



Pierce, Monroe & Associates, LLC

Consistently Providing Service Beyond Our Clients' Expectations

Company Overview



PM&A – Our History

Pierce, Monroe & Associates, LLC

Pierce, Monroe & Associates, LLC is a Detroit based financial, management, and information technology consulting firm established in 1985

Vision:

Continue becoming a nationally recognized consulting firm while retaining the client/consultant relationship that a smaller firm can uniquely provide

Mission:

PM&A, independently or through strategic alliances, provides innovative operational and technology solutions for its clients

Competitive Advantage:

PM&A offers clients highly skilled and experienced professionals at a value oriented price point



PM&A – Our Services

Pierce, Monroe & Associates, LLC



Pierce, Monroe & Associates, LLC is a Detroit based Financial, Management and Information Technology Consulting Firm established in 1985.

***Pierce, Monroe & Associates, LLC
Executive and Staff Consulting Team***

***Financial
Consulting***

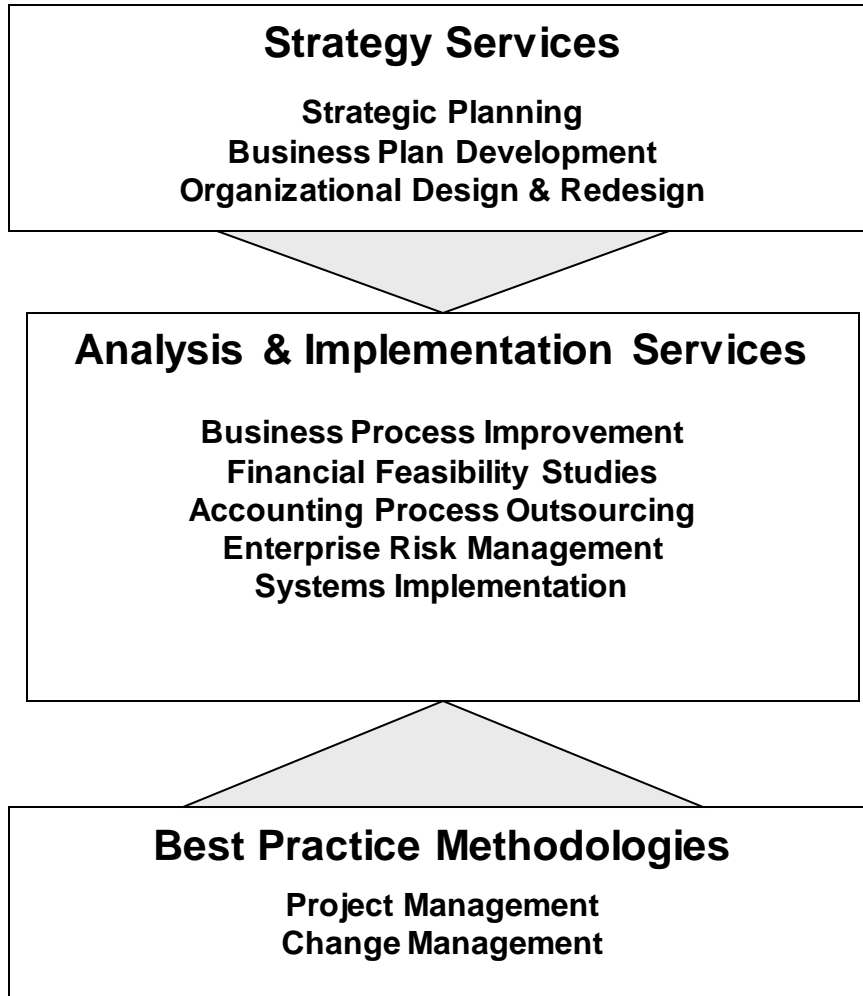


***Information
Technology
Consulting***



***Management
Consulting***





Overview of Services

We have designed our services as a suite of offerings that can be applied at various levels across the organization, depending on our client's needs.



1. Strategy Services

Planning is a critical part of ensuring the long term success of any organization. PM&A assists clients in creating or refreshing strategic plans and supporting business plans to address ever-changing marketplace dynamics.

Strategic Planning - Strategic planning is an effective way for an organization to establish its vision and goals, and chart a future course for the mid to long-term. A well-crafted strategic plan will enhance the ability of an organization to meet the challenges of the future and benefit from opportunities provided.

Business Plan Development - For organizations that have already established a clear strategic vision, business planning is an effective way to align and improve its operations. A business plan aids in focusing the activities of the organization to support the existing strategic plan.

Organizational Design & Redesign - Entails building or restructuring an organization to improve efficiency, stimulate collaboration, and accelerate performance. Our services focus on efforts to reorganize teams, implement change, and galvanize organizational culture.



PM&A – Our Services

Pierce, Monroe & Associates, LLC

1. Strategy Services

Strategic/Business Planning

2. Analysis & Implementation Services

**Business Process Improvement
Financial Feasibility Studies
Accounting Process Outsourcing
Enterprise Risk Management
Systems Implementation**

3. Best Practice Methodologies

**Project Management
Change Management**

2. Analysis & Implementation Services (Financial and Operational)

When assisting with analysis and execution, PM&A focuses on financial and operational issues impacting the organization. We ensure that the goals and objectives align with the overall organizational strategy.

Business Process Improvement - Whether re-engineering is required in conjunction with a systems implementation or simply to improve existing business practices, PM&A has the experience and expertise.

Financial Feasibility Studies - Our firm has assisted numerous clients requiring assistance with budget analysis and projections, economic impact studies, financial forecasting, user fee/rate analysis, financial feasibility studies, and documentation of policies and procedures.

Accounting Process Outsourcing - Many of today's successful organizations outsource accounting functions as an important strategy to add value, cut costs and support their growth. PM&A's business is adding value to your organization.

Enterprise Risk Management - PM&A's ERM methodology is designed to identify potential events that affect the organization and to manage the associated risks. It provides a structured, consistent, and continuous process for use across the entire organization.

Systems Implementation - PM&A's system implementation support services provide clients with a complete focus on software implementation to include: data preparation, change management, training, policies & procedures documentation, desk level procedures, and post implementation support.



3. Best Practice Methodologies

Regardless of the type of engagement, PM&A consistently utilizes best practice methodologies.

Project Management - Today's organizations are required to implement increasingly complex projects more effectively and efficiently. Many organizations are challenged by time and/or skill set constraints when managing large-scale projects. PM&A integrates project management practices into all of its engagements. PM&A also has project management personnel available to assist clients with other discrete implementation activities.

Change Management - Critical to the success of any new broad-scale process, procedure or business venture is the change management process that surrounds it. Too often implementation activities fail or are minimized due to a lack of up-front planning, lack of buy in across the organization, low level of stakeholder engagement and management, slow adoption rate and/or lack of tie back to a broader business plan. PM&A assists organizations with navigating change to maximize performance.



PM&A – Our Clients

Pierce, Monroe & Associates, LLC

Airports



Education



Government



Transportation



Technology



Health Care



Value to Clients

Pierce, Monroe & Associates, LLC

Value Focused

Our engagements are driven by measurable performance improvements. We consistently focus our clients attention to the measurable value provided by our services.

Deep Skills

Our professionals average over 15 years of experience. This includes both Executives and Staff Consultants.

Proven Methodologies

Our projects are under the strict guidance of PM&A Methodologies. These methodologies serve as the foundation for our Quality Assurance activities as well as our executive and consultant Management by Objectives initiatives.

Commitment

Our firm's manageable size is such that we have a very strong and committed relationship with our clients and alliance partners. Each professional is personally responsible for the success of our projects, and the management of our relationships.



Contact Information

Pierce, Monroe & Associates, LLC

Phillip Pierce

*Managing Member
535 Griswold, Suite 1680
Detroit, MI 48226
313.961.1940
313.961.8431 Fax
ppierce@pierce-monroe.com*