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Steps of Engagement

How?

An Initiation fee will activate the Interim Management Process (IMP). The Project Initiation phase is typically scheduled for completion within 2 months.

Once the IMP is activated the following clusters will be initiated:

1. *Business Capability Cluster (BCC):*
2. *Transition Capability Cluster (TCC):*
3. *People Capability Cluster (PCC):*
4. *Technology Capability Cluster (TECC):*

The deliverables of the initiation fee will be as follows:

- Initial contact and business concept discussion
- Assessment of viable business idea
- Information session and alignment with key decision makers
 - Clarification
 - Alignment
 - Further cost implication
 - Legal document compliance
- Initiation of clusters as required for final Feasibility Report
- Activation and allocation of resources and further processes

These management services can be divided into the following clusters:

1. *Business Capability Cluster (BCC)*

The following services will fall under the Business Capability Cluster:

- Financial Engineering
- Business Development
 - Marketing management
 - Design management
- Leadership Capability
 - Strategic capability
 - High-trust culture
- General Management
 - Resource management
 - Systems integration and implementation
 - Business consulting
 - Project jockeying
- Capacity development

2. *Transition Capability Cluster (TCC):*
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The following services will fall under the Business Capability Cluster:

- Change Management
- Project Management

3. *People Capability Cluster (PCC):*

The following services will fall under the Business Capability Cluster:

- Human Resources Management
- Human Resource Development
- Transformation Literacy

4. *Technology Capability Cluster (TECC):*

The following services will fall under the Business Capability Cluster:

- People Process Integration Management

All of the above mentioned cluster elements can be plugged into any project separately as a standalone function or as a whole. These functions can be utilized in any project or platform of a corporation, government or private entity.

Meritus International's 7 Functions Model:

These services can be divided in the following 7 functions and will be billed as follows.

Function 1: General Management

The scope of General management can vary greatly according to the project and the scope of work will be identified in the initial phase.

The scope and content could include the following:

- Back-end development & management
- General administration
- Public relations
- Marketing management
- Design management
- Resource management
- Systems management
- Business consulting
- Project jockeying
- Capacity development

These services typically will last anywhere from 3 - 18 months. The services will be provided according to the need and scope of the project and as discussed with the client.

Function 2: Interim Management

The scope of Interim management can vary greatly according to the project and the scope of work will be identified in the initial phase 1 as seen above.

The scope and content could include the following:

- Managing the organization through a major change – for example, a merger, restructuring, or sale of a company
- Managing functions to fill a short term skills gap or when unplanned departures put additional strain on the business
- Turning around businesses and organizations in crisis
- The delivery of key projects
- Mentoring employees already within the organization who have been identified for specific leadership positions
- Changing business culture
- Business development

These services typically will last anywhere from 12 - 60 months. The services will be provided according to the need and scope of the project and as discussed with the client.

Function 3: Project Management

The scope of Project management can vary greatly according to the project and the scope of work will be identified in the initial phase 1 as seen above.

The scope and content could include the following:

- Project Initiation
- Project Definition
- Project Planning
- Project Execution
- Project Rollout

These services typically will last anywhere from 12 - 60 months. The services will be provided according to the need and scope of the project and as discussed with the client.

Function 4: Transition Management

The scope of Transition management can vary greatly according to the project and the scope of work will be identified in the initial phase 1 as seen above.

The scope and content could include the following:

- Initiating, Planning, Executing, Monitoring and Controlling the Ending, The Neutral Zone and the New Beginning
- Heart set, Mindset, Skill set transformation model
- Communications development
- Sponsorship & Transition Team management
- Coaching
- Training
- Resistance management
- Aligning purpose, picture
- Planning roles & responsibilities

These services typically will last anywhere from 12 - 60 months. The services will be provided according to the need and scope of the project and as discussed with the client.

Function 5: Change Management

The scope of Change management can vary greatly according to the project and the scope of work will be identified in the initial phase 1 as seen above.

The scope and content could include the following:

- Planning for change
- Managing change
- Reinforcing change
- Individual change model
- Communications management
- Sponsorship
- Coaching
- Training
- Resistance management

These services typically will last anywhere from 12 - 60 months. The services will be provided according to the need and scope of the project and as discussed with the client.

Function 6: Professional Services Management

We have associate partners that supply critical services and systems through our model to any given project in the industry.

These services and systems aid in establishing the HPIN's and securing the potential return on investment for the client and the company.

These services and systems typically will last anywhere from 12 - 60 months. The services will be provided according to the need and scope of the project and as discussed with the client.

Function 7: Mentorship Development & Management

Project Mentorship (Basic Model):

This function is a mandatory element and will be included in every project that Meritus International takes on board.

The purpose of this function is to make sure that a sustainable project can be ensured and that communication and high-trust are built into every project. This function will run alongside the project phases and will be billed as follows over a period of 60 months.

A mentor and mentee will be identified for each of the following areas:

- Trust Model:
 - A suitable mentee will spend time with a mentor in the specific areas of trust cultivation and execution.
 - A mentee will receive a salary per month for 2 years where after he/she will be evaluated and receive recommendation.
 - On successful completion of the 2 years the mentee will be placed in the managerial position for the next 3 years.
 - The mentor will mentor for 2 years where after he/she will evaluate the mentee and give a recommendation.
 - After the 2 years the mentor will be placed in a consulting capacity for the next 3 years.
 - Business Design:
 - A suitable mentee will spend time with a mentor in the specific areas of business development and holistic design.
 - A mentee will receive a salary per month for 2 years where after he/she will be evaluated and receive recommendation.
 - On successful completion of the 2 years the mentee will be placed in the managerial position for the next 3 years.
 - The mentor will mentor for 2 years where after he/she will evaluate the mentee and give a recommendation.
 - After the 2 years the mentor will be placed in a consulting capacity for the next 3 years.
 - Health Relationships:
 - A suitable mentee will spend time with a mentor in the specific areas of cultivating healthy environments en relationships with the emphasis on sustainability.
 - A mentee will receive a salary per month for 2 years where after he/she will be evaluated and receive recommendation.
 - On successful completion of the 2 years the mentee will be placed in the managerial position for the next 3 years.
 - The mentor will mentor for 2 years where after he/she will evaluate the mentee and give a recommendation.
 - After the 2 years the mentor will be placed in a consulting capacity for the next 3 years.
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Project Mentorship (Process Champion Model):

Within any new technology application and integration project 3 potential project champions will be selected for an interim management process with mentoring function and an external advisory function to ensure specific industry excellence.

This function is a project specific element that is supported by a structured advisory board inclusive of the following:

- Academic accredited advisor
- Technical accredited advisor
- Industry accredited advisor

The purpose of this function is to make sure that a sustainable project can be ensured and that communication and high-trust are built into every project. This function will run initially as a catalyst to the project mobilization and selection period of 3 months.

- The 3 mentees will spend time with the mentor and advisory board in the specific areas of trust cultivation and execution, business design, health relationships and process strategies.

Meritus International is geared towards people, understanding the challenges and diversity within the African continent for individuals, small, micro and medium enterprises, corporates and governments to engage and embrace a new technology or business process.

Meritus International created with directed expertise, gained through a wealth of experience, a business model in order to assist a business entity and the technology originator/owner to engage and execute any project successfully.
