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POWERFUL WAYS TO "ORGANISE YOUR BUSINESS"

VOL:II



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5 benefits of organized business



1. Five Benefits of Organized Business

Organizing is the second critical function of management after planning. Through planning, a business enterprise defines its goals and objectives and lays down the detailed roadmap to achieve these goals and objectives. But that roadmap has to be actualized and brought into an executable format.

This is done by organizing where the activities, resources, skills and the conditions, which are necessary for the business enterprise to exist and start rolling as an organization towards following that roadmap, are systematically grouped and arranged in a logical and functional order. Without being organized, a business enterprise is like a poorly knitted sweater which will not be able to keep itself together for too long, let alone withstanding the winter (changes in the business environment). The five key benefits of being an organized business are discussed here.

1. Systematic Projection

Being organized can help entrepreneurs see their business in a systematic format. A proper organization structure divides the entire business into manageable sections (departmentation) based on different grounds like functions, geographical areas of operations, products, and processes. The functional inter-relationships between these departments are also established. Departmentation help businesses classify different processes, operations, and activities into each of these departments. The resources and the necessary conditions required for smooth functioning of each of these departments are then identified. In this way, the activities, resources, and conditions involved in each of the departments (and their inter-relationships) are mapped and the entire business starts to take the shape of an integrated functional structure or an organization.

This systematic projection helps the owners get a pilot view of the entire business and all of its major areas enabling them to maintain an even focus and adopt a systematic approach to management.

Systematic projection helps the owners get a pilot view of the entire business.

2. Orderly Flow of Communication

Communication is an important element in the functioning of businesses – whether it's internal or external. In a broader sense, communication not just includes the channels but also how information is stored, managed and flow in a business enterprise. Day-to-day business decision making, between the employees within a department or between the different departments, heavily rely on the communication systems and protocols in place. In a well-defined organization structure, the flow and routes of communication are clearly established. This established communication structure ensures clarity and certainty of flow of information, orders and instructions, feedback and recommendations, approvals and requisitions and so on. Being organized helps a business enterprise ensure an orderly flow of communication and take timely decisions so as the flow of operations is not interrupted.

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3. Clarity of Authority-Responsibility Relationships

In an organization, every employee (or a team) has a role to play which is defined in terms of certain duties and responsibilities. In order to effectively and efficiently perform these duties, each employee (or team) has to be provided with the necessary authority and resources. To ensure that these duties are performed and the output is as per the defined standards, accountability and responsibility has to be fixed and necessary supervision and monitoring has to be done by their reporting authority. A well-defined organization structure establishes the network of these authority-responsibility relationships across all the departments in an organization. The clarity of the authority-responsibility relationships in an organization ensures unity of command and fixes accountability for the duties and responsibilities. Clearly established authority-responsibility relationships removes ambiguities and brings certainty in whom to take orders from, whom to report to and whom to supervise or give instructions to.

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4. Convenience in Staffing Decisions

Decisions pertaining to human resource management like manpower planning, job analysis, a span of control, training and development, succession planning, promotions and transfers, recruitment etc

are simply not possible without an organized structure of the business. Every department of an organization has unique manpower requirements both in terms of numbers and skills at various positions to execute the different duties and responsibilities involved. Assessing these manpower requirements will be extremely difficult and chaotic without classifying and grouping the numerous activities and operations of a business enterprise into unique groups or departments. With a well-defined organization structure, the top management can easily plan for succession by means of promotions and transfers within the departments or within the organization. Being organized can make it significantly easier for business enterprises make their staffing decisions towards ensuring that the right men are in the right places at the right times.

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5. Building a Strong Organization Culture

Culture plays a pivotal role in the creating a strong organizational identity amongst the employees and stakeholders, a healthy work environment, a strong foundation of management philosophy and foster professionalism. In order to build a strong culture, it is important for a business enterprise to first organize itself because professionalism, cooperation, unity, and teamwork cannot take place in an uncertain, disorderly and inconsistent work environment. Being organized includes laying down the flow of work and activities (organization design), following of SOPs, clarity in authority-responsibility relationships, division of work according to specialization and so on.

