSINESS CRITICAL. THE VC ENGAGED WINNINGTHINKING® TO REDUCE INVENTORY AND CREATE AN ACCURATE VIEW OF THE CASH FORECAST THROUGH A PERIOD OF SLOW TRADING Q1 2012. THE PLAN TARGETED A €4.5M REDUCTION IN INVENTORY BY THE END OF Q2 AND A TOTAL OF €8M BY THE END OF 2012. VC - “THE PROJECT HAS CREATED A REAL FOCUS AND SUCCESSFULLY LAUNCHED THE STOCK REDUCTION PROJECT. WINNINGTHINKING®’S FINANCIAL SUPPORT TO CHECK THE BALANCE SHEET AND CASH FLOW ENABLED A PHENOMENALLY SUCCESSFUL OUTCOME WITH THE BANK TO SECURE THE EXTRA FUNDING FACILITY TO SEE THROUGH Q1

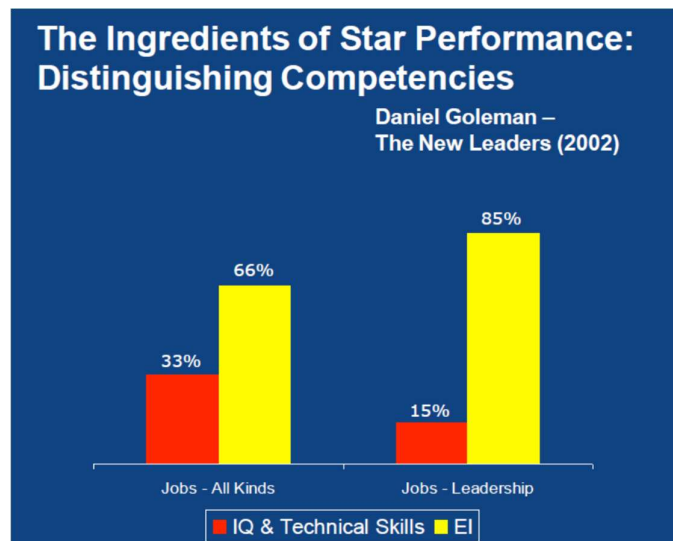
PROFOUND OPERATIONAL / TECHNICAL TRANSFORMATION WILL DRIVE VALUE

"4-pronged Vendor collaboration strategy was implemented setting a new standard for the Aerospace industry. Attracted through an uncompromising recruitment process some of the best industry experts. Created the basis of the Engineering Academy and foundations of a centre of excellence." WinningThinking® Interim Head of Engineering "Significantly over delivered in unexpected ways beyond the brief" Iain M. Director Safran Aerospace

Cultural change and leaving a legacy in a short engagement is often regarded as a misnomer.

In 2006- 2008 WinningThinking® developed a leading-edge course with CEO GB to close this gap – the basis of another award nominated turnaround assignment.

"Without doubt the most powerful formal learning experience of my life. Everyone who participates with an open mind will come away from the event a changed person. A must for senior management operating in a rapidly changing environment". Sean Former CPO Baxters Group



A quiet low-key persona with a most tenacious commercially driven process. In hours he picks up all the key elements of a business issue and feeds back a detailed action plan that with his personality breeds real confidence in his ability to transform a challenging business situation. Great guy and fun to trust and work with in any interim executive high-level management role ." John Webster CEOGB on WinningThinking® CEO

