



TGPO Consult

# ADVISORY SERVICES TO BUSINESS

Business Consulting department



# When are deep advisory services useful?

- **Deep advisory services** – an advisor becomes a part of the team for the project, rather than an external consultant that “parachutes in” for occasional updates.
  
- Setting up a new company with a new team
  - *Startups*
  - *Internal “startups” or initiatives in established enterprise*
  
- Optimizing an existing team
  - *Taking a productive team “to the next level”*
  - *Turning around a team whose performance has dropped off*
  
- Experienced team members are needed to accelerate the process, but the existing team does not want to lose control of the initiative.



# What expertise does the advisor bring to the deal?



## Process setup and optimization

- R&D practises (R&D relations with the business, Agile, Scrum)
- Talent pipeline, including coaching and grooming
- Programmes for motivating and developing technical specialists



## Extensive leadership experience

- Technical and organizational top management
- Russian and Western companies
- **Current** technical expertise:
  - Read and write code and technical docs when necessary
  - “Translate” between technical and business teams



## External communications

- HR brand
- Company presence on key conferences and events
- Participation in client interaction
- Fluent Russian and English language skills



# How to bring in a deep advisor?

No labour contracts or work permits are required

- The advisors are members of our staff from a legal standpoint.
- We handle all social and income taxes
- No complications for incentive programmes or career development in the firm



Your firm signs a services contract with TGPO Consult, Ltd. (OOO registered in Russian Federation)

- Terms and project length are determined in the contract



It is your decision how to handle with your team and clients

- You can give the advisor a regular title as if he is a member of your team
- Or you can tell your team that this is an advisor

*Resumes of available experts are available on request*