In order to build a strong culture, it is important for a business enterprise to first organize itself because professionalism, cooperation, unity, and teamwork cannot take place in an uncertain, disorderly and inconsistent work environment.

By being organized, a business enterprise can better execute the other functions of management – planning, directing, staffing and controlling and enhances its readiness for change and adaptation. And the first step towards being organized is how systematically an entrepreneur makes a layout of their business which comprises of different functions, processes, operations and activities. A well-defined organization structure and design help establish the network of work, communication, relationship, and resources within the organization. A business enterprise can run effectively and efficiently only when it transforms itself into a functionally organized structure.



2. What is the Importance of SOPs Behind Organization's Success?

Standard Operating Procedure (SOP) in one word can be considered as the navigator of your organization. SOPs refer to a set of guidelines which are followed by every organization to operate; from administration to finance, facility to operations, you can create an SOP for every business function. Why? Let us check out.

1. Easy Training to Employees

When we speak about training employees, we have to cater to product and process training of new employees and also arrange for refresher training to existing employees or employees who are underperforming. Now a question may arise in your mind; a trainer is going to provide training then what is the significance of an SOP?

SOP is important because we can remember what is said at most for 10 minutes. Moreover, if people are assured of a written document then they can concentrate more on what is taught than being busy in scribbling down notes. If you want to ensure fool-proof training mechanism engage a consultant who can provide you training in this regards.

2. Structure to Follow a Daily Routine

A well-written SOP contains diagrammatic representation in the form of flowcharts, annotated illustrations, maps, and charts.

This helps employees perform daily routine efficiently as any time they face a problem they can refer to these diagrams to under the exact process flow. To make life easier for your people, take a print out of the same and pin it in front of their desks.

Moreover, an SOP brings in predictability in their jobs. They can improve their skills on each task which in turn improves their performance.

3. Process to Check Quality

Every customer has a certain level of expectation from the goods or services for which he is paying.

If there is an SOP in place you can employ a quality team to check whether the quality of goods and services is at par, as per the guidelines mentioned in the SOP.

By following the SOP on regular basis and with effective feedback errors will surely reduce. This not only ensures enhanced customer satisfaction but also prevents duplication of work. Because if there are variations then re-work is required, which is both times to consume and cost intensive.

4. Conduct Transparent Performance Appraisal

Using SOPs you can frame the Key Performance Indicators (KPIs) for your staff. A job description should revolve around the SOP as Standard Operating Procedures (SOPs) contain key pointers related to the work that has to be done.

When the productivity of an employee is gauged on the basis of the SOP that has been provided to him/ her, the probability of an unbiased performance appraisal is much higher.

Need a better view of how you can link SOP with performance appraisal? Get help from a consultancy who are experienced in framing SOPS and in an implementation of the same.

5. Seamless Replication of Process

When you are expanding your business across locations, you need to inform your mission and vision to each and every employee based at these locations; which is not an easy task.

When you frame an SOP it is just not guidelines to perform a job but a document which speaks about your expectations from the employees, your mission and vision about the business.

So SOP helps every branch to operate in the same way, offering the same quality of service to your customers. It is also easier to track the performance of each branch based on their compliance to the SOP.

6. Quick Delegation of Work

Are you on leave due to some urgency? Anyone can act as a backup if you have an SOP in place. Following the process map and the guidelines mentioned in the SOP, any work can be done right at the first time, with very less chances of errors.

But not all businesses benefit from a similar kind of SOP. It depends on the people who will be using the SOP, on the business owner and on the customer requirements. Some tips which can help you get the best SOP for your organization/ team.

- **Collect Customer VOC (Voice of Customer)** – Any business runs around the expectations of its customers and hence an SOP should have guidelines which adhere to customer VOC.
- **Update Regularly-** Change is the only constant thing in life; this theme is not different when we speak about businesses and customer expectations. So capture customer VOC on regular basis (through calls and surveys) and update the SOP based on the same.
- **Ensure Adherence-** As per common human psychology, we always do not want to follow guidelines, rules, and regulations. So at the beginning, you may face challenges in getting your team follow the SOP. Keep a watch and make certain that the SOP is followed stringently.