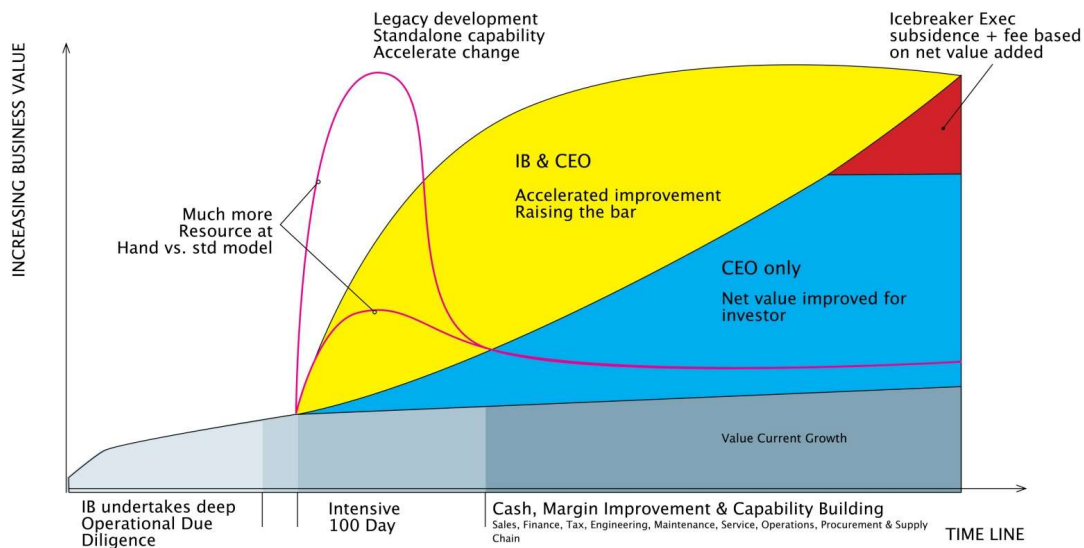
TO REVITALISE WE PROVIDE A
SEAMLESS SOLUTION AT A FIXED
COST. WE PRIZE TRUTH, PROFIT
ACCOUNTABILITY, DELIVERY, AND
TEAMWORK.

THE ABILITY TO GET HARD FACTS AND SEAMLESSLY DELIVER RESULTS TO ALONGSIDE THE CLIENT TEAM

Consistency of approach, the highest integrity, and the ability to get the plan right first time are our key differentiators. This enables us to pull forward project delivery without additional cost. Deliver and embed step change in the most challenging scenarios is our comfort zone.

incremental value, and pulling forwards Legacy – sale

Icebreaker totally aligned with the investor exit Including reward model



“The best practices implemented were based on collecting hard data from leading players in the industry; sold to all stakeholders and the project was successfully progressed to implementation” Bob D Executive Centrica

“THEIR ABILITY, EXPERIENCE, AND COMMON-SENSE APPROACH IN LEADING A MAJOR CHANGE PROGRAMME HAVE CREATED SIGNIFICANT VALUE FOR OUR GROUP. THE COMMITMENT AND ENTHUSIASM ARE INFECTIOUS. HE LED THE INTEGRATION PROCESS FROM START TO FINISH DELIVERING THE CHALLENGING GOALS WE HAD SET. THE EXPERTISE, EXCELLENT INTERPERSONAL AND COMMUNICATION SKILLS WERE MAJOR FACTORS IN OUR SUCCESS IN BRINGING THE TWO COMPANIES TOGETHER SO QUICKLY”.

“CEO, EUROPEAN PACKAGING MANUFACTURER

WHEN TO GET ON BOARD?

We work alongside CEOs & FDs to accelerate programs to deliver...Requires absolute FOCUS on the top few issues that we find.

1. **Organisations need more urgency** - a view of the immediate / emerging threats & actions
2. **Change often never happens** - doing the same things JUST with less people
3. **Lack of effective, resourceful , or accountable external support** - traditional consultants have been found out
4. **Breadth without depth** – central to good decision making and execution
5. **Creating Cash** - organisations need now to survive from their existing financial resources
6. **Incremental sales** - forgotten how to sell, focus on the customer segment, use channels + emerging (social media etc)
7. **Post consolidation capability and efficiency is low** - basic controls at “point of use” missing
8. **Management victims of weak corporate oversight** - allowed to develop blind spots & not effective at engaging employees
9. **Misaligned action with the rhetoric** – front line employees unsupported, complacent and lack focus – a threatening environment
10. **Resourcing broken** - squanders value through lack of capability & cultural fit.
11. **M&A / Turnaround** – supporting decision making to ensure value is understood and realised.

Good news - competitors are often weaker, so you can improve on even the best strategies.

