

A Boutique Firm for Business and IT Leaders

“I have not seen this delivery model in the business world, only in academia. It’s very attractive”

– CIO, Fortune 100 manufacturer

“The Evanston Group is differentiated by its ability to attract mature professionals.”

– Director, Architecture, Fortune 500 Corporation

- *a cost-effective alternative to CONSULTING*
- *a non-traditional talent source and delivery model*

Limitations of Large Integrators

- Loss of Client control – black box consulting
- Consultants are compensated to sell = scope creep
- Confused accountability – finger pointing
- They only want *big* projects
- Bait and switch – most firms make the *most* \$\$ on the *least* experienced resources.
- Focus on placing the bench
- The distractions of politics and promotions
- Disincentive for knowledge transfer
- Turnover of 35-60% = your cost
- High billing rates for inexperienced consultants
- Competing loyalties & incentives

Limitations of Commodity Staff Aug Firms

- Don't have access to the best talent
- Model not suited to Corp to Corp
- Focus on “commodity” (volume) not “specialty” (niche)
- Fill the easiest (lowest level) needs first
- Recruiters not geared / trained to attract the best leaders & specialists
- Recruits are primarily from the internet
- The best professionals will not work through the large, clearinghouse firms
- Multiple parties working over the internet keep resources at arms length

Our Solution

*A focused channel for
handpicking elite business & IT talent*

The Interim

Leader, Specialist or Team

- *lean cost model*
- *Assimilation with your teams for maximum leverage*

Our Advantage

'pull' vs 'push' model

- **We start with *your* needs – not *our* consultants or *our* service**
- **Search model for interim talent – close match to unique, strategic, or one-off needs**
- **More senior level recruitment attracts the best talent**
- **30,000 seasoned experts – no one learning on your dollar!**
- **Less \$\$ for the same or better talent**
- **No bench and unlimited “bench” – the best of both worlds**
- **Contract-to-hire is a specialized service**

The Independent Professional

Why our clients like them

- **Primary loyalty to you – acts as *your* employee**
- **A problem-solver – not a ladder climber**
- **In high demand – not usually found on the internet**
- **Program / Project Management veteran**
- **Highly developed leadership & functional competencies**
- **Not compensated to sell additional services**
- **Eclectic tool-kit for your agenda**
- **No disincentive for excellent knowledge transfer**

Example Roles

1. Process Specialists / Operations Improvement

Methodology, BPR, PMO, CMM, ITIL, Six Sigma ...

2. Industry & Business Area Specialists

Finance, Supply Chain Management ...

3. Program / Project Managers

For enterprise-wide, mega initiatives to technical, hands-on

4. Business Analysts / Functional Specialists

Industry specific, project charters, business case development, functional specifications ...

5. Enterprise Architects

Using technology for business advantage: SOA, Metadata, Infrastructure, Data-warehousing...

6. Management Consultants

OD, Change Mgmt, Balanced Scorecard ...

7. Software & Integration Experts

ERP, CRM, SCM, SAP, JDE, Siebel, Oracle....

8. Interim Leadership

CIO, CTO, VP, Dir, Mgr

Program & Project Managers

A core competency for us

1. **Master Planning** for enterprise-wide initiatives and integration
2. **Scope Management** (vendor management)
3. **Risk Assessment and Mitigation**
4. **Financial Management** business metrics, ROI, budget mgmt...
5. **Communication** & reporting at many levels,

5 of 17 competencies we qualify for....

- *Project Management is both an ART & a SCIENCE*
- *Industry & culture match*

Strategic Staffing for Interim Project Teams

- Handpicked teams quickly assimilate into your environment
- Multiple choice for each role = speedy team synergy
- Larger inventory of the *right* experience
- Client retains ownership of the project
- Greater knowledge transfer & self-sufficiency
- Client choice of resources
- Contract to hire options
- Soft skills, personality, culture, & business area match
- Better ROI
 - *team size 20-50% of large integrator team size*
 - *More experienced resources for lower cost*
 - *Lower turnover (compared to large firms or “body shops”)*
 - *Integrated teams versus ad hoc independents*

Expertise in all Areas of IT

- Enterprise Architecture – SOA
- Software implementations – SAP, Siebel
- Process Improvement – BPR
- Infrastructure, networking, security
- Business Continuity Planning / Disaster Recovery
- Web Services
- Application development, software selection & integration
- Business Intelligence, Data Mgmt, Architecture
- Strategy, Balanced Scorecard...
- Organizational Development
- Operational Improvements (SAP optimization)

and more...

Business Expertise

- **Product Development & Rollout**
- **Project / Program Mgmt Office – COE**
- **Process Management**
- **Supply Chain Management**
- **Finance**
- **Customer Service / Call Center**
- **Operational Effectiveness**
- **SOX, Audit, Regulatory Compliance**

The TEG & Healthcare Company Partnership

Since 2004, TEG has provided:

- **78** leadership consultants for **147** engagements
99% success in matching resource to need
- **30%** SAP PMs and SMEs
- **1.8** candidates per placement
- Average **2-day** candidate turnaround

*References: Terry Simmons, VP Purchasing, Baxter
Mike Carlin, CIO, Hospira*

TEG's Success

Since 1999, TEG has provided:

- Leadership engagements: **465**
- Fortune 500 clients: **62**
Ford, Johnson & Johnson, Boeing, Motorola, UAL
- Successfully matched resources: **94%**
- Turnover (consultant leaving project prior to completion) : **3%**
- All Clients are referencable