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## Five forces analysis (Porter, 1998)

### Bargaining power of supplier

Bargaining power of supplier is relatively low, because of the wide range of efficient suppliers available in the market. Moreover, suppliers from the Asian countries are consistently able to offer reduced prices.

### Bargaining power of buyer

Bargaining power of buyer is very strong. They are sensitive to price in order to keep competitive position by controlling cost. As the order volume rises, bargaining power will be stronger. Meanwhile, most of companies are found to prefer maintaining relationship with the current supplier.

### Threat of new entrants

It is relatively low due to the maturity of market. Conservative buyer would rather use old and stable supplier than change to a new one. Meanwhile body shops are likely to search for local supplier, on the basis that just in time delivery would be easily realized. This in turn reduces space required for painting storage and vehicle turn-around time.

### Threat of substitutes

Car painting still plays a leading role in repairing industry for body shops. Hence it would take a considerable amount of time for a substitute to affect its presence. Therefore the threat of substitutes is comparatively weak in this respect.

#### General Outline for Business Consulting Reports

**Management 401**  
Your project report will follow a similar format. Sample consulting reports from previous semesters are available in the library on course reserves.

**I. Cover Page**  
Cover are usually prepared on heavy, double-panel paper called "bookends." The main reason for this treatment is to give the report a professional appearance. The cover should carry the title of the report along with your name and contact information. The page number will also be on the cover page. For example, you might want to list the company of the client, show the company logo, and list the date of the final submission of the report.

For more on creating a good title, make sure to carefully review section 3 (Title Page).

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### 3) Creating & communicating a shared vision

- McKinsey considers it mission statement & the values to be very relevant & important. BCR teaches new hires to 'live the values.'
- BCR spends many hours introducing new hires to the firm's consulting process, including meeting facilitation, process implementation, client development, work flow diagramming, and other skills specific to consulting and to the firm's methodology.

### 4) Welcoming & making the employees feel special

- McKinsey holds the BCR programs in the most posh hotels of the city & many a times at a holiday destination
- The employees get a hang of how the company will treat them in future & they become impressed by the commitment & care the company show towards their hospitality

By improving orientation programs companies can increase retention by 25 percent (Sullivan, 1998), as well as integrate a new hire quicker, thus improving productivity and contributing thousands of dollars in bottom line savings

#### Employee placement in consulting industry

The process of selection is carried out with the sole purpose of placement, normally referred to as fitting a person to the right job. The Process of placement is a matching process. Matching an employee well to the job can have significant implications on the quality of employee work. A Well matched employee will certainly have lower training cost with less operating expenses required to prepare the employee for the job. Furthermore it can also have significant effect on work behaviours, a good matched employee will certainly have lower rate of absenteeism, lower intention to quit and would have higher work morale.

#### An Example- Associate placement at McKinsey & Co.

The matching up is done amongst the selected candidates on 5 criteria:

- Skills/ Sector qualifications** – A consultant is assigned clients of a particular sector in which he prefers to work or has interest / prior experience in.
- Geography/job location:** The location preference is given to the consultants without any issues as they are anyways required to travel a lot during the work days.

#### Consulting Report

Management 401

#### I. About the Organization

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