So whether to enhance the qualification of vendors, ensure efficient handling, storage and issue of raw materials and safety of manufacturing operations, whatever be your requirement, resort to an SOP. Engage a consultancy who can frame an SOP, spread the awareness of your team members and enable a strong relationship between your employees and clients.



3. Five Ways to Organize SME Businesses

Organizing is one of the recognized and accepted principal functions of business management. It helps business entities systematize its existence and operations as a stable and working organization. Organizing primarily involves structuring, departmentation and design. But the scope of organizing extends to business processes, SOPs and technologies. So, when we talk about organizing our businesses, we must consider the scope of organizing in its entirety.

In this article, we'll try to highlight some of the easy and effective ways through which SMEs can organize their businesses.

1. Define your Business Model

The business model is how a company plans to earn revenue and stay profitable through its operations. If the business operations are not in tune with the intended business model, the company will not be able to deliver the intended value to its customers which if not addressed on time will eventually result in the failure to achieve the targeted revenues. Therefore, the business model assumes the role of a principal guiding factor in determining the business operations and the value-chain activities of a company. This sense of direction and purpose in the conduct of business is crucial for a company to constitute a stable and supportive organization.

The business model is how a company plans to earn revenue and stay profitable through its operations

2. Organizational Structure and Organization Design

Organizational structure and organization design are two integral elements of the organizing function of management. Organizational structure refers to the hierarchical framework of the roles and positions in a company based on its departmentation strategy representing its authority-responsibility relationships and order of communication. Organization design is needed to get the organizational structure and the business strategies to work in tandem. The foundation of a strong organizational structure built on effective organization design is important for a company for better management and control over its activities and resources

Organizational structure refers to the hierarchical framework of the roles and positions in a company based on its departmentation strategy representing its authority-responsibility relationships and order of communication. Organization design is needed to get the organizational structure and the business strategies to work in tandem

3. Define your Business Processes

In simple words, business process refers to the functional or sub-functional series of activities. For example, in small organizations, the entire HR function can be treated as one single business process while in bigger organizations; the sub-functions of HR (recruitment, salary processing etc) are likely to be treated as separate business processes. It is very important to define these business processes because it maps how the operations or the operational activities involved in a business process will actually be carried out. This involves identifying the key operations involved and identifying the operational activities required to complete the operations and determining the flow of these activities. Defining the business processes will help organizations have a clear vision of they will be doing or will be required to do in different functional areas of business.

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4. Develop SOPs

Standard Operating Procedures (SOPs) are documented step-by-step instructions to be followed in the execution of the routine operational tasks and activities. SOPs not only define the flow of work but also explicitly expresses the what, where, when and how of the operational tasks/activities. By defining the standards of performance and output at the operational level, SOPs helps businesses maintain quality, efficiency and effectiveness at the grass root levels.

Having SOPs helps a company ensure that its employees know what operating procedures they are required to follow and what are the accepted standards of performance and output

