



## New Year's Perspective for Sustainable Success

**Astonishing changes occurred in the corporate environment in 2008. Now, in 2009 there are going to be even more significant changes inside organisations as we respond to the new world.**

For our part, OPPEUS believes there are **10 key issues** for purposeful transformation in 2009.

1. The very **Purpose** and goals of organisations need to be revisited to sharply focus them for the new environment
2. **Organisations** must be slimmed or restructured for the new environment
3. The **strategy** of each organisation needs to be reassessed and redirected
4. **Remuneration** structures need to be reviewed and changed. New structures are needed to ensure the retention of the best people but still satisfy the wide range of stakeholders
5. **Boards** should re-examine their performance, contribution and membership
6. Highly effective people need to be **searched** for and attracted to deliver outstanding result
7. Enterprise wide **risk management frameworks** and information processes should be re-checked or enhanced significantly
8. Management assessment and **High Performance Team Development** are keys to enhancing executive team performance
9. **Accountability Mapping** is a major issue at present. People performance must be a high priority to ensure the right people, right structure, right positions, right values, right behaviours, right results are optimised
10. **Stakeholder relationships** need to be carefully reviewed and enhanced, be it with banks, clients, suppliers, services providers, investors and proxy advisors

At OPPEUS, Strategic Leadership Advisors, we have a highly capable team who can assist in optimising the performance of your organisation in each of these areas.

Our key practice leaders in Organisation, Talent (Executive Search), Governance, and Remuneration are ready to help your organisation succeed in this tough environment. We are a highly successful Australian firm with 25% of our work being undertaken internationally in London, Middle East, Singapore and elsewhere.

Since we initially created this innovative firm, we have bought new thoughts, processes and people

to assist in the successes of our industry leading clients. Use the links provided or visit our website at [www.oppeus.com](http://www.oppeus.com) to see for yourself some of our recent assignments and client feedback.

For a confidential discussion about how OPPEUS can assist in the success of your organisation, please call me directly on **+61 3 9661 8016** or **0408 826 458**. I will respond or refer you to one of our specialist advisors in each of these domains.

Kind regards,

**PETER KRONBORG**  
EXECUTIVE CHAIRMAN  
**OPPEUS**

Level 6/111 Collins Street,  
Melbourne VIC 3000  
Ph: (03) 9661 8000  
Fx: (03) 9662 2255

Level 29, 2 Chifley Square,  
Sydney NSW 2000  
Ph: (02) 9231 8630  
Fx: (02) 9231 8632

[www.OPPEUS.com](http://www.OPPEUS.com)

Strategic Leadership Advisors - Talent, Organisation, Governance & Remuneration

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