

The Avalon Edge

Entrepreneurship
Dedication To Excellence
Great Value Creation
Ethical Approach



Value Enhancement

for a Private Equity owned agri-inputs
company in India

Client Situation

- The Client is an Indian company involved in the breeding, production, sourcing and marketing of hybrid seeds for vegetable and field crops – with operations in India and South East Asia
- The PE investor was interested to chart a comprehensive road map for the company – outlining the medium-term goals; the strategy to achieve them; and a robust mechanism to track progress
- With a new leadership team being brought in, comprising many professionals coming in from different backgrounds and organizational cultures, it became essential to align the entire firm towards a common goal

Avalon Interventions

1. Developing the Strategy and Aligning the Organization

- Evolved the Mission, Vision and Goals, and achieved a firm-wide alignment
- Develop the strategy and ensure shared understanding across the organization
- Agreed on improvement areas to meet capability gaps
- Jointly arrived at a set of initiatives to meet the business objectives

2. Translating the Strategy into Action

- Processes - Carried out diagnostics of key processes across departments to identify gaps and measures to improve their effectiveness
- People - Helped in identification of key people competencies required for meeting goals, assessing capabilities of the key personnel and identifying development needs to bridge the gaps
- Policies – Worked with the client team in developing and fine tuning policies for employees, customers and vendors

3. Change management

- Aligned key stakeholders to work towards initiative
- Set up mechanism for review

Initiatives



Impact of our Interventions

The investee company is on track to achieve its 5-year **revenue** and **EBITDA** goal of **4x** and **3x** respectively

Company has acquired another seeds business to complement its product range

“

The project helped us in bringing key stakeholders on the same page with respect to our medium term and long term goals. Since this was a co-created document every one owned it and took accountability. Avalon Team navigated the process pretty smoothly

- Client CEO

“

Avalon prepared realistic growth projections and was also able to achieve high alignment across management to move the organization towards achieving its goals

- PE Investor

Contact Details

Jaldeep Sodhi, Chief Executive Officer | jaldeep.sodhi@apex-avalon.sg | +65 8411 0216

www.apex-avalon.sg