

... CREATE IMPROVE INSPIRE

BELIEVING IN PEOPLE AND CHANGE

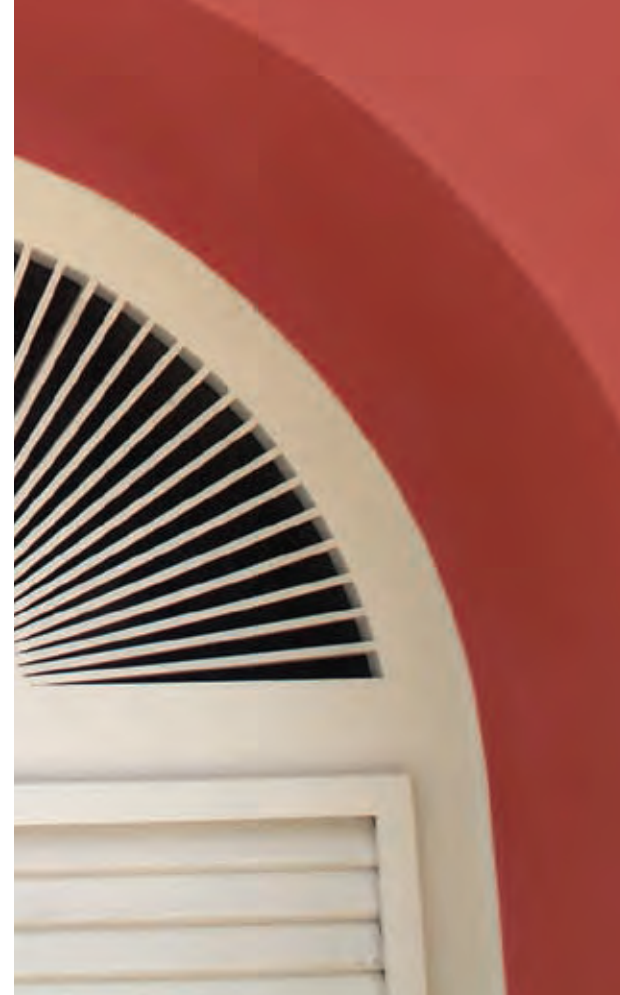



Balance
CONSULTANCY GROUP



MANAGING CHANGE

Organizations and their professionals change. Often change is much desired, enabling companies to attract new talent, conquer new markets and innovate. Sometimes organizations are forced to change, facing fierce competition, changing environments and new regulations and rules. As an experienced consultancy firm based in the Dutch Caribbean, we help clients to manage change in a positive way.