2 WAYS OF WORKING



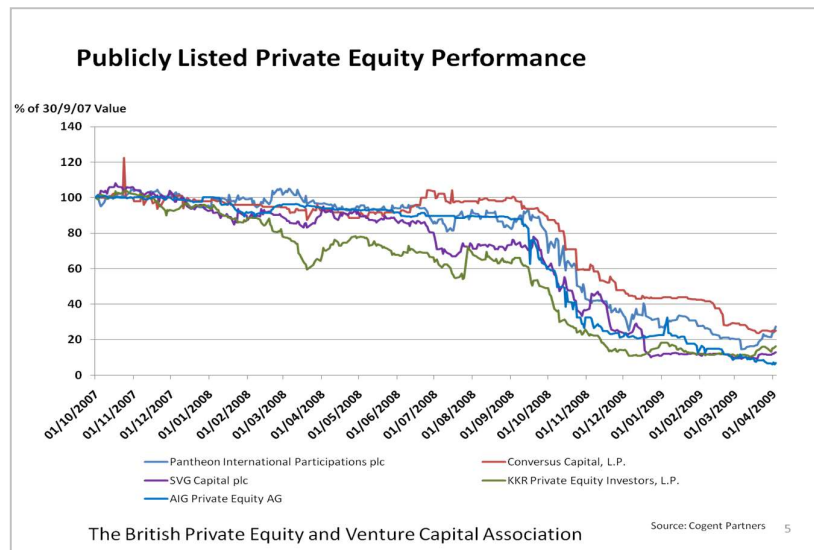
We work alongside CEOs and their appointed management teams to complement their plans.

PROJECT — support due diligence, set targets, identify plans and own implementation.

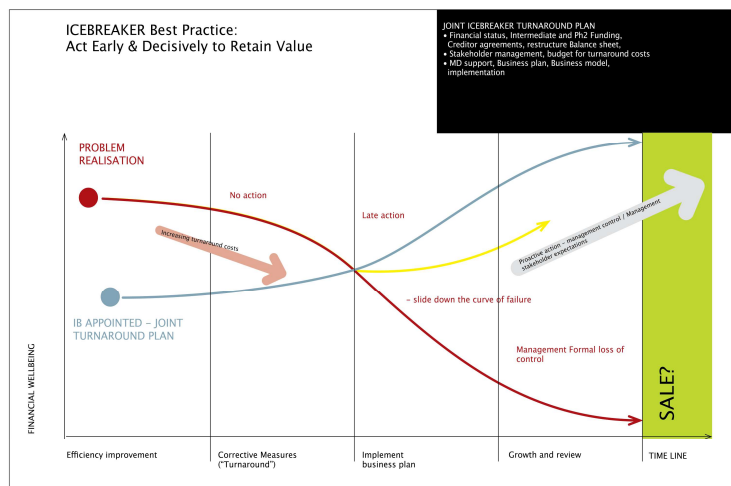
INTEGRATED — WinningThinking® lead chief performance officer allocated to the customer with another seasoned executive in support for the customer, together accountable for flexibly resourcing, getting plans on track, accelerating improvement, and developing standalone capability – exit. QA managed centrally via WinningThinking® executive reporting to the PE / customer.

RISK MANAGEMENT

Our operations ability reduces risk, identifying top line weaknesses, customer threats, investment gaps, people capability, contractual traps, and fraud.



“Brought in at a time when the investors were unhappy with the performance of the business and the existing CFO had just resigned. There was an urgent need to work closely with both the senior management team, and with the stakeholders who included two leading VC’s and two major UK banks. The MD thanked him for their efforts in challenging times and said we had done a great job. The business was subsequently sold and all the stakeholders (who had previously been ‘under water’) ended up with an excellent return.” World mark International. The VCs were Bridge point & Hg Capital; the two Banks were BOS and Barclays Bank.



THE 2 HOUR FIXED FEE REVIEW TO IDENTIFY AND TRANSITION TO A MUTUALLY SUCCESSFUL OUTCOME

The Quorum,

Key Leadership team members / owners and ourselves

What is the opportunity – what does good look like?

1. Intro: focus on successful ongoing business
2. What are the directors looking to achieve
3. The journey – the psychology and business drivers
4. Financial reality now
5. The business and financial model
6. Core businesses and basis of pricing
7. Organisation and decision making

Define successful outcome

Where now – what does good look like £GM vs future. E.g. £30M Automotive OEM

- to recover the complexity / volume overhead £9.7m vs. £7.3m

	OEE - 59%		OEE - 58%		OEE - 69.6%	
	increase	TREVES	honda	sas	hbpo	Total Toyota
reduction	- 456,719	- 110,643	- 21,998	- 27,520	- 455	- 225,786
	91	15	11	1	1	36
increase	2,916,795	111,001	1,377,037	9,847	23,413	457,065
	321	10	132	1	6	68
nett incr	2,460,076	359	1,355,039	17,673	22,958	231,280
						-
no products	412	25	143	2	7	104
						OEE 71.6%
	nobel	bolton plastics	ford	paintbox	visteon	Total JLR
reduction	-	-	11,814	-	1,041	57,463
	-	-	1	-	1	25
increase	70,558	91,435	61,969	56,298	-	461,144
	1	1	3	4	-	91
nett incr	70,558	91,435	50,155	56,298	1,041	403,680
						-
no products	1	1	4	4	1	116

What is the issue, do you want to fix it?

