



TEAMING IS GROWING

(*) www.teamingisgrowing.com

(AN EXPERIENCED MANAGEMENT TEAM)



When a company thinks about launching a new enterprise-level project, all the current working models forces them to think lineally: define the infrastructure first, hire a Managing Director second, hire some people to surround him or her afterwards, and if the market is big enough, at the end the most critical task is to make up a team to carry it out.

When you follow the traditional, lineal path, the results may delay quite long, because the creation of the infrastructure and the development of the business are serialized. The resulting organization does not scale, because it was set up thinking in the constituent moment, where the priorities, profiles and relationships are different from those requested when the business has been developed.

A lot of time is devoted to get that group to work as a really high performance team – if that is even possible, not an obvious assertion when all the selection was done based in individual capabilities and not in mutual rapport and leverage.

Can projects be executed in a different way? At **TM=GR*** we think that is possible and that is exactly what we offer.

In summary: **An executive team**, already stablished, with a proved track of success, that you can hire to take over your enterprise project and drive it to deliver the fastest results, using a reliable execution methodology and committed in every way to those results.



**HAVE YOU THOUGHT
ABOUT ENTERING THE
SPANISH MARKET?**



ATTRACTIVE ECONOMY

9th in the world, 5th in EU
2nd investor in LATAM
7th exporter of services



BUSINESS HUB

Strategic entry gate to LATAM,
southern Europe and Africa.
Ultramodern infrastructure



ADVANCED ITC

Leading broadband and
mobile penetration
Best eGovernment systems

WHY SPAIN?



HIGHLY QUALIFIED WORKFORCE

Top positioned in technical
post-secondary education
3 business schools in top20



COMPETITIVE ENVIRONMENT

Controlled operating costs
Tax below USA and EU
Incentives for R&D, investment



EXCEPTIONAL LIFESTYLE

#2 worldwide tourist destination
Best health care system
Rich history and heritage

Sources:

**HOW CAN
I DO IT?**

YOU CAN DO-IT-YOURSELF...

- Regular, usual approach
- Always start by forming a team
 - Probably the most critical step
- Some entry barriers to execute...
 - Are the needed skills in-house?
 - How to focus in the new project and the current results?
 - Is the model flexible enough?

OR YOU CAN COUNT ON



TM=GR*

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WHAT IS TM=GR*?

AN EXECUTIVE TEAM...

- We met for the first time at Sun Microsystems, where developed a career as a team for 10 years
- Experienced and action-oriented
- With a track of success and references

WITH OUTSTANDING CAPABILITIES...

- We have two focus areas
- Develop a market for your portfolio
- Build a team to manage that market after we leave
- In both, we have a track of success and trustable references, a guarantee of our professional career.

WITH DIFERENTIAL VALUES...

- Special way to teamwork
- Self-demanding spirit
- Pioneer determination
- Authenticity and confidence
- The customer is always above our internal processes

WHO IS TM=GR*?



Carlos Mazón
Managing Director

He adds global vision and action orientation, determination, courage, and the ability to go to the point.

He likes to execute with success.

Carlos creates teams by giving vision, focus and self-demanding culture.



Rosa Cruz
Sales Director

Rosa is energy and relationship. Great communicator, creative, she adds freshness and support; she has the capability to generate trusted relationships.

She likes to interact.

She creates teams by giving motivation and commitment.



Efraim Martinez
Operations Director

Efraim looks at the system, he fits the pieces and knows how to explain it in a simple and practical way. He is creative, detects what will work – and what will not.

He creates teams by giving new approaches, method and collaboration.



Fernando Iglesias
Coach

Fernando helps to take profit of the interdependence and the capabilities of everybody. He develops the self-demanding, self-confidence and commitment as the foundation to success.

He likes to make the teams flow and to challenge people.

WHAT WE DO

- **TM=GR*** works for you as the Interim Management Team of your project
- **TM=GR*** develops a market for your portfolio and builds a team to manage that market after the launch

AND WHAT WE DON'T

- At **TM=GR*** we are not consultants: we are executives that develop a plan up to the results.
- We are not head-hunters to hire a manager for you: We are the team itself, ready to take over your project.



WITH TM=GR*, RESULTS ARE **FASTER**

- **TM=GR*** is 100% operating and ready from day 0
- Creation and execution of the action is splitted – when project starts the only focus is getting results
- All tasks are parallelized. **TM=GR*** and final team to work at the same time in different start-up areas.

WITH TM=GR*, PERFORMANCE IS **BETTER**

- The **best team in each** moment, focused in the activities they are more skilled for.
- **Reliability**, backed up by our track of success and references
- **Flexibility**, different business and delivery models can be implemented
- **Freedom and autonomy**. The customer can always decide the next step, eliminating other models dependencies

WITH TM=GR*, OPERATIONS ARE **CHEAPER**

- More **efficient and predictable** cost model that allows a better global business planification
- Promoting **people capabilities** and development inside the team put operating cost under control
- Our **compensation** is always related to results

WHAT TO DO NEXT?

NEED MORE INFO?

- Visit us on the Internet
- <http://teaminigisgrowing.com>

WOULD YOU LIKE TO CONTACT TM=GR*?

- Drop a note to askhow@teamingisgrowing.com
- Or contact us directly

Carlos Mazón: carlos@teaminigisgrowing.com

Rosa Cruz: rosa@teaminigisgrowing.com

Efraim Martinez: efraim@teaminigisgrowing.com

Fernando Iglesias: fernando@teaminigisgrowing.com

- A skype call can be schedule at once.

KNOW ANYBODY THAT COULD BE INTERESTED?

- Feel free to forward this presentation directly to anybody

(BAMBOO INSPIRED)



Bamboo is the inspiration to create the **TM=GR*** (* teaming is growing) work methodology.

Bamboo is the plant with fastest growth worldwide, 30% faster than the next one. It can raise more than 30 metres in just a month. The reason: it has been setting up for seven years, developing its root. When it starts growing, it counts on the best foundations and grounds to devote all its energy to that.

When it is cut, it grows again and again: it is ready to work against any setback.

It has one of the strongest structures known, stronger than iron with much lower weight. It is flexible and that is the reason to also be robust. With bamboo we can build scaffolding to tall buildings, houses and bridges earthquake proved.

Bamboo also have a unique quality: all individuals from a forest are connected to each other them in a way still no clear. They build a network , one unit. The entity communicate, develop and grow together.

A **team**.