**BELIEVING IN PEOPLE
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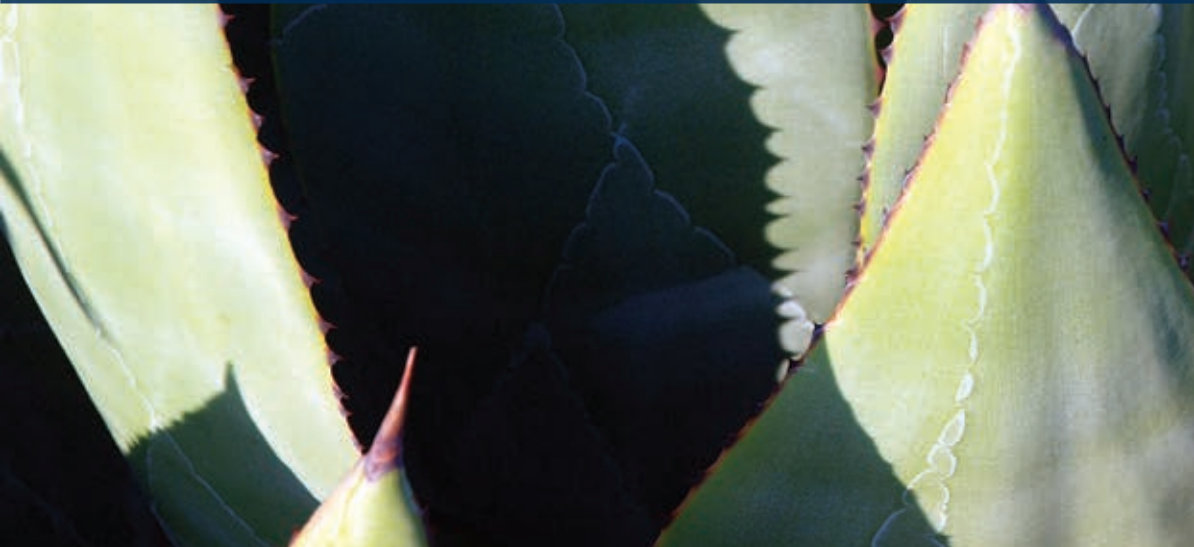


OPERATING IN THE DUTCH CARIBBEAN

Located in Willemstad, the monumental capital of Curaçao, we operate throughout the Dutch Caribbean and in Surinam creating value, improving organizations and inspiring professionals to grow. Managing multidisciplinary and cross island projects, we have built a significant track record in the fields of strategy and policy development, organizational (re)design, HRM, compliance and corporate communication.

TEAMING UP WITH COMMITTED PARTNERS

Teaming up with committed and specialized partners from the Caribbean and the Netherlands, we realize our networking philosophy. In joining forces, we broaden the scope and strengthen the quality of our products and services. Offering clients the best possible mix of knowledge and tools, we tailor our solutions to their specific needs, local cultures, capacities and scale.





EMPOWERING CLIENTS

Working towards positive long term change, we assist our clients wherever needed, and empower them whenever possible. Sharing knowledge and expertise, we stimulate managers and their teams to continue the quest for sustainable change on their own. As a consultancy firm, we strongly believe in change, strengthened by energy from within.

STRIVING TO BE 'A GREAT PLACE TO WORK'

Striving to be 'a great place to work', we stimulate individual growth and promote the diversity of our employees. Owning degrees in different academic fields, we encourage our professionals to develop their unique talents and styles. Practicing what we preach, we share the same values and work as a close and creative team.





GIVING BACK

Publishing in local management journals, lecturing at Caribbean universities and sponsoring talented local youth in their future careers, we give back to the community wherever we can. Hiring local professionals and supporting local professional networks, we consciously contribute to our professional field.

SPEAKING OUR MINDS

Approaching assignments in a personal and transparent way, we empathize with the often sensitive environments our clients face. Nevertheless we speak our minds and offer straightforward advice. If our brochure, track record and underlying business philosophy arouse your curiosity, feel free to explore how we can contribute to your success.



CHANGE IS
THE LAW OF LIFE





CREATE

Balance creates structures, strategies and policies that encourage organizations and their employees to excel. The art is to develop simple and flexible structures that stimulate active commitment and personal productivity while providing employees enough space to grow. We help our clients to reorganize and redesign, offering solutions that really work.