Cause of misalignment, courage, psychological, skills, awareness roadblocks. Appetite to resolve them – do they now see the links. What support is required, when start.

SOME OUTCOMES PE/VC/CF

PORTFOLIO DIFFICULT CASES:

£24m - £7m turnover fall Electronics Manufacturing business – “A Barclays darling business” £2.4m bank debt, haemorrhaging £400k/m, operational engagement – cash positive in 2 weeks. *Intro from: Corporate Finance managing partner*
https://WinningThinking.co.uk/?avada_portfolio=midlands-electronics-turnaround

£15m High Street Retail, £1.8m negative balance sheet, discounting themselves to death, stable in 3 months. *Intro from: Barclays Corporate Banking Executive*
https://WinningThinking.co.uk/?avada_portfolio=retail-turnaround

Birkby's Plastics – VC pre acquisition DD, falling sales and profitability, core business, route to profit in 4 days. *Intro from: Venture Capital Managing Partner*
https://WinningThinking.co.uk/?avada_portfolio=birkby-plastics-turnaround

German VC – £50m turnover logistics vendor, sporadic cash shortages, identified why the business model was broken. *Intro from: German Fund Manager*
https://WinningThinking.co.uk/?avada_portfolio=turnaround-b2b-frozen-foods-logistics-supplier

VC review of sports clothing growth funding: flawed growth plan. *Intro from: Venture Capital Managing Partner*
https://WinningThinking.co.uk/?avada_portfolio=turnaround-and-refunding-b2b-bespoke-retail-clothing-supplier

£140m Retail Wolsey Ireland, revenue fall 480m – 140m financial review, and accelerated sale. *Intro from: Venture Capital Managing Partner*
https://WinningThinking.co.uk/?avada_portfolio=150m-bht-group-european-retailer-turnaround

£7M Midlands construction business owner not coping, succession plan failing / loss making. *Intro from: regional corporate finance*
https://WinningThinking.co.uk/?avada_portfolio=r-bennett-construction-turnaround

Technology Portfolio evaluation support for Citi Hub Exec team. *Intro from: Citi Board*

GETTING STARTED: OUR JOINT 2 HOUR REVIEW WITH THE PROVEN SUPPORT TEAM AND PORTFOLIO KEY EXECUTIVES :