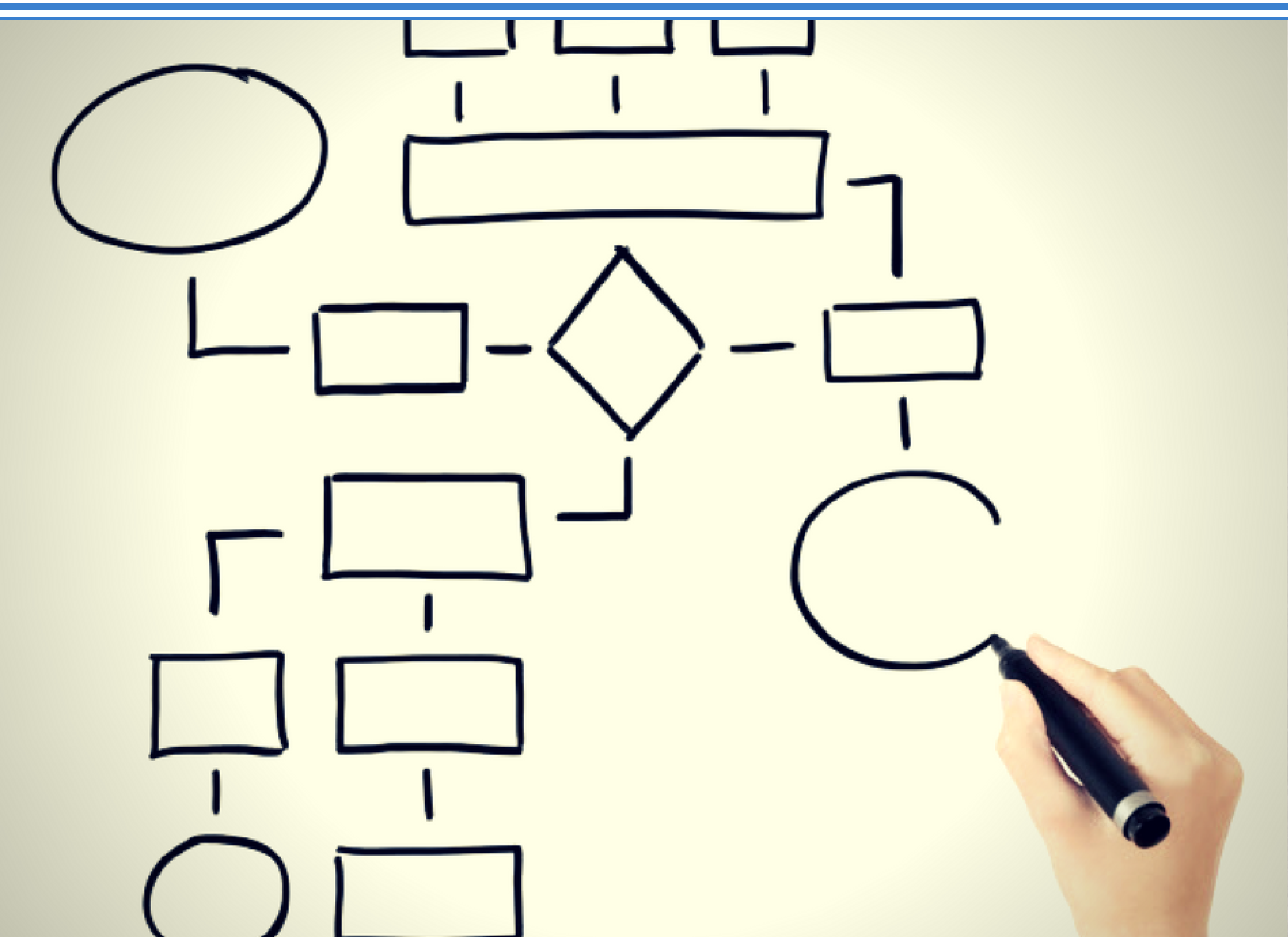
5. Organizational Culture

Organizational culture refers to the collective or shared values, beliefs and customs in an organization which shapes the behavior and conduct of its employees.

Organizational culture has a direct bearing on employee motivation and morale, their productivity and performance, attrition and retention, teamwork etc. However, most often it is not feasible to paint an organizational culture in black and white. But it is very important for business enterprises to sow the seeds of a positive and professional work culture right from its infancy. With a desirable organizational culture, the management of a company can rely more confidently on the collective potential and professionalism of its employees which in turn reinforces the established order of an organization.

Organizing a business requires a planned effort. Entropy prevents things from falling into place on their own. Defining the business model, establishing organizational structure and design, building business processes, developing SOPs and creating and sustaining a healthy work culture are essential to building the foundation of a strong organization.

Organizational culture has a direct bearing on employee motivation and morale, their productivity and performance, attrition and retention, teamwork etc



4. Five Essential Benefits of SOP Implementation

For a budding entrepreneur, managing the initial days of business can be a daunting task, especially if the business is related to the production of goods or rendering services. A business operation can turn into a fish market in an absence of a framework. This is where a well-crafted SOP becomes a savior to your business as it guides you to achieve uniformity in performance. Though you understand the essence of SOP, the question is how it is beneficial to your business. This article helps you to understand, explore and unleash the powerful benefits of SOP in managing your business.