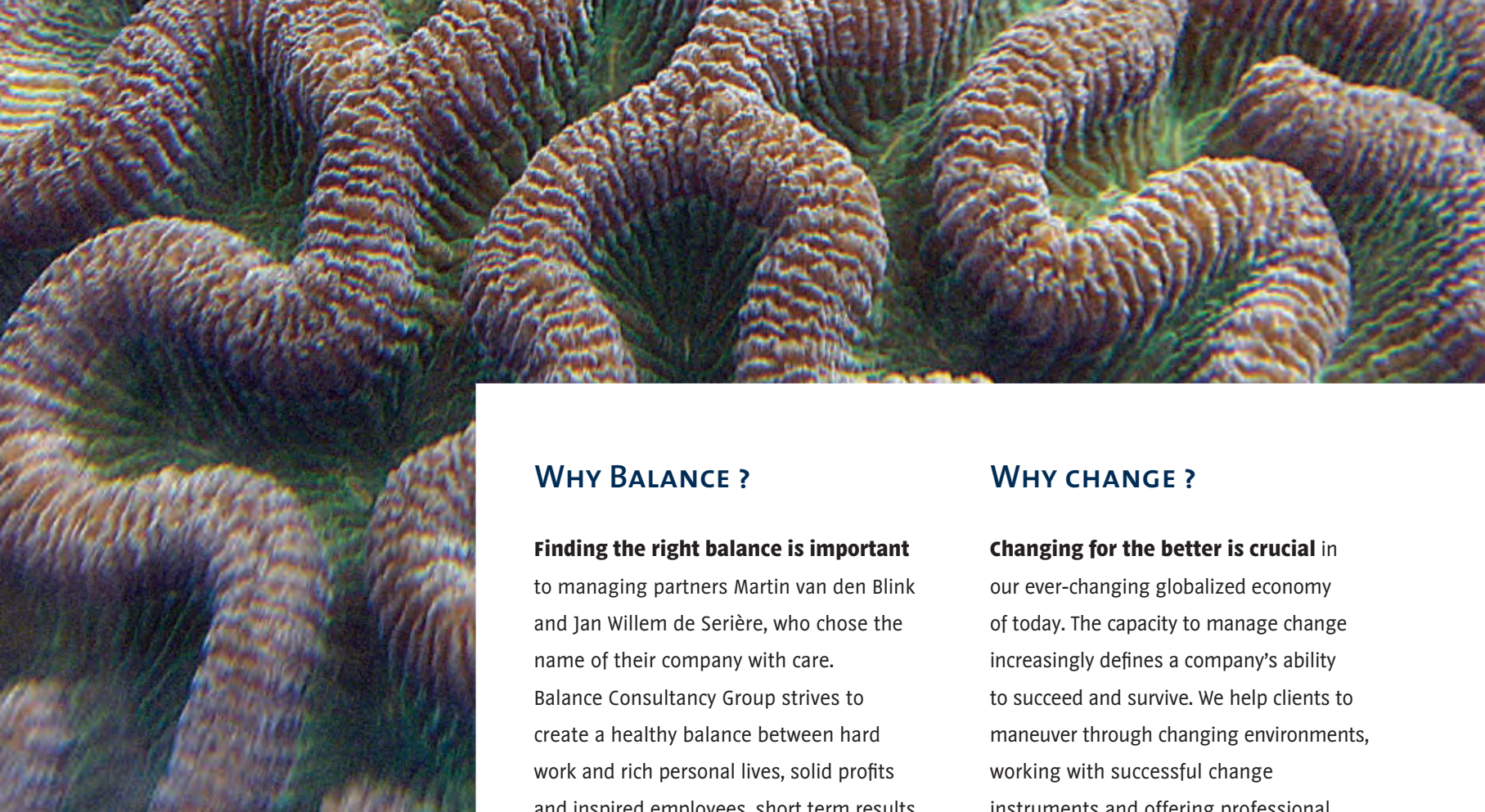
IMPROVE

Balance improves organizations by offering a broad range of management tools, such as appraisal systems, management assessments and compensation plans. These are not goals as such, but rather a means to create better leadership, employee satisfaction, talent management and rewards. We work closely with our clients, helping them to use modern management tools in a meaningful way.

INSPIRE

Balance inspires because in the end it's people that make organizations work. Structures, strategies and tools are helpful, but the desire to deliver quality and results is directly related to feeling committed and inspired. We assess, coach and train managers and their teams to improve their relations and skills, pointing out how joint efforts contribute to personal and organizational success.





WHY BALANCE ?

Finding the right balance is important

to managing partners Martin van den Blink and Jan Willem de Serièrè, who chose the name of their company with care.

Balance Consultancy Group strives to create a healthy balance between hard work and rich personal lives, solid profits and inspired employees, short term results and long term success.

WHY CHANGE ?

Changing for the better is crucial in our ever-changing globalized economy of today. The capacity to manage change increasingly defines a company's ability to succeed and survive. We help clients to maneuver through changing environments, working with successful change instruments and offering professional support and strategic advice.

OUR RANGE OF PRODUCTS AND SERVICES

CREATE

- Organizational Design
- Organizational Restructuring
- Strategy Development
- Policy Development
- Project Management
- Process Management
- Culture Analysis
- Culture Transformation
- Business Profiling
- Business Development

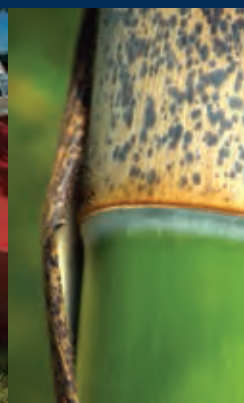
IMPROVE

- Competency Management
- Job Descriptions & Evaluations
- Audits & Evaluations
- Policy Papers & Project Plans
- Training & Education
- Communication & PR
- Selection & Recruitment
- Appraisal & Compensation
- Risk Analysis
- Compliance Support

INSPIRE

- Change Management
- Performance Management
- Talent Development
- Career Development
- Selection Assessments
- Team Assessments
- Individual Coaching
- Team Coaching
- Management Development
- Management Drives

Balance Consultancy Group is an experienced, all-round consulting firm, based in Curaçao and active throughout the Dutch Caribbean. We offer our clients a broad range of services, including strategy and policy development, organizational (re)design, HRM, corporate communication and compliance. Possessing a personal and straightforward style, our advisory team is highly experienced and knowledgeable of the different cultures within the Dutch Caribbean.



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