



# SUMMIT

MANAGEMENT

*Consulting and Advising Your Organization*



# About Us

Summit Management Consultants is a consulting and advisory organization dedicated to providing the guidance and support that today's business and nonprofit leaders need to serve their organizations as effectively as possible. With the expectations and demands of leaders being higher than ever before, it is critical for every owner, manager, and supervisor to find the support and guidance that will allow them to be able best focus their time and energy where it is needed most. Summit is proud to offer that support to leaders of every type and size of organization.

Effective consulting is driven by relevant experience, and the team at Summit Management Consultants puts decades of experience at your disposal. Our consultants have served in a wide range of leadership positions and can draw not only on their own experience but also on the lessons learned from working with other organizations similar to yours. The size and diversity of our team makes it easier for you to be connected with a professional that can understand your unique needs and provide the support that you need the most. In addition, the wide range of business knowledge at Summit means that our consultants also have access to other professionals with expertise in every facet of business operations to ensure that they are providing the most accurate information and resources possible.

At Summit, we understand how challenging organizational leadership can be, and we are honored when we are trusted to help other professionals navigate those challenges. Whether you are looking assistance with a specific issue or regular support and guidance, we would love the opportunity to show you how we can help.

Each of our consultants who focus in providing management consulting services brings a unique background and skill set to Summit, but all have distinguished themselves in their level of knowledge and experience and their desire to use that to help businesses better reach their goals. If you would like for us to recommend a consultant for your organization's specific needs, please e-mail us or call us at (866) 435-0268 and we will be happy to get you in touch with the consultant who can best assist your company.

# SOLUTIONS

Leading an organization successfully requires extensive and diverse skills, resource, and experience. Unfortunately, even the most capable leaders will invariably find themselves challenged by situations that fall outside of their areas of expertise and ability. The largest organizations help meet this need by surrounding their top executives with the best leadership team and support, but most small and mid-sized business owners don't have that luxury. Summit can help fill that gap by providing solutions that are scalable and affordable.

## Strategic Planning

Organizational success starts with good planning. However, there is no single template for strategic planning that will fit every organization best. Instead, an experienced advisor can assess the organization's current position and resources and design a planning process that will best provide the roadmap for it to realize its vision. Summit can help with strategies for:

**Vision and Purpose • Plan Development • Plan Execution**

## Organizational Development

Before an organization can realize its potential, the right pieces need to be in place. Those pieces start from the top and move down, from strategies to select and develop the right leaders to processes for businesses acquisition and reorganization. It also requires the right plans for ensuring that the organization is structured to deliver resources where they are needed most. Summit can assist your organization with strategies for:

**Leadership Development • Mergers and Acquisitions • Resource Management**

## Organizational Health

Organizational health is often overlooked but is one of the most universal concerns that any business or nonprofit can have. A healthy organization can effectively gather, communicate and analyze information and best utilize the resources to which it has access. Summit can assist in the development of organizational health with strategies for:

**Organizational Communication • Decision Making • Information Management**

# Management Consulting

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## Strategic Planning

Where do you want your organization to be and how will you get there? Having a strong Strategic Plan for your organization will help you achieve the success desired. There is no single template that will fit every organization. The team at Summit Management Consultants put decades of experience at your disposal to help develop your plan to get you where you want to be.

## Outsourced Executive

An alternative to the traditional consulting relationship would be to hire an Outsourced Executive to join your team part or full time in an area where you need immediate executive level input. The depth and breadth of the executives at Summit can step into this role for you to provide short or long term upper level assistance.

## Training Programs

Summit has a variety of training programs and workshops available to help improve the skills of your existing team members. We can develop a specific program for your requirements.





## Business Consulting

Whether you are looking for assistance with a specific issue or regular support and guidance our team of consultants will work along side your team to achieve the goals and objectives of the organization.

## Transition Planning

Succession Planning should be part of every organization's overall Business Plan. Summit executives will work with the owner(s) and management team to put in place a plan to transition the business in the best manor for those with a vested interest in the business.



# Consultants



## **Curt Henry** - Managing Director

Curt is a seasoned business executive with seven years general management experience and over 20 years in domestic and international marketing and sales. In 2000, Curt was chosen to lead the turnaround of a local manufacturing company with struggling product lines. Over the next six years, Curt and his team increased revenues from \$9.3 to \$16.2 million, improved both profit margins and cashflow significantly, and increased both productivity and product quality. Curt's leadership resulted in improved employee morale and a significant reduction in personnel turnover.

After 30 years of increasing contributions in publicly held businesses, Curt decided to form his own company to share his experience and knowledge with other private business leaders in the community. In May of 2007, he was awarded an ActionCOACH Business Coaching Franchise where his focus is to help like-minded business owners build their businesses, increase their contribution to the community, and achieve their full business and personal potential. In June of 2012 Curt became part of the Summit Companies joining a team of executive consultants helping businesses in a variety of fields.



## **Dick Brabham**

Dick Brabham has over 35 years professional HR leadership experience in industry, plus several years consulting experience. Dick brings an extensive background in organizational strategy and execution to Summit and its clients. During his career he has demonstrated success in negotiating win-win solutions, assessing and developing key talent, and developing corporate policies, organization design, and advanced workflows. Dick's passion is to help clients align their employment practices with business strategy to achieve extraordinary results. He utilizes performance consulting methods to help clients identify the real issue, so that the right solution can be developed and implemented

## **Hans Kinner**

Highly motivated professional with years of experience in business management, procurement/supply chain, contract development and negotiations, cost avoidance and reduction strategies, Six Sigma Black Belt with P&L responsibility of \$500M + and procurement spend of \$1B+. Strong strategic planner, problem solver and persuasive leader. Committed to seamlessly managing projects which consistently deliver desired results and contribute to cost savings, earnings and revenue growth. Recognized for consistent success in utilizing focused and timely processes to streamline corporate operations and enhance profit performance.

## **Roger Leonard**

Roger is a senior advisor to England and Company on projects in the electrical apparatus and utility distribution automation markets. Formerly he was a part time senior instructor at King College for five years where he taught Corporate Finance and Operations Management as well as president and chief operating officer for Electro-Mechanical Corporation, which serves the North American electric utility, mining and construction industries with engineered to order switchgear and dry-type transformer solutions. He is chair of the board of directors for the Wellmont Health System, where he formerly chaired the investment committee and audit and compliance committees. Additionally, he is a past member of the board of directors for the Holston Conference Foundation of the United Methodist Church and has previously chaired its audit committee.

## **John Vann**

John comes to Summit with over 30 years of experience in business. In 1990, John co-founded Clinical Trial Management Services, Inc. (CTMS) a contract research organization in Bristol, Tennessee, serving as its CEO from 2000-2007. In 2007, CTMS became part of Chiltern, a UK-based CRO, where John served as Executive Vice President for the Americas from 2007 to 2009, responsible for growing and managing the company's North American presence and also for establishing operations in Argentina and Brazil. From 2009-2011, John served as EVP for Corporate Development, responsible globally for continuing growth and development efforts through strategic relationships and acquisitions, while also overseeing Marketing and Business Development for the \$150 million operation.

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