1. Performance Enhancement

Establishing SOP gives you the liberty to check and refine the overall productivity of your business which is the soul motive of an entrepreneur.

SOP guides your employees to follow procedures which bring in uniformity and excels the brand value in the market. When you outline the process in a good SOP, you sync all your production facilities to follow the same framework.

Standardizing the procedure also helps in increasing the efficiency of work as people can continue their jobs without stopping to ask questions which increases their productivity charts as well.

2. Quality & Compliance

Managing a business is not a 1-day cricket match wherein you get the result by EOD. SOP helps you to maintain the level and ensure successive years ahead.

Documented procedures help you to streamline the operations and keep an eye on the quality of your products by reducing errors, minimizing variations or even duplication of service.

If you don't have a framework, it becomes hard for you to explain the compliance structure to governing authorities and portrays a shady picture of your business.

3. Client Relationship

A well-written SOP includes the organogram of your business which describes things and enlists every single detail. Managing your clients is an art and SOP can go a long way in helping you in this regard.

If you have a structured document en-listing a standard way of dealing client interaction, handling queries, branding, follow-ups to name a few, your clients would appreciate this 'self-defined' system and be more confident in engaging business with you in the future.

4. Employee Management

Managing your staff is one of the key components of your daily operations and having an SOP helps you in achieving your objective. If any of your experienced staff leaves unexpectedly, it's a hard time for you to train him for the business and in the meanwhile, your productivity goes for a toss. The same happens if your employee has taken a leave or even when you are planning to open multiple outlets at different places.

A well-written SOP can act as a lifeline for your business as any person can refer to the documents and commence the work. This can also reduce your training costs; however, it also depends on the complexity of the tasks.

5. Growth & Development

The products and the services you deliver to your clients ensure your future success. In the absence of an SOP, the quality of your products is bound to differ which might lead to huge losses.

In addition, if you intend to open multiple branches at different places, you have to maintain the level of your product.

Having an SOP helps you to replicate the work processes across multiple locations as the operating manuals are same.

Conclusion

SOP is the life-line of any business. If your objective is to produce the same product or render service over the long term, adherence to standard operating manual help you to be consistent and predictable. Listing the tasks which are essential in running a business assists you to build a prospective business over the long-term.



5. Five Most Important Roles of a Business Owner

Owning and managing an organization is a huge responsibility as the entire business operations are dependent on the owner who calls the shots. As an owner, the person has to be aware of every operational activity undertaken on a daily basis along with supervising the managerial decisions, meeting with prospective clients, overseeing the cash flow and of course engaging in people management activities. In general, business owners are responsible for the growth, stability, direction and daily operation of the business.

Hence, the role of a business owner becomes very critical as the person has to utilize his time in the best productive manner to attain the business objectives at a constant pace. This article is all about emphasizing the most important roles that a business owner should undertake for continual business operations. However, before that, it's vital to define who is a business owner and how different he's from an entrepreneur as both of them has similar characteristics but with striking differences.

Business owner vs Entrepreneur

Not every entrepreneur is a business owner. They might have started as an entrepreneur but once they are settled in managing their existing business, be it a new venture, a family business or even buying a franchise, they are Business owners as they own the business and work solely to run their current business.

An entrepreneur on the other hand, creates a vision for a new business model, they innovative business ideas, and acumen but they don't settle in one business or continue to run it over the years. Therefore, both are very lookalike, however, are miles apart by their virtue of work.

1. Designing the framework

All the activities undertaken by a business owner are very diversified in nature. A business owner has to wear the architect's hat as he designs the framework of the business which is undoubtedly the most important role. He formulates the master plan of the business along with defining new services, products, business plans, and new business models. These tasks are of high relevance to the business and hence must be taken very seriously by the owner.

If the owner is able to align the system and internal processes as per the nature of the business, it helps to minimize the efforts the owner has to put in every day.

