

Dealing with the Impact of the Pandemic



All of us are facing turbulent and uncertain times – now and into the foreseeable future. Patina’s on-demand practitioners have a wide range of skills, expertise and proven executive experience across industries. We are here to help you deal with the following types of challenges, changes, transitions and opportunities presented in this unprecedented business environment.

Address Travel Limitations

- Many companies are severely limiting or banning employee travel. Patina has talent located in every U.S. state. This means you can tap into our local professionals to minimize employee travel.
- Patina is a founding member of **Globalise** – so we can provide you with local talent in many countries via our partner firms. This solution avoids global travel for your employees and still allows you to get needed help with key suppliers, plants, divisions and partners located outside the U.S.

Manage Safety and Health Issues

- The safety and health of employees, customers and visitors in the workplace is paramount. Understanding and complying with increasing regulations and rules in this area is a challenge.
- Patina has safety and health professionals with deep experience in compliance, workplace design, reporting, implementation and execution of policies and programs, audits and more – especially in plant operations and other high-risk environments.



Tackle Production and Supply Chain Challenges

- Our experts in plant management and operations can help your team get back to production capacity quickly – and catch up on backlog no matter what is being manufactured. Patina is especially strong in automotive, food, chemicals, medical devices and other key industry sectors.
- Experienced leaders from Patina can support and manage numerous supply chain issues, changes and enhancements which will be prevalent worldwide for the foreseeable future. We can visit suppliers to fix or support them or help you locate closer-to-home, safer and faster supplier relationships.
- Procurement, distribution and logistics experts are also available from Patina on-demand.

Ensure Readiness for Future Crisis Events

- We can help create and/or review your Business Continuity and Crisis Management plans for future needs.
- Our industry experts are available to document lessons learned during this pandemic so your organization will be better prepared for the next crisis event.

Improve or Supplement Your Financial Horsepower

- To manage and improve cash flow – we have accounts receivable, credit and collections leaders.
- We have Treasurers, In-house legal experts, CFOs and other specialists to help navigate and deal with the myriad of financial matters with banks, creditors and investors.
- Leaders for support in restructurings, bankruptcies, liquidations, M&A, divestitures and more.

Support Staffing and Hiring Plans

- If your company is not ready to re-hire employees impacted by the pandemic – Patina provides talent resources to backfill roles so work is still addressed on a timely basis. This includes covering workloads from employees lost to furloughs, layoffs, resignations, retirements, illness and fears of returning to work. Our breadth and depth of available talent allows us to cover key roles in most industries and functions.
- For executive and managerial positions that are now open but need to be filled – our executive search solutions are in full operation. We expect to see many open positions due to pandemic-induced reorganizations, new or different needs and processes than before the crisis and/or replacement hires for those who resigned or retired. And if we find the right person for you – we can start them as an interim leader until you are ready to make the hire onto your own payroll.
- Patina provides interim executives to take on roles that will remain unfilled by your organization for now. This work can be done 100% virtually as we have successfully shown during the pandemic.
- Patina coaches and mentors can help support any leaders who may be in new roles or who are dealing with major issues for the first time.



Manage Changes in Business Models & Technology

- Functional experts and human resource professionals are available from Patina to help strategize and review business reorganizations, potential changes in business models and future talent plans and needs.
- Patina's technology leaders can help deal with security, remote work operations and support, touchless technology, detection technologies and more.
- We can help with key customer retention and acquisition; growth acceleration; potential new markets and products; innovation and change.

Comply with Changing Employment and Workplace Laws

- Employment regulations and laws are changing rapidly – we can help you understand, implement and communicate appropriate policies and stay in compliance.
- Compensation, disability, benefits, privacy, back-to-work plans and leaves – all of these important areas need to be handled properly as they change or expand.
- Change is happening quickly and broadly with employment related matters for most organizations – we have experts in change management who can help deal with all of this.

Advance Initiatives with Executive Management

- Patina has a range of proven leaders who are excellent candidates to serve as Board members.
- Patina can provide coaches and mentors to support and develop your key leaders.
- We also have senior experts to help you best navigate and develop plans for growing and prospering once again.

Please contact us to talk about any of these executive talent solutions.

At Patina – our job is to craft unique and flexible talent solutions –
which many organizations need now more than ever.

Patina's work can be performed on-site or remotely.