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- S-CA is an independent consulting firm providing support to top management.
- Our goal in this presentation is to succinctly highlight our competencies.

- Our Clients are mainly from the manufacturing and service sectors.
- Since 2002 we have been giving support to 16 Clients of various sizes (see Back-up 1), of which:
 - 11 companies which were part of Portuguese business groups with turnover in excess of 100 million euros;
 - 1 banking institution;
 - 1 telecommunications operator;
 - 1 government entity;
 - 2 customers from the Spanish market.
- The high number of projects or extensions to projects for the same Client (see Back-up 1) is a measure of the added value perceived by our customers.

Main Clients

Back-up 1

Customer	Industry	Part of a Business Group	In Partnership	Turnover (Million Euro)	Nº of projects /extensions
1	Manufacturing: Rope making	Yes		75 to 100	5
2	Manufacturing: Ornamental Rocks	Yes		5 to 10	2
3	Manufacturing: Consumer goods	Yes		Na	1
4	Construction and Public Works	Yes		400-600	2
5	Commerce: Motor vehicles	Yes		400-600	5
6	Commerce: Food			5 to 10	1
7	Services: Tourism	Yes		50 to 60	5
8	Services: Tourism	Yes		5 to 10	5
9	Services: Catering	Yes		5 to 10	1
10	Services: Shared Services Health sector			75-100	5
11	Services: Sports Management (*)		Yes	Na	1
12	Services: Engineering			Na	1
13	Telecommunications	Yes		Na	1
14	Banking	Yes		Na	1
15	Government		Yes	Na	1
16	Government (*)			Na	2

(*) Spain

- Our work involves helping top management:
 - to overcome discontinuities (see Back-up 2) arising from
 - External sources, such as changes in consumer markets, procurement sourcing or the bankruptcy of key customers;
 - Or internal sources, such as, for example, new top management or family successions.
 - to develop competitive advantages against a background of greater organisational stability.
- We support top management with a holistic approach to organisational and strategic projects (see Back-up 2), with a strong focus on the implementation of our recommendations.

Main projects

(n° of interventions in different projects)

Back-up 2

Areas of intervention	Reason explaining need for consultancy	
	Overcoming discontinuities	Development
Strategy redirection	6	1
Strategic execution / Strategic Project Office	2	3
Cost reduction	2	
e-Business strategy		1
Facilitating mergers and acquisitions	2	2
Governance model for unlisted companies	1	
“Business Coaching” for Top Management and key managers	3	2
New organisational structure	3	5
Sales and Marketing reorganisation / New customer management models	2	4
Development of shared services	1	1
Back Office Restructuring	2	
Market Studies		4
Change Management	2	6
Key employee training		2
Defining standards and procedures	1	
Support to International expansion	1	
Manufacturing Restructuring		1

- The founder of **S-CA** has wide experience helping companies to transform their business:
 - Pedro Souto, 51 years old, with 32 years of career experience, 20 of which in consulting. He has successfully led transformation projects for private Portuguese and multinational companies in the areas of strategy, sales and marketing, logistics and management systems. He also has extensive experience of managing organisational change projects.
- He is supported by a **core team** of consultants with a proven track record of carrying out transformation projects, and whose career development is our priority.

- **S-CA** was founded by a group of senior managers, who had worked with multinational management consultancy companies, and who started their own independent business at the end of 2002 assisting two important Portuguese business groups, the company at that time being called Souto & Viana Consultores Associados.
- Our mission is to support company top management to overcome challenges arising from situations involving major discontinuities.
- We believe that maturity and tact in approaching challenges, rigour, professionalism and flexibility in our manner of working with our customers are the special features of our consultancy work.

- Our profound knowledge of the consultancy business tells us that, in order to ensure service standards of excellence, the effective involvement of senior managers in the projects that we carry out is crucial.
- At the same time, by closely following new developments in the network economy, powered by the Internet and mobile telecommunications:
 - We have adopted an innovative operations model in which office premises and related costs are an insignificant part of our cost base;
 - Our customers can access a network of specialists who are highly qualified in specific areas of intervention, with proven track records and with whom we have developed long term working relationships.

- Aware of the fact that the needs of our customers are not normally catered for by pre-packaged products or services, we believe that the flexibility to find the right format to work with each customer and situation is crucial.
- In this context, we can help our customers:
 - To develop and implement structured change programmes involving the entire company;
 - In the same way we can work together to restructure a department;
 - Or to facilitate “reflection” workshops with senior managers;
 - Or even to provide coaching for a specific manager.

- Find below the main reasons why costumers choose us:
 - **Senior Managers** directly involved in projects
 - Clear **understanding** about the **requirements of top management**
 - **Top management time saved** due to highly focused intervention
 - Strong **investment in understanding the business** of our customers
 - **Focus on results**
 - **Sensitivity** for the specific circumstances of **organisational change**
 - **Team work** with company top management and managers
 - **Access to a network** of specialist professionals in specific areas
 - **Flexible ways of working** adapted to the specific nature of each situation

We would be very happy to make a private presentation to you of the services we offer. Please contact:

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