It's all about how efficiently and effectively the owner is able to define his framework on the drawing table and executes the tasks with sheer accuracy which results in cutting down his time and efforts in a big way. Developing an SOP is a part of the owner's job role which proves very helpful for the employees in future.

2. Employee management

The business owner knows about his business well and therefore he's the best coach or mentor for his employees. It's important to invest in the personal and professional growth of your team members as it increases productivity and enhances the level of teamwork. The owner has to educate his employees about the working guidelines, sharing best practices, and conducting refreshers sessions about the updates in the SOP. An ideal owner should believe in 'macro' managing things like defining the organizational chart, believing inconsistent 'success factors' and managing supervisors.

Building and nurturing your team is an integral component for achieving business goals and therefore a business owner has to monitor if the employees correctly follow the system or still there is a scope of training and utilizing the staff to get the best results.

3. Marketing

Even if you have the costliest gem of this universe until you showcase it your friends and relatives, nobody will ever come to know. The same logic applies to the business front too. Even after devising the best business model, you need marketing and sales to drive your business.

Depending upon the nature of the business, the owner has to design a proper marketing strategy and use multiple platforms like print advertising, public relations, online marketing, networking, or even cold calling. A good way is socializing at events and sharing your business cards with your prospective clients. Use of social media platforms such as Twitter, Facebook, or even emails can also be effective means of promoting your business in today's modern era. However,

The owner should be very sure and convinced in finalizing the type of marketing as it can make or break your future as this task is dynamic in nature.

4. Financial management

One aspect where an owner has to play a key role is financial management which in actual terms is much more than doing accounting! Although your accounting person can manage the daily tasks like day-to-day accounting, check writing and reviews, it's the owner's job to foresee and provide the financial stability to the business. You are accountable for reviewing the quarterly financial performance, annual forecasts/budgets, and audits. It's the owner's role to manage the organization's financial resources in the best way to achieve its objective of getting maximum returns. It includes mapping the financial and non-financial resources with the business goals to ensure the running of the business is improved.

Irrespective of the size of the organization, the owner should have an idea about how to raise the capital, investment areas and lastly how to utilize the flow of money into the business. You can take a help of a tax consultant for taking the allowable deductions and paying your taxes on time.

5. Communication

As an owner, it's your duty to get the job done and without having a positive communication system in place, this is never possible. You have to make sure that your viewpoints and directives are understood and recognized at all levels. It's important to communicate effectively to create the right balance between you and your staff. Your decisions, viewpoints, and corrective measures, everything should be communicated to the concerned person or team. Also, discuss the same with your supervisors to ensure you are not missing something important. Allowing stakeholders to provide a positive feedback and incorporating the changes is the best form of 2-way communication which has to be initiated by the owner.



6. Have you Validated your SOPs Periodically?

SOPs are an immensely powerful tool used by companies, business enterprises and various other organizations of all sizes and operations across different industries and sectors. These SOPs are written step by step instructions to primarily help the employees in the execution of the routine activities of an organization. Strict adherence to SOPs helps an organization achieve control over and maintain desired standards of performances across operations, processes and functions. Having SOPs also helps bring speed and accuracy in day-to-day operational decision making. However, SOPs are not a fit-and-forget program which will keep yielding the expected results without proactive and thoughtful interventions from time to time. This brings us to our central theme of SOP validation in organizations.

A. What is SOP validation?

SOP validation is a scientific and systematic study and analysis of the series of activities in a process or an operation leading to the desired outcome under a given environment. SOP validation involves three elements – activities, outcome and environment. In other words, SOP validation establishes the strength of the relationship between the activities involved in a process and the desired outcome.

If this relationship is poor, the probability of achieving the desired outcome through the defined activities will also be poor. A strong relationship between activities and outcome indicates that effective SOPs are in place. The core objective of SOP validation is to improve the standardization and effectiveness of the SOPs.

B. Why SOP validation?

As stated above, design and implementation of SOPs are not a one time activity. These Standard Operating Procedures have to be revisited, revised and re-adjusted so that it remains updated, effective and competitive. In the light of the changing business environment like changes in operational standards or changes in technologies, SOP validation becomes a quintessential activity of an organization.

