

Financial Management



Pyxida's clients usually get their financial services from an accountant or a controller. Pyxida's services support the business's employees. In a collaboration mode, Pyxida and the team in place will find the best possible solutions for your business.

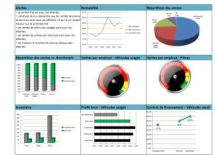
- **Business Reviews:** Either to evaluate your business's capacity to reach its objectives or to convert a problematic condition into a winning situation, your business's review will enable it to reach the next step with confidence. You will have a global view of your business and a road map allowing you to reach your destination.
- **Financial Analysis:** Improvement ideas will be identified through financial analysis, impacting either sales, expenses, management or current processes.
- **Budgets and forecast:** Pyxida can help you implement a budget structure allowing quantification of identified improvement plans, projection of future year resource needs, selection of measuring tools to track actual results versus budgeted objectives and identification of corrective measures if a variance is found.
- **Financial Reporting:** It is important to have reporting tools in place to methodically follow up on actual results versus expected objectives