



# Joining Energy and Professionalism

## Typical Subjects for Small Enterprises (SME) (Including Professionals Working Individually)

We know the challenges of small companies, where often the owner(s) / leader(s) is the turn-key caught between the business pressure (facing the customer, the entrepreneurial risk, requirements), managing the team and, in many cases, working her-self / him-self. Often the owner developed the business, starting from her / his own work, relying on technical and specific knowledge. With the business growing, the nature of the owner’s work gradually developed and changed, up to being completely different with the business reaching a certain size. This situation offers some variants with the business passing from one generation to another. The specifics of the so called “family owned companies” is treated in a dedicated section and often is an additional element to be considered. This world of the small companies is very dynamic and directly involved, often the subject of the quality of living of the owner(s) is directly at stake, because the work may be so demanding and/or challenging to affect negatively life outside business: some typical examples are those when professionals are working too long hours up to not having a life outside work, or getting stress from managing the team or the limited business results are limiting the sustainability of the personal budget, including the family sometimes. Changes within the business and/or outside require understanding and action which are an additional pressure on a system which often is already stretched. Big companies can effort having leaders continuously focusing on leadership, processes, organization, strategy; continuously adding qualifications and updating their knowledge on leadership and business. Additionally, big companies (almost in every case) are structured and can benefit of the contributions of the different areas, often with a large span in terms of content, geography and cultures. Small businesses often are very limited in respect to the above and risk to succumb or to resist at the cost of the quality of life of the owner(s) / leader(s). The need of a change is often offered/required by reaching certain critical sizes involving a change of scale. This means that below a certain number of employees and / or a certain value of the turnaround certain processes, organisation and activities are the most suitable and above these threshold the same ones are no longer efficient and effective in the same way. Often the activity of adapting the business to the size is called “Scale Up” (or “Scale Down”, when the size of the business is reducing).

## The solutions for Small and Medium Enterprises (SME)

All of this can be solved. We will bring to small and medium business the same level of professionalism and organization of the big companies. We will bring knowledge and methods equally effective and structured. We will adapt and evolve them to the specific of the small and medium businesses and even more to the specific of the company in question.

We can write some key words as a guideline of the services we offer, being sure the details can and shall be worked out in cooperation with the Customer:

**•Strategy, management and management improvement for small and medium businesses (SME).**

Some of the questions we address are the following: how to improve the competitiveness? How to remain competitive when the external and internal scenarios change? What are the business competitive advantages and how to deploy them? How can the results of the business be improved? How can the sales of the company be improved? How can the owner(s) improve their business and leadership skills? How can the owner(s) improve the quality of her/his life, while having excellent business results? What are the standard strategies and management techniques, methods and tools within your sector and the other ones and how can these be used to improved your company’s ones?

Negotiations are a transversal subject. We placed it within this section for the affinity with management and leadership.

**•Negotiation Support for small and medium businesses (SME).**

We support businesses in negotiating internally, with partners and the working team, also in case of frictions or to manage challenging employees / partners. We support businesses in negotiating externally to the company, including those with suppliers and customers, potential buyers, sellers and partners.

**•Team Management and Improvement for small and medium businesses (SME).**

Some of the questions we address are the following: how to obtain a cohesive team, working with harmony, joy and success? How to manage resources professionally? How to improve the results of the team? How to improve the qualification of the team? How to manage the knowledge of the company and the team? How is a team managed as a standard within your sector and other ones and how can these be used to improved your company’s ones?

**•Technology Management (including Digitalization) for small and medium businesses (SME).**

Some of the questions we address are the following: what is the technology needed for my business? How do I obtain, deploy and manage the technology? What technologies are available to improve the management performance, the performance of the team and the performance of the business?

**•Process Management for small and medium businesses (SME).**

What are the current processes and how can these be improved? What are the standard processes within your sector and the other ones and how can these be used to improved your company’s ones?

**•Scale Up and Scale Down**

We support companies in optimizing their strategy, processes, organization, leadership, skills and technology adjusting it to a different scale.

HEADQUARTERS

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