1. Limiting the chances of mistakes and errors

Validation enhances the effectiveness of SOPs. With more and more enhanced SOPs in place and with proper training of employees, companies work on reducing human errors in their operational activities to a considerable extent. With the availability of defined and refined instructions, the chances of going wrong to get thinner and employees can act more responsibly and with higher accountability in performing their operational duties.

2. Maintain high standards of performance

With improved and validated SOPs, organizations can incorporate more stringent and more effective operational and quality standards like Six Sigma and CMM and best practices of the industry. SOP validation can pave the way for a company to introduce higher standards of operations which can make them more competitive in the industry. Validated SOPs also help a company in improving the quality of products and enhancing the effectiveness and efficiency of its services.

3. Better control

After SOP validation, the operational procedures are in greater alignment with the organizational goals as well as the functional objectives. With a more accurate definition of activities and processes, companies can exercise better control of the direction of its operations by focusing on micro-details (which is necessary in case of manufacturing processes) and also introduce specific changes in a process without causing disruption to the entire flow of work.

4. Better coordination with suppliers and vendors

A company has to deal with several stakeholders like suppliers, vendors, facilities management firms, etc. and each one of them comes with their own set of operational requirements and formalities. Coordinating with third parties often causes disruption to work in an organization because most of the time it remains unaccounted for in work schedules.

With SOP validation, these third party requirements can be taken into consideration and incorporated in the SOPs so that these do not act as a distraction from routine work.

5. Employee retention, motivation and morale

No productive employee would prefer to work in an outdated work environment or follow inferior processes and guidelines. With SOP validation, companies get an opportunity to assess their existing operational procedures in the light of the best practices and globally recognized operational standards. After identifying the areas of improvement, companies can take the necessary decisions in improving the standards of their SOPs. By operating on standards of high repute in procedures and processes, a company can attract and retain high performers.

6. Improved speed and accuracy in operations

SOPs can be effective and still have flaws. SOP validation weeds out the faults or fine tunes the procedure and process definitions. With improved definition of procedures, employees can be more specific and selective in using their skills and identifying the resources required to complete an activity. When an entire organization begins to work with a new set of validated SOPs, it can result in significant improvements in operational speed and accuracy.

7. Higher automation

As a business begins to grow in size and operations, it needs to introduce improved technologies which also include higher levels of automation. For so many reasons, technology can take charge of several operations and improve operator speed and accuracy in an organization. SOP validation can help a business figure out the areas of operations which can be automated or where the level of automation can be increased. Cashless payment in stores is the biggest example here.

8. ERP integration

An organization will not be able to extract the most out of their ERP applications if the SOPs do not integrate with the ERP platform. SOP validation gives an opportunity to organizations to address two needs at one go – improvement of SOPs and the integration of validated SOPs with the ERP modules.

Conclusion

SOP validation is as important as having SOPs. There's no point in retaining SOPs which are outdated or do not reflect the needs and standards of modern day business operations. With validated SOPs, an organization can experience significant improvements in its internal operations. The advantages of validated SOPs extend beyond the organization to positively impact services rendered to customers and coordination with outside partners like suppliers and distributors. Validated Standard Operating Procedures keeps the stage set for an organization to adopt new technologies, introduce effective change management and launch growth and expansion plans.



7. Five Most Powerful Reasons to Hire a Management Consultant

Association with a management consultant can help a business enterprise minimize the risks involved in the implementation of solutions. Hiring management consultants is commonly considered as a practice restricted to big domestic companies or MNCs. However, that is not true. Even small and medium scale business enterprises can significantly benefit from the services of the management consultants. The role of management consultants is not just confined to providing advice and they can play different roles in different areas of business at different points of time according to the requirements of a business enterprise. These include both short-term and long-term associations, for a specific purpose or for a wider scope. From fulfilling informational requirements to being partners of growth, present day management consultancy encompasses a wide range of functionalities which could prove to be game-changer for business enterprises.

