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Management on Demand

It's inevitable in business, change happens – organizational, operational, technological, strategic. Sometimes you initiate it, sometimes it just happens. In either case, if you don't take charge it can overwhelm you. Opportunities will be missed, profits lost.

Duma Tau is your resource for managing changes that are challenging your company. We provide management expertise to help you take charge of your business. You employ us as needed without a long-term investment in personnel. And you remain in control.



Take Charge Attitude

In Africa, Duma Tau means “roar of the lion.” To us it conveys a take charge attitude. It reflects the purpose of our business: helping companies take charge of their business by managing change.

We understand your challenges because we've been in your shoes. Your plate is full with critical changes to implement – systems integration projects and initiatives to keep pace with today's ever-changing technology, internal control improvements, financial reporting enhancements, organizational restructuring, and so many others. You may also face unexpected changes – loss of key personnel, new competition and changing customer expectations.

So, what do you do? Take charge. Set priorities. Get to work. You need experienced managers who can take the ball and run with it . . . under your direction. If you don't have the right people in-house, you need to go outside for help.

“They always say time changes things, but you actually have to change them yourself.”

Andy Warhol

A New Resource

Do you conduct a search for a permanent hire? Contract with a consulting firm? Or retain temporary help through an agency? Now you have a new alternative – partnering with Duma Tau to get the best attributes of the conventional options from one firm.

Duma Tau's Management on Demand delivers seasoned professionals for project management and interim roles. We're a flexible resource – there when you need us with no long-term commitment. Our fees are not inflated by excessive overhead and our professionals have the experience to hit the bricks running. We're your management partner. We blend with your team.

Core Areas of Expertise

Duma Tau's areas of expertise include:

- **Accounting and Finance**
- **Systems and Technology**
- **Human Resources**
- **Marketing Management**

If you're ready to take charge of your changing business environment, partner with Duma Tau to get the management expertise you need to succeed . . . on demand.

Change happens. Manage it.

Our Services

Duma Tau's job is to help you manage the changing landscape within your business and achieve your business objectives. We accomplish this by assuming a critical management role(s) within your company and by using the collective knowledge and skills we have in our ranks.

Our Client Service Partners fill various temporary or interim positions or assume project management responsibility.



Accounting and Finance

Interim or Temporary Positions

- Chief Financial Officer
- Corporate Controller
- Division Controller
- Manager of Budgeting

Project Management Expertise

- Cost Reduction and Revenue Enhancement Study
- Financial Systems Analysis and Development
 - General Ledger
 - Billing/Accounts Receivable
 - Purchasing/Accounts Payable
 - Inventory Control
 - Fixed Assets
 - Financial Assets
 - Cost Accounting
 - Financial Reporting
- Budgeting
- Capital Improvement Planning
- Financial Modeling
- Strategic Business Planning
- Merger and Acquisition Analysis

Marketing Management

Interim or Temporary Positions

- Chief Marketing Officer
- Brand Manager
- Director of Research

Project Management Expertise

- Marketing Plan Development
- Market Research
- Product Feasibility Study
- Pricing Analysis

Systems and Technology

Interim or Temporary Positions

- Chief Information Officer
- Chief Technology Officer

Project Management Expertise

- Enterprise Systems Analysis and Development — ERP / CRM
- Technology Integration
- Outsourcing Analysis
- Business Process Improvement
- Website Design and Development
- Database Design and Development
- Systems Documentation
- Information Technology

Human Resources

Interim or Temporary Positions

- Chief Human Resource Officer
- Corporate Benefits Manager

Project Management Expertise

- Organizational Restructuring
- Compensation and Benefits Analysis and Planning
- Employee Manual Development
- Training Program Development
- Time and Attendance Systems Development

Work With Experienced Professionals

We are a team of **experienced professionals** who provide **management services for hire**. Our clients are businesses needing senior-level expertise to **manage projects** and to **fill temporary or interim positions**. We call it *Management on Demand* – services delivered to you as needed, uniquely tailored to meet your business needs.

Our Client Service Partners are self-motivated, hands-on workers who possess in-depth experience gained during many years on the job in C-level or comparable positions. They are self-reliant, resourceful and immediately productive. Our Client Service Partners work in tandem with your management team and function more as insiders than outsiders. Imagine a team of experienced professionals to help you shape your future.

“It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change.”

Charles Darwin

Who Should Hire Us?

Our *Management on Demand* services are ideal for any organization needing assistance in managing a changing business environment:

- Emerging and growing companies
- Companies under new ownership
- Companies needing to update operations, internal controls and systems/technology
- Companies experiencing a management transition
- Turn-around situations
- Under-performing companies
- Any organization that is planning, or in the midst of, a transformation.



How We Work

Our primary resource is our people. As our client, you benefit from the collective experience, knowledge and skills of the professionals within our ranks at Duma Tau. We accomplish that by serving you in two capacities – as Directors and as Client Service Partners.

A Duma Tau **Director** is responsible for managing our relationship with you, our client. The Director serves as your liaison with Duma Tau and monitors the progress of our work for you. The Director matches the skills of our Client Service Partners with your needs. It's the Director's responsibility to ensure that we do everything possible to help you achieve your goals. You are not billed for the Director's time in this management capacity.

A Duma Tau **Client Service Partner** is the experienced professional who joins your team to handle the work specified in our engagement. The Client Service Partner reports directly to you. And the work of the Client Service Partner is billable to you.

Where We Work

Duma Tau is located in the Chicago area as are most of our Client Service Partners. We have additional Client Service Partners in cities across the United States. Most important for you, we travel to meet our client's needs and serve companies in many different locations.

Fees and Terms

Fees for our services are commensurate with the experience and skills of our Client Service Partners. Accordingly, our fees range from \$95 to \$195 per hour. Depending upon the nature of the engagement, fees may be charged on an hourly, daily or weekly basis.

Why Hire Us?

Is your plate full with critical work to be accomplished but without the skilled professionals on board to get it done? What do you do? You can take the conventional route. Fill your staffing needs in one of three traditional ways.

1. Hire permanent staff.
2. Contract with a consulting firm.
3. Retain temporary help through an agency.

Or you can **take an innovative path**. Partner with Duma Tau and get the advantages of the conventional options without the potential pitfalls. Duma Tau's *Management on Demand* service offers:



Speed

- Experienced Client Service Partners are in place and up-to-speed quickly.
- Bypass a time consuming executive search . . . or buy yourself time to conduct a search for the right person.

Control

- Client Service Partners report directly to you. You're in control of their work and in the driver's seat.
- We join forces with your management team, functioning more as insiders than outsiders.

Value

- Your needs are closely matched to skills of Client Service Partners. There are no multiple layers of management. You get what you pay for.
- Our fees for senior level expertise are less than those charged by most consulting firms.

Low Risk

- Your needs dictate services and costs. Client Service Partners can be replaced quickly as those needs change.
- You get executive level services without a permanent increase in executive payroll when we fill interim or temporary positions.

Efficiency

- Management on Demand service enables you to draw on management expertise as needed.
- Your existing staff has time to accomplish critical objectives when Client Service Partners are brought in to handle some of the workload.

Strategy

- Satisfy immediate needs until long-term staffing requirements can be defined.
- Position your company for growth or for sale with Client Service Partners' expertise.
- Identify opportunities for improvement with a fresh perspective.

Contact Us

For more information about our services, please contact us at:

Phone: 847-920-9721

E-mail: contact@duma-tau.com

"Drive thy business or it will drive thee."

Benjamin Franklin