



Management Support

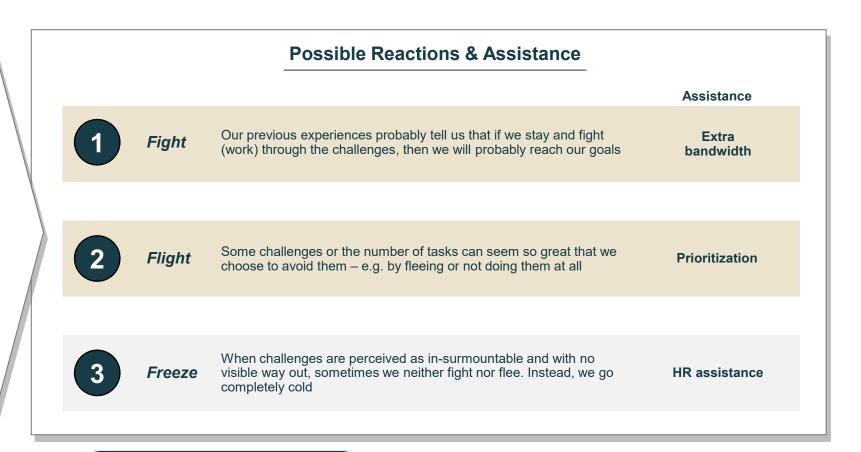
September 2025
Tom Elberling

Managers are constantly facing changes that can seem challenging in a busy everyday life - perhaps a course with management support can be a solution

Challenges that may be solved with external management support

Possible Management Challenges

- The professionally skilled manager who lacks the time and resources (and perhaps also the competencies) to formulate and drive the action plans prioritized by the management
- The newly appointed manager, who in addition to having to run the department, is asked to formulate the department's strategy and present it at the next management meeting
- Parts of the organization are in doubt about where you are going and how you are going to the right place maybe you are too?





The background for requesting temporary management support can be very different – but overall, the extra bandwidth enables you to reach your goal safely

Time

Catalyst &

bandwith

New

Manager

Ressources

Career

ladder

Competence

brush-up

Transfor-

mation

"On the

verge

of tilting"

Direction

Management support – extra bandwidth and prioritization

NON-EXHAUSTIVE

8 Everyone knows that motivated employees create better results. However, it can be a challenge to generate support and results through different personality types; sparring with an advisor can ease the departmental changes or the transformation phase of an entire organization...

The essence of leadership is to set direction, set priorities and then motivate / influence people to achieve the goals. Get a facilitator to help you get to the right place

The combination of a wide variety of factors can cause managers or key employees missing desired results. This can create an imbalance that if lasting longer can crack individuals and leave holes in the organization. This is usually a fight scenario where a trusted advisor – working close together with the person in imbalance – can support and help get tasks prioritized and co-create key deliverables until the balance has been restored

Most of us experience great workload and time pressure. With an external sparring partner prioritization and execution of key tasks can be carried out in an accelerated track amid the daily hustle and bustle

Sometimes there just are not enough hands. An additional resource – which can take off right away and play a variety of roles along the way – enables you to focus on the core business

Everyone follows different career paths and has therefore acquired different skillsets; an introduction or a brush-up of selected methods and processes can do a world of difference with regards to strategy formulation and execution, business cases etc.

Clarifying the goals, what it takes to reach them, and a helping hand, can move an aspiring leader and get them to on the next level on the S-curve

As a new manager, there is often a need to set and clearly communicate expectations and goals for the team while getting to know employees and other stakeholders better – and of course getting your hands dirty and solving core tasks



Tome Consulting can fill the role you need to create the right momentum and value creation in relation to time and financial constraints

