



YOU WANT TO REINVENT YOUR BUSINESS?

YOU NEED TO IMPROVE YOUR ORGANIZATION

YOU WANT YOUR TEAMS TO OUTPERFORM?

YOU EXPECT YOUR LEADERS TO GROW AND STAND OUT?

CHANGE MANAGEMENT IS CRITICAL TO YOUR SUCCESS?

In today's complex business environment, organizations need constantly to reinvent themselves and build innovative solutions to stay competitive. As a real partner, we create value by helping you and our Executive Leaders with improving and optimizing the efficiency of your organization or company.

With our diverse background, we bring a unique combination of experience in M&A (pre & post-merger), ventures and business transformations, in small and large corporations. Building on our passion for people & technology, on our skills in designing and executing organization transformations and talent strategies, we are a recognized expert in preparing organizations for the future.

We lead the work on the Generative AI impact while focusing on driving sustainable change. And we do it with you and with your teams, fostering collaboration beyond structures, energizing and mobilizing existing talents to solve business challenges and to create tangible impact.

Empowering Organizational Excellence



Strategic Advisory: Navigating Business Decisions

We help your organization clarify what you want to achieve, and how to make it happen. We are convinced that there is not "one way", but many ways of "doing" strategy, conceiving it, developing it, formulating it and managing its development process. These ways must be adapted to the circumstances, the specific issues to be resolved, the particularities of an organization, and even its culture and ways of working.

We help businesses to come together, cut through noise and uncertainty, and build the right blueprint for what you're going to achieve & how you're going to make it happen.

- **Strategic Advisory**
- **Strategy development**
- **Strategy implementation**

Organizations and Operating Models Design: Structuring for Success

The rapidly changing business landscape demands agile and efficient organizational structures. Our organizational design services provide comprehensive solutions to streamline processes, redefine roles and responsibilities, and create clear pathways for communication and decision-making.

With an operating model that has the right balance of agility and scale, you evolve ways of working, you speed up decision-making, ensuring a rapid response to changing market conditions.

- **Organizational Restructuring**
- **Role and Responsibility Clarification**
- **Process Optimization**
- **Technology Integration**

Talent & Future workforce: Unlocking Human Potential

Talent is the lifeblood of any successful organization. Our talent management approach aims to attract, develop, and retain top talent by aligning human resource strategies with business objectives. Aligning with the new Operating Model, we ensure the identification and development of distinctive skills and capabilities to achieve ambitious business results, reduce unrewarded complexity and enable new ways of working.

- **Workforce/Capability Strategy (build/buy/borrow)**
- **Talent Acquisition & Management**
- **Upskilling**

Leadership Development: Steering the Ship with Confidence

Your executive leaders face complex decisions every day. Help them grow and evolve their leadership to meet changing demands from the business they are leading, so they can create value in a digitally dynamic world. Leaders also play a pivotal role in cultivating the right organizational culture, ensuring alignment with core values and driving sustained success. We guide leaders on a transformative journey to discover their unique leadership styles and strengths.

- **Leadership Assessment and Coaching**
- **Executive Leadership Programs**
- **High-Potential Development Plans**
- **Leadership behaviors and workplace Culture**

Team Effectiveness: Enhancing Collaborative Efforts

The power of a cohesive team cannot be underestimated. Our team effectiveness services are tailored to improve team dynamics, enhance collaboration, and achieve higher sustained performance.

Starting from a diagnostic and contracting with the leader, we support teams in their workplace on their path towards greater trust, togetherness and effectiveness through robust core approach and respectful coaching support.

We utilize a variety of tools and psychometrics to identify personality types and working styles, to enhance team dynamics, and to promote and sustain behavioral changes.

- **Team Building Retreats and Workshops**
- **Conflict Resolution Mechanisms**
- **Team Performance Evaluations**
- **Collaboration Tools and Techniques**

Change Management: Surfing the Wave

Change is inevitable, but its success depends largely on how it's managed. Our change management provides structured approaches for transitioning individuals, teams, and organizations to a desired future state.

We help you motivate people at all levels to think and act differently, create a vision of the future that inspires them to want to try new things and where they feel change is happening with them, not to them.

- **Change Readiness Assessments**
- **Communication and Stakeholder Engagement Plans**
- **Post-Change Evaluation and Sustainance**

Why Choose Us?

Proven ability to deliver large Transformations

With a solid track record of managing and executing large-scale transformations, we have consistently demonstrated our capability to navigate the complexities of substantial organizational changes. Our approach integrates rigorous planning, stakeholder engagement, and meticulous execution to ensure that transformation initiatives are not only implemented effectively but also deliver the intended benefits.

Strategic expertise in Mergers and Acquisitions

Our specialized focus on pre- and post-merger integration ensures that mergers and acquisitions not only realize their financial synergies but also create unified, cohesive organizations. By applying a blend of strategic planning, cultural alignment, and operational integration, we mitigate risks and maximize the value derived from M&A activities..

Fostering Human Potential with Technology

Today, organizations thrive when they optimize their technology usage, which is why we consider it a key pillar of organizational health. With years of expertise in digital transformation, we are adept at empowering people through innovative technology solutions. From implementing cutting-edge digital tools to integrating Generative AI as a new workforce. Our comprehensive approach recognizes that technology should enhance human potential.

Entrepreneurial Insight & Sustainability

As former serial entrepreneurs, we bring a unique focus on business sustainability. We understand the intricacies of building and scaling businesses while ensuring long-term viability. Our approach involves working closely with leaders and their leadership teams to leverage existing human assets and drive sustainable growth.

We want to contribute to a future where people & organization not only meet but surpass strategic ambitions



www.CL-Partners.ch
info@CL-Partners.com
+41 79 584 30 39

CL Partners sarl
50 rue Rotchild
1202 Genève