

We tailor our services to each client's specific needs: key to our approach is ensuring that we fully understand the investment thesis and strategy. We know that the better we understand the business case, the more targeted our assessments and advice can be.

We use our detailed understanding of the company's goals as the lens through which we assess the business and its management team - this approach enables us to identify current gaps, advise on how to address them and how best to support the team throughout the investment.

The starting point is accurate assessment.

Assessment is the only way to obtain the metrics and data points that allow investors to understand quickly and objectively if a management team is "right" for the life of the deal, and whether it can deliver the business plan. Assessment acts as a magnifying glass to help the business identify risks and potentially de-railing issues.

Using our bespoke assessment model, which includes interviews led by experienced assessment specialists and best-in-class psychometric tools, we evaluate the business at the point of acquisition, in the first 100 days of ownership, or at a key strategic turning point. Our model can:

- Evaluate the strengths and weaknesses of the executive team relative to the investment case.
- Identify the gaps in organisational capability that may impede the delivery of results.
- Highlight potential retention and motivation issues.
- Help the investor produce a 100-day plan to develop the team and make any changes to organisational structure and culture.
- Identify where and how to support, and invest in, the team.

The insight gathered from our assessments of individuals, teams, or the organisation, shapes our recommendations and allows us to tailor our services and support to the company's specific needs.

Some of our Assessment Services:

Type	When to use	Associated Support
Management Team Assessment	Pre Deal Due Diligence First 100 Days of investment Planning for exit Key strategic turning point Benchmarking	First 100 day plans IPO readiness Individual Development Plans Team Effectiveness Culture Change Succession Planning CEO Succession
Executive Assessment (One off assessment of an executive)	Recruitment Selection Development Promotion Benchmarking	Onboarding Individual Development Plans
Board Review	Pre Deal Due Diligence First 100 Days of investment Planning for exit Key strategic turning point	Board Effectiveness
Organisation & Culture Analysis	Pre Deal Due Diligence First 100 Days of investment Planning for exit Key strategic turning point	Organisation Design Culture Change

Why use Skillcapital?

- **We are specialists** – We specialise in private equity and have a deep understanding of the industry. We have worked extensively with private companies throughout the various investment stages.
- **We offer a consultancy perspective** – Our team's background is in strategy and management consulting as well as executive assessment. We understand the business case, how this translates into practical challenges and therefore what capability is needed, both at an individual and organisational level.
- **We are experienced** – We have a significant track record of working with different business maturities and sectors and we have unrivalled private equity expertise in-house. This means we

have a robust benchmark against which we can measure both individuals and management teams. We also have many years' experience working in leadership advisory roles and have worked together as a team for over a decade.

- **We have international reach** – We have extensive international experience, spanning over 35 countries. We also regularly carry out assessments in local languages.
- **We work collaboratively** – We know how to partner successfully with private equity houses and portfolio company management teams to effect change.