Leadership evaluation, capability,
opportunity missed and business drivers

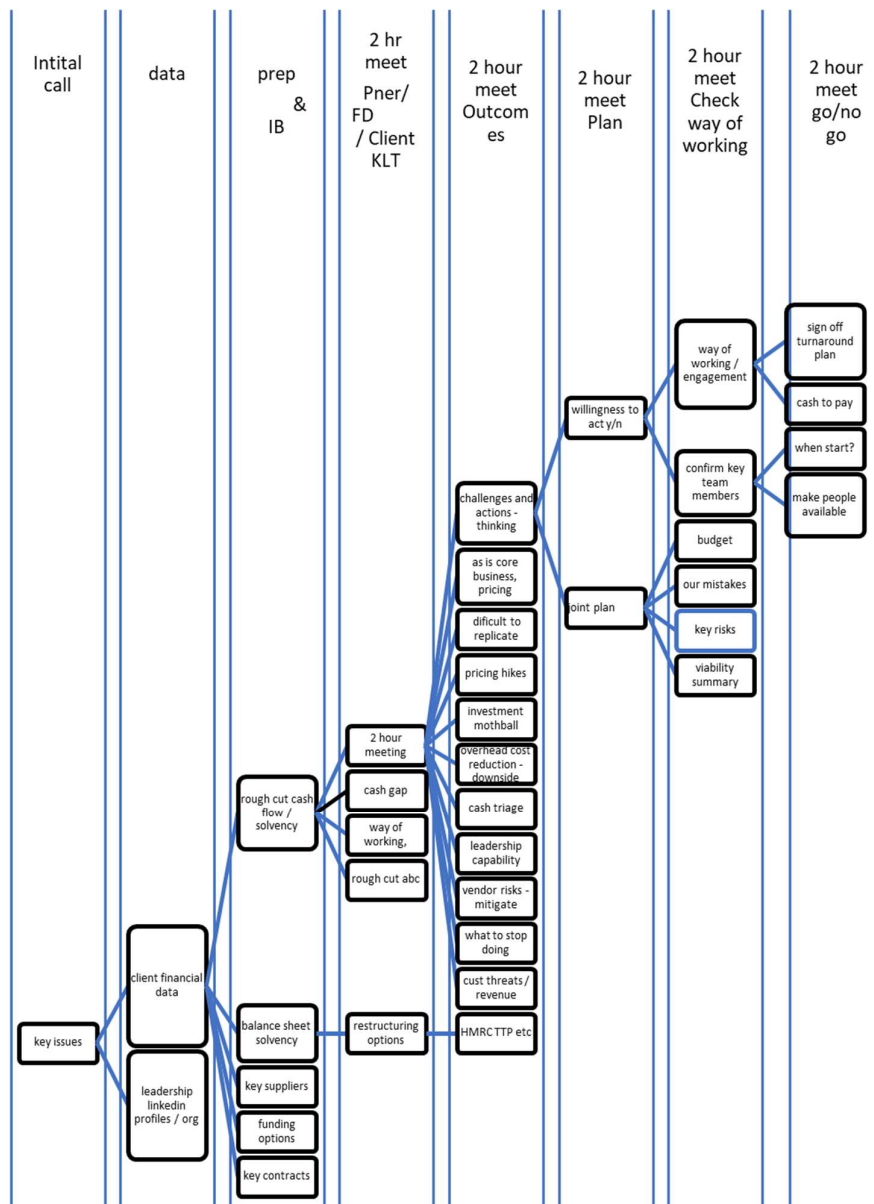


Experienced special situations support

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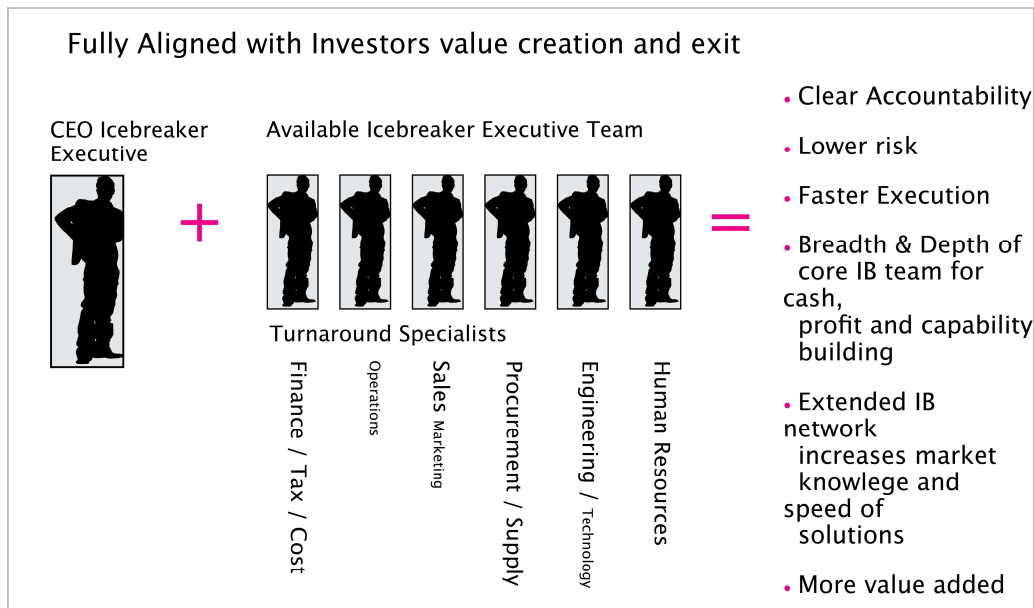


WE HAVE DEVELOPED A PROCESS PROVEN TO IDENTIFY THE BEST OUTCOME & STRATEGY AND SIMPLE SUMMARY OF THE FINANCIAL UPSIDE:



OUR WAY OF WORKING & WHO ARE WE?

An established proven business model -
WinningThinking® think like business
owners.



Identify and building value from an implementation perspective. WinningThinking® has delivered some exceptional work through the well proven WinningThinking® business model. This model enables customers to scale without fixed overhead and free their time to focus on their core capabilities – oversight, deals and financing.