Solutions suited your needs: 3 scenarios

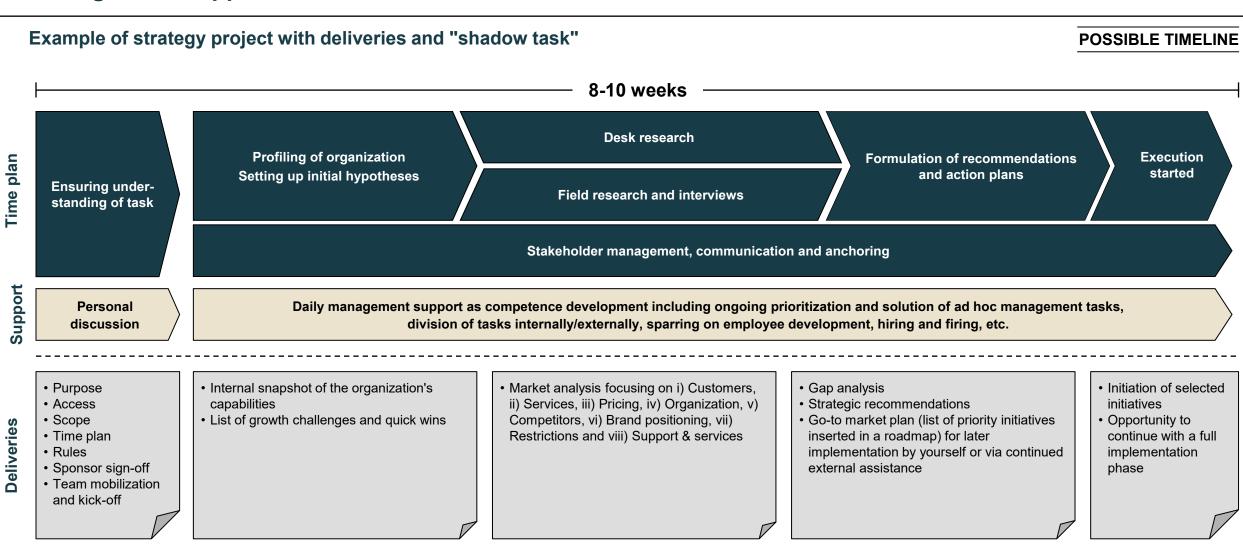
Primary driver	Scenario	Description	Role of Tome Consulting	Possible course	Comments
Tome organisation Consulting	0	Tome Consulting manages the process on a daily basis on your behalf in close cooperation with your management team	Project Manager	1 full time consultant in an e.g. 6- 10 weeks assignment	Project assignmentTypically, 240-400 hours
	2	You manage the process in collaboration with Tome Consulting and your management – typically part-time by appointment	"On-site coach"	part time consultant in a specified period suited your needs (e.g. 4-6 weeks assignment)	 Effort and tasks to be agreed upon Typically, 100-150 hours
	3	You manage the process and Tome Consulting gives good advice on methods and progress at the management level	Advisor	Ad hoc management support as per agreement (prepaid card)	 Ad hoc counseling on an on-call basis, typically in continuation of an assignment Prepaid card with e.g. 25-50 hours

The external assistance can range from a full-time project assignment to a more counselingbased approach during a process that you yourselves manage.

All 3 scenarios should be seen as an alternative to traditional management development, where deliveries in this case are created in a strategic collaboration with you (co-creation)



Tome Consulting holds solid experience of solving a specific task at the same time as providing ongoing management support





Note:

Tome Consulting creates momentum in complex organizations, processes and situations

Selected case references

As a new manager, I got in Tom a perfect sparring partner - as he both masters a specialist toolbox and holds lots of practical experience to ensure overview and concrete approach to the assignment. I see him as a gift sent from the Executive Board. And I continue sparring with him



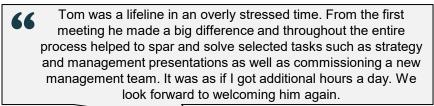
BU manager at Danish Fire & Rescue service Strategy formulation and management support

Tom has the insight and courage that we in the management team get to address the difficult issues. He shows good and careful judgment and is a strong facilitator of the strategic discussions allowing us to reach the goals ...



SVP at Danish financial company Strategy formulation and execution

Tom is a trusted advisor who worked with management across organizational boundaries allowing us to reach the most important goals. His confidence-building behaviour, good stakeholder skills and solid decision-making material helped us navigate a complex environment...





Director at Danish pension scheme Management support

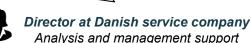
Tom is the one who finds balanced solutions where all involved are happy. Tom sees trouble long before it happens, and he makes it go away before it explodes in your face. Tom gives great advice especially when you don't know you need it. He is empathic, strategic and a strong negotiator and he is a gift to all organizations...



CFO at Danish pensions companyStakeholder management and management support

Extremely pleased with the speed, flexibility, understanding and interpretation of the task. and the pragmatic approach. It was incredibly easy to work with you. You acquire the right resources for the task, so I know that if I have a task next time that you will have the means to solve it ...







Tom focuses on programme management and management consulting – and he ensures an overview, a concrete approach to the solution and a solid anchoring

Profile

Toolbox from global & own consulting company

Strategy formulation
Change and Programme/project management
Business development and execution
Organizational design and development
Adviser to management and board of directors
Advisory boards

Management Consulting

Tom helps transform individuals and organizations

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"Problem solver"

Management and consulting experience from BUs, management and steering groups

Understanding

industry and task

Perform interim mgmt. (20 developers) & optimize BU operating model @ Global energy group

Advise on product vision & business strategy, lead app development & roll-out @ Danish financial company

Advise CEO on commercial transformation and business strategy (advisory board) @ Danish education centre

Transformation

Stakeholder communication and management
Journey management and anchoring
Programme management (Digitalization)
Customer journey and engagement

Escalation point for project managers, consultants and senior management

Project owner and sponsor, Interim management

