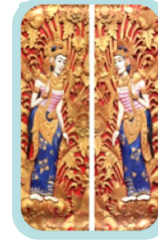




jeitosa — [zhay-taw-za] (Brazilian Portuguese) adj. agile, skillful, adroit, clever, innovative, solution-oriented



Indonesia



Sweden



United States

Comprehensive Approach to Organizational Design

Global Readiness Assessment

- Assesses your organization’s readiness to go global -- covering structure, people, processes, and technology – and alignment with company strategy and goals
- Identifies gaps and builds recommendations for meeting the stated business goals

Global Organizational Structure

- Identifies the model – multinational, global, international, or transnational – that best meets the organization culture and strategy
- Outlines leading practices that support the appropriate organizational model

Global Governance Model

- Defines accountabilities, controls, decision-making, escalation, and performance management processes
- Documents roles and responsibilities

Global Services Delivery Model

- Brings leading practices, such as shared services, self-service, and outsourcing
- Assesses and improves alignment with the organization's overall strategy

Global Compliance Framework

- Provides a framework for global compliance, covering regional and country-specific legislative and regulatory requirements
- Ensures compliance with global and regional data privacy regulations

Global Organizational Effectiveness

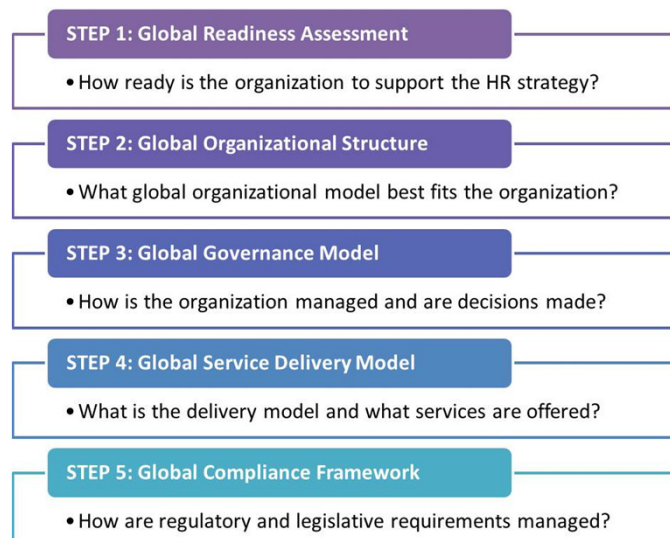
- Assesses organizational readiness to go global and builds recommendations to fill the gaps
- Identifies global organizational model and concomitant leading global practices
- Ensures governance, service delivery and compliance models are in alignment

ORGANIZATIONAL DESIGN TO SUPPORT BUSINESS PERFORMANCE

The organizational demands in the era of globalization, digitization, expanding networks, and eroding boundaries provoke the perennial question as to whether we should organize our operations locally, regionally, or globally. In the past, a standard globalization strategy has been to take a global solution built by the headquarters office and roll it out locally, country by country. Yet, this approach goes about globalization completely the wrong way. The slogan, “Think Global, Act Local,” originally created by Canadian futurist Hazel Henderson to describe how small local actions can have large global impact, is completely the inverse of what we should be doing to globalize our HR organization and supporting systems. Rather, we should first “Think Local” to truly understand the needs of our local business communities and then “Act Global” to seamlessly knit together diverse business functions and systems into a holistic approach if we want to build an effective, efficient, and competitive HR organization that will thrive in the 21st century.

Jeitosa bases its global organizational analysis on the framework developed by Christopher Bartlett and Sumantra Ghoshal. Each organizational model has different strengths and weaknesses, along with people practices, business processes, and technologies and tools best suited to high-performing organizations with that model.

Five Steps to Building an Effective Global Organization



Our People

Knowledgeable, Collaborative, Committed

...transnational network of over 50 consultants across more than 20 countries, averaging 15 years of experience in human resources, financials, and information technology solutions, including:

KAREN BEAMAN

CEO / Founder / Global Advisor



...widely recognized as a global HR industry guru and business leader, Karen has built and led many global teams for Fortune 500 companies. She is Editor-in-Chief of the IHRIM Journal and has published four books. In 2002, she was honored with IHRIM's Summit Award for her lifetime achievements in the field of HR systems. She is fluent in English, German, French, and Portuguese.

STEVE PARKER

Vice President, North America / Strategic Advisor



...former senior manager with ADP and founder of PMPartners, Steve has over 30 years of experience working with clients to select, implement, and refine their HRIS applications. Steve has experience with process alignment, shared services, outsourcing, and internal solution development. He has worked with many Fortune 500 companies on developing successful HR strategies and solutions.

FREDDY SILVERMAN

Vice President, US Eastern Region / Strategic Advisor



...former Vice President at Cendant Corporation with responsibility for strategic planning and oversight of all global HR systems; designed and oversaw the development of a large multi-purpose HR Service Center; managed the implementation of several large scale HCMs; created effective business cases; led multiple successful business process reengineering efforts and change management programs.

CHRISTIAN ADLUNG

Vice President, EMEA / Global Strategic Advisor



...senior global executive and consultant with more than 20 years of experience in information technology, development and project leadership of large, complex and varied payroll and HCM systems, specifically in the global and European business environments. He holds a degree in Computer Science from the University of Bremen and is fluent in English, German, and Portuguese.

Our Experience – Your Advantage

Many of the world's greatest companies have turned to Jeitosa Group International to help with their global business needs. Committed to excellence and total satisfaction, we help our clients expand their own capabilities, guaranteeing the results of all we do. Here is a partial list of our clients:

- | | | |
|----------------------|----------------------|------------------------|
| ADP | H. B. Fuller | Puma Energy |
| Agrium | Haemonetics | Right Now |
| APP Pharma | Hewlett Packard | Salesforce.com |
| ASM ASTRA Soluções | HSBC | Sealed Air Corporation |
| Boston Consulting | Huber Corporation | Servco Pacific |
| Brandes | Human Concepts | Schering-Plough |
| Bristow | Hyatt Corporation | Siemens-Cinterion |
| Cardinal Health | IBM | SSCG Group |
| Carlyle Group | ITT Defense | Sun Products |
| Charles River | International Rescue | T. D. Williamson |
| Chiquita | J. M. Huber | Toyota Motor Sales |
| Church & Dwight | Lawson Software | Toutatis |
| Conference Board | Lenovo | Trojan Battery |
| ConvaTec | Life Time Fitness | TRW Automotive |
| Commerce Bank | Liquidnet | UCBH Holdings |
| Covad | MacArthur Foundation | United Technologies |
| Cancer Treatment Ctr | Magnum | United Nations |
| Data Doman | Millennium | Upsher-Smith |
| Fidelity Investments | McKee Foods | Verifone |
| Flextronics | NA Mission Board | Waggener Edstrom |
| Freightquote | North Bay Healthcare | VMWare |
| GENBand | MSCI Barra | VWR International |
| Gensler | One Source VHR | Workday |
| Google | QAD, Inc. | Xactly |
| Grass Valley | QinetiQ NA | Zetainteractive |
| Great Hill Partners | QlikView | Zip Realty |

WHY WE'RE DIFFERENT

- Experts:** Research-based knowledge, best practice sharing, and real-world experience
- Agile:** Innovative and flexible solutions to address modern, complex business problems
- Global:** Transnational approach, meeting local needs, bringing global results
- Mentors:** Knowledge transfer to make you stronger and better than when you started

OUR COMMITMENT

...strengthening your capabilities, leaving you more aligned, more aware, more effective

Jeitosa's Strategic Global Enterprise Model (GEM) Issue-Focused, Strategically-Aligned, Goal-Oriented



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