“Overheads were reduced by 20% through the termination of the (highly remunerated) CFO and Marketing Director and further headcount reductions across the board (annual savings \$1m) coupled with sale of a Swiss subsidiary and 50% of the non-core European fibre optic network to a Singapore.” WinningThinking® FD Viatel which sold its Swiss subsidiary to Swisscom and subsequently half of its European network to Global Voice, a Singapore listed Company. The major investor in Viatel was Morgan Stanley.

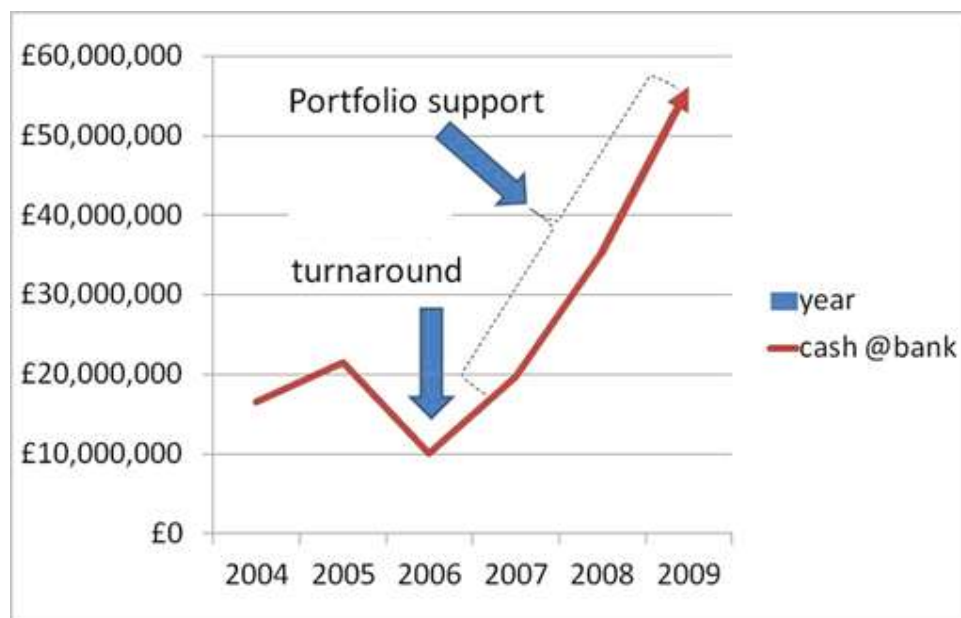
SEAMLESS COLLABORATION

WinningThinking®'s leading-edge experience and people development capability is focussed on capability building and better coverage for the organisation in the press. WinningThinking® engagement is seamless; we wear the company fleece and rewards aligned to the stakeholder's reward model. We provide the opportunity to free up the customer from having to get involved in recruiting and resolving difficult management issues.

FULL AND MYOPIC ACCOUNTABILITY

Yet always there is full accountability with a single WinningThinking® nominated contact allocated for the customer. 2nd level QA is managed by WinningThinking® executive to adjust resourcing as required, oversee customer review and progress sign off every 2 weeks. The core team and WinningThinking® executive run in parallel advice from our trusted experts to keep us up to date with and ensure we are following the latest legal guidelines.

Cash at Bank is our focus, e.g., Huntleigh Healthcare plc following an WinningThinking® assignment (source Companies House)



“WINNINGTHINKING® EXECUTIVE’S GREAT STRENGTH IS LEADING PEOPLE AND TEAMS. THEY HAD TO OVERCOME A CULTURE IN THE COMPANY WHERE PEOPLE WERE NOT HELD ACCOUNTABLE FOR THEIR ACTIONS AND RARELY MADE DECISIONS. THROUGH MENTORING AND WORKING CLOSELY WITH INDIVIDUALS (OFTEN ON A ONE TO ONE BASIS). THEY WERE ABLE, BY THE TIME THEY LEFT, TO CREATE A TEAM WHO THOUGHT FOR THEMSELVES AND MADE DECISIONS FOR THEMSELVES. THEY LET PEOPLE DEVELOP THEIR OWN DETAILED PLANS UNDER THEIR GUIDANCE AND ONLY ALTERED THESE WHEN NECESSARY.”

