



Impact on a different level

Phase II Interview Guidelines:
Gold Standard and Platinum Club

Deloitte
Best Managed
Companies
2019



Congratulations! You have progressed to Phase II of Deloitte Best Managed Companies Awards 2019

Phase II Interview Overview

During Phase II your coaches will meet with you for a one hour interview to understand what has changed for the company in the past 3 years, and how you're continuing to master your growth strategy.

Coaches will look to meet with your CEO and/or CFO and other members of your senior leadership team as appropriate.

Following on from this interview and any follow on queries, your coaches will provide relevant information to the judging panel for them to assess your continued participation in the programme and recognition as a Gold or Platinum Standard Winning Company. Winning companies will be invited to the Gala Awards Ceremony and Symposium on 1 March, 2019.

In advance of the interview you will be asked to submit your most recent audited financial statements and any other literature you feel may be relevant ahead of the interview.

Please send your most recent audited financial statements and other relevant information to ieBMC@deloitte.ie

The Phase II interview timelines are as follows:

- Phase II commences Monday, 15 October 2018
- All interviews must be completed by Friday, 23 November 2018

Your coaches will be in touch in due course to arrange the interview with your team and discuss key requirements.

Interview Guidelines and Attendees

We have provided the following indicative guidelines as to the types of questions the coaches will be looking to explore. We would encourage that where possible the final interview should be attended by your CEO and/or CFO and other members of your senior leadership team whom you see as appropriate.



Interview questions

The following indicative questions provide a framework to help you prepare for your interview and help us to understand how you have developed a strategic plan to grow your business in key areas.

1

What is your current medium to long term growth strategy for the business and how has that evolved since you first joined the programme?

As part of this please provide an overview of the following:

- How your business model has evolved
- What are the key challenges in the business and how are these mitigated
- What strengths do you see as being key to your strategy?
- How do you differentiate yourself from your competitors? (e.g. product/service offering, internal efficiencies, pricing)

2

How are you demonstrating best practice in addressing the following:

- Building and sustaining a customer-focused approach to sales and marketing
- Raising capital and managing finances
- Capitalising on the use of research and development and technology

3

What strategies and best practices are you using to:

- engage and retain employees and
- be a socially responsible company
- build the next level of leaders in the organisation

4

What is your company's long-term plan for the business (e.g. growth, succession, exit) and what steps is it taking to execute this?

Contacts



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