1. Data and Informational Requirements

A business enterprise makes use of a wide range of data and information pertaining to its environment. These include data pertaining to market segments, customer demographics, competition, availability of required manpower, logistical infrastructure, the network of supply and distribution and so on. For a business enterprise, this data and information are crucial for functional planning, to devise strategies and to facilitate business decision-making.

For example, data and information requirement becomes extremely relevant in marketing management where tons of quantifiable data has to be processed to determine the size of the market, identify the market segments and understand customer demographics, estimation of available market share and so on. Digging out such huge volumes of data involves conducting extensive market surveys and it is a time-consuming process.

Providing an organization with the relevant business data and information is one of the basic but critical services rendered by some of the management consultants.

Data and information are crucial for functional planning, to devise strategies and to facilitate business decision-making.

2. Problem: Diagnosis, Identification and Definition

A problem well-defined is a problem half-solved. Problems and situations which arise in the course of business are manifested through smaller symptoms which are often not considered as worth reporting or are ignored or quick-fixed by managers and executives so as not to disrupt the flow of operations. However, that only makes the situation worse as the underlying fundamental problems continue to establish its roots until one day it begins to surface as something major. Even after the problems are being identified, an improper assessment may result in efforts and resources being poured into the wrong solutions.

With their core expertise and experience of dealing with various problems and situations faced by several business enterprises, management consultants can quickly assess a situation through the symptoms and track the source of the problem. Professional management consultants conduct systematic diagnoses of the problem areas helping them identify and define the problems with much more accuracy and efficiently than the host business enterprise.

A problem well-defined is a problem half-solved.

3. Solution: Design and Implementation

Many business enterprises with an efficient and skilled management and ownership at the top are able to correctly diagnose the existing or emerging problem areas that need to be addressed to ensure that the business operations run smoothly and gain or continue with the momentum necessary for growth. However, the owners of small and medium-sized business enterprises are often constrained by lack of time, expertise and professional assistance to design and implement the solutions. This is where management consultancy comes into the picture. By joining hands with a competent management consultant, a business enterprise can expect to find the best professional solutions and their implementation to get rid of the diagnosed problems. Association with a management consultant can help a business enterprise minimize the risks involved in the implementation of solutions; risks which a business enterprise always remain vulnerable to when they choose to go alone.

Association with a management consultant can help a business enterprise minimize the risks involved in the implementation of solutions.

4. Long-term Associations

Management consultants can play a much bigger and enhanced role than just meeting the short-term requirements of a business enterprise. Management consultants can be long term partners of growth in the journey of a business enterprise. During its life cycle, a business enterprise may have to undertake several new projects and activities like product and market development, franchise development, ERP implementation, SOP development, employee training and development programs, process management, modernization and so on. These heavy-weight projects require not just professional expertise but also an associate a business enterprise can entrust the responsibility to who exhibits the sense of ownership for these projects. With long-term associations, both the parties begin to realize each others' potential and strengths. In the long run, both the parties share a rich learning curve and experiences to mutual growth and benefit.

Long-term associations, both the parties begin to realize each others' potential and strengths.

5. Overcome Internal Resistance For Change

Every business enterprise, irrespective of its size and operations, must adapt to changes in its environment. Changes often find internal resistance in organizations and it is never easy for the owners to incorporate changes while keeping the motivation and morale of the employees unaffected. Sometimes change could be resisted even by the co-owners or the business partners. But when bringing a change becomes a necessity and it is being stiffly resisted, involving a management consultant can make a significant difference in overcoming this resistance. The recommendations in favor of the desired changes coming from a reputed and professional management consultant as a neutral and outside party can influence the opinion of the people (resisting the change) towards reconsidering their positions.

Every business enterprise, irrespective of its size and operations, must adapt to changes in its environment.

From a short to a long-term association, there are multiple ways in which an organization can benefit business-wise from its alliance with a competent management consultancy firm. Such alliances can significantly enhance the strategic and competitive position of a business enterprise and equip it with the necessary professional expertise required to address specific problems or to undertake growth and expansion projects.