MEDICAL PRODUCTS DIVISIONAL MD ARJO HUNTLEIGH

ENGAGEMENT PROCESS: RETAINS AND BUILDS VALUE

WinningThinking® executives are expert at implementation - providing customers with incisive decision making honed by their vast sector and award-winning operational management experience. Individually and as a team - we share four key traits that underwrite our exceptional implementation skills.

1. We set a very few clear priorities for creating value and communicate these consistently
2. We put the right people in the right jobs and focus and support them on the right objectives
3. We create a robust structure and adhere to formal decision rules and assign specific roles.
4. We link robust decision-making procedures to well-tuned business processes and continually raise the bar to develop high performing teams for effective execution.



SPECIAL SITUATIONS SUPPORT FOR CORPORATES AND PORTFOLIOS 2025>

Leadership evaluation, capability,
opportunity missed and business drivers

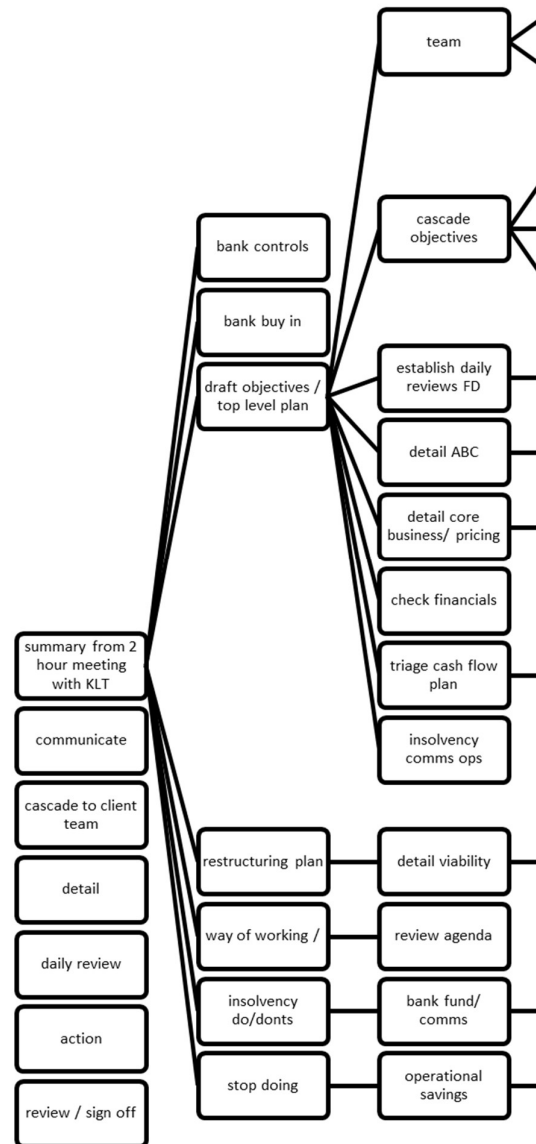


Experienced special situations support

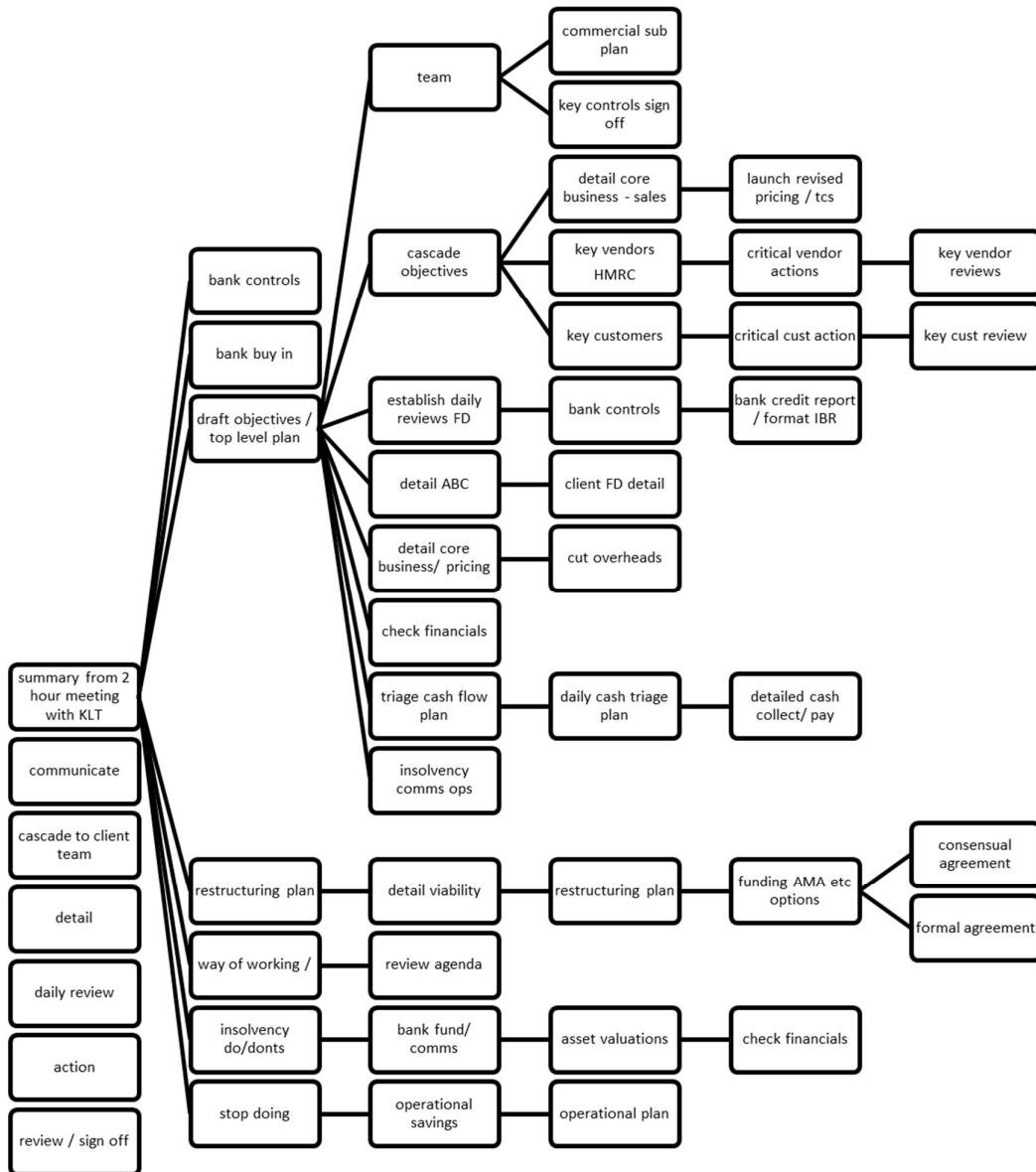
balance sheet &
financial model,
funding & AMA



THE 2-HOUR SPECIAL SITUATIONS REVIEW



DETAIL AND IMPLEMENT THE TURNAROUND PLAN – WEEK 1



WEEK 2 > PORTFOLIO OVERSIGHT

To provide ongoing oversight we provide a WinningThinking® trained FD to look after governance on the ground. The FD and executive team have remote support from the WinningThinking® team to steer and define the strategy, provide the oversight of the restructuring and implementation.

OUR DIFFERENTIATORS

The WinningThinking® team think like business owners. We are a resourceful firm of situation specialists that work with corporate customers, private equity, and other leading organisations, who have very ambitious plans, or face significant challenges. A team of expert Senior Execs with award winning and extensive multi sector turnaround, business change and improvement experience across all key functional areas taken from leading periods of critical value growth in both SME and FT100.

Many good businesses unaware of 2012's emerging complex threats will unnecessarily fail by being unable to navigate through new challenges. The WinningThinking® Solution provides “a one stop shop” to integrate the elements of the solution to accelerate the recovery.

WINNINGTHINKING® GUARANTEE AND EASE OF DOING BUSINESS

Complete Integrity. If we cannot deliver a substantial return our commitment is that we won't engage.

Tom Pickering
FIET
CEO WinningThinking®



**“THE TEAM’S QUALITIES FORGE
OUR UNIQUE ORGANIZATIONAL
IDENTITY THAT IS EXTERNALLY
FOCUSED AND MADE UP OF THE
MOST RESOURCEFUL PEOPLE WHO
THINK LIKE OWNERS, PRIZE
ACCOUNTABILITY, DELIVERY AND
TEAMWORK. THE
WINNINGTHINKING® TEAM COMBINE
CREATIVITY WITH AN EXTREME
TENACITY TO SUCCEED.”**

TOM PICKERING CEO



Yours sincerely,
Tom Pickering
Director

WinningThinking®

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