



RESULTS ARE WHAT COUNTS

Have you noticed that **human capital**, and by this we mean your employees and coworkers, represents the most complex, risky and unstable “economic variable” you can have in a company? And yet somehow it is also the one variable that **makes a real difference** for your business?

Have you ever wondered if there **exists some way** to **manage people** and **the company** that guarantees **concrete results** and makes the human capital variable less complex, less risky and less volatile?

Open Source Management has developed a **unique** and **exclusive Business Administration Method**, which **guarantees concrete results** in the form of **expansion for every company** that adopts and follows it.



In over twenty years of field experience, studying, updating and continuously improving our materials and tools, OSM has selected and refined an **Intervention Method** aimed at obtaining a **statistical and measurable increase** among specific variables, such as:

- and the group:
- Business opportunities created and processed.

- Revenue;
- Profits;
- Productivity of the individual

And that's not all. Even the *well-being, involvement, and interest* of employees and coworkers is an additional result obtained by applying the **OSM Method**. These days, we know that *this is actually the real result*. This is what leads to the increase in the above listed variables.

OSM works alongside entrepreneurs and companies in defined projects for growth and development. It measures their performance by evaluating **the customer's positive numerical indicators**.

The main **areas of intervention** that the **OSM Method** focuses on are:

- a. search for and selection of staff;
- b. human resource management;
- c. marketing and sales;
- d. financial management.

Points a. and b. can relate to and gradually involve the entire company, starting first with executives and managers. OSM makes available, and shares with business owners and managers, a **revolutionary, counter-intuitive, and fascinating Method**; overthrowing and re-establishing the most common and widespread information on leadership, personnel management, recruitment, effective delegation, managerial growth, and employee productivity.

In the past years, over **10,000 companies** have come in contact with our group. **Many thousands** continue to successfully apply the **OSM Method** in their companies which (by becoming a regular, shared and integrated approach) ends up permeating the corporate identity and culture. At that point it is no longer just a method, it becomes a true **management style** and **way of doing business**.



Many of these entrepreneurs, in addition to becoming our close friends, are now the main perpetrators and supporters of a virtuous and powerful system of references that fuels our work and our reputation. They are, in many cases, also economic partners, as well as Ambassadors of our Brand. We would like to share some of their stories with you and the numeric indicators that have marked the stages of their business growth.



Tomson Hospitality Boutique – Founded: 2008 (www.tomsonhb.com)

Business sector: this company supplies tabletop, kitchenware, equipment and furniture to hotels, restaurants, resorts and cruise lines.

Country: **United States**

Revenue increase (2013 - 2014 - 2015): + 20% - + 30% - +30%

Profits: Increasing

Team Member increase: 7 employees – 11 employees

How long they've applied the OSM method: 1 year

How OSM has made a real difference to their business: Under our guidance the company owner started training in order to understand and apply the basis of business and personnel management. He was able to implement successful business strategies to better administrate

cash flow and increase revenue. He restructured the company's organization and created two new positions to expand the company structure.

As of today, Tomson Hospitality Boutique's owner is an OSM Method enthusiast and one of our biggest promoters.



Edilizia Acrobatica - Founded: 1994
(www.ediliziacrobatika.com)

Business sector: the company specializes in suspended construction work.

Country: **Italy**

Revenue increase (2013 - 2014 - 2015): + 43% - + 36% - + 78%

Profits: Growing

Team Member increase: 7/8 people, now 200

How long they've applied the OSM method: More than 12 years.

How OSM has made a real difference to their business: Introducing the use of measuring statistical results for the work of each employee, and the company as a whole, and an establishing an effective recruitment method.

The business owner is also currently the owner of one of our franchisees which is continually expanding, as well as a founding partner of OSM in other investment activities.



Schiessl Bulgaria - Founded: 2005 (www.schiessl.bg)

Business sector: the company specializes in production and trade with industrial refrigerating systems and equipment.

Country: **Bulgaria**

Revenue increase from 2014 - 2015): + 45 %

Profits: Growing.

Team Member increase: 10 people, now 16

How long they've applied the OSM method: More than 2 years.

How OSM has made a real difference to their business: Introducing the analysis system and improving the efficiency of the management and key employees, measuring the results of the newly opened branches, and adding new specialists in the team through effective selection and recruitment.



GRANITE TRANSFORMATIONS UK - Founded: 1996
(<http://www.granitetransformations.co.uk>)

Business sector: interior design and remodeling with specialization in kitchens and bathrooms

Country: **United Kingdom**

Revenue increased in 2013 - 2014 - 2015.

Adding 1 to 2 new franchises EACH month!

Profits: increasing

How long they've applied the OSM method: more than 2 years

How OSM has made a real difference to their business: By streamlining the search and recruitment of reliable employees and potential franchise owners with the OSM I-Profile

Analysis, integrated with the motivational events for the overall growth and well-being of the workforce.



ACB Autotrasporti Cappella Bruno - Founded: 1968
(www.acbsrl.it)

Business sector: the company specializes in road based shipping.

Country: **Italy**

Revenue increase (2013 - 2014 - 2015): + 10% - + 7% - +8%

Profits: Growing

Team Member increase: 15 people, now 32

How long they've applied the OSM method: For 8 years.

How OSM has made a real difference to their business: Helping the entrepreneur study the fundamentals of business management and how to apply them, both on a strategic and operational level, and by introducing a valid system for the selection and management of people.

This business owner is also founding member of OSM in other investment activities.



EMANI COSMETICS - Founded: 1998 (www.emani.com)

Business sector: this company produces and distributes vegan cosmetic products.

Country: **United States**

Revenue increase 2015 1.3 M and in target to reach 1.8 M in 2016

Profits: increasing.

Team Member increase: 2 employees, now 4

How long they've applied the OSM method: 1 year.

How OSM has made a real difference to their business: Under our guidance the company owner started training in order to understand and apply the fundamentals of business and personnel management. She was able to restructure her team completely and, with our help, find and train successful professionals.

As of today, Emani Cosmetics owner is an OSM Method enthusiast and one of our biggest promoters.