

## Consulting Services

Our Consulting Services help clients solve problems and advance difficult initiatives by providing knowledge and expertise from highly experienced professionals who have “been there and done that”. M&A’s 20,000+ professionals work on a project or interim basis and provide targeted knowledge and expertise to your team on a flexible and affordable basis. Our clients use us in the following ways:

- **Interim** professionals you need knowledge and experience on a key initiative for a 2 to 12-month period
- **Interim-to-hire** when you need to fill a position immediately while conducting a search to find the long-term answer.
- **Fractional** professionals when there is a long-term role but it’s not a 5 day a week job.
- **Project** when you have a specific initiative and need an experienced professional who has “been there and done” that to lead the effort.
- **Mentoring / Ancillary Expertise** when you need experienced professionals to supplement your team and help them be more productive.

Here are a few examples of projects our team has completed, providing clients with the professional with the right knowledge and expertise:

- Provided the leadership necessary to prepare for outsourcing an underperforming plant to a CMO. Professional was a **VP Operations with process improvement skills** (12-month interim assignment)
- Helped a food company create more size consistency for a newly launched beef jerky product. **Professional with strong meat operations and quality experience** (3-month project)
- Revamped the quality system of a cell culture medical device company to enable them to get a CE mark and expand their market in Europe. Professional – **a regulatory and quality expert with a strong biology and cell culture background** (4-month project)
- Provided an **interim CFO** within 2 weeks for a construction company while they conducted a more comprehensive search. The interim CFO was eventually hired full time. (6 month interim to hire)
- Helped an early stage pharmaceutical company serving the dental market develop their commercialization strategy. Professional was **former leader of a \$1 Billion Fortune 100 company serving the Dental market**. (1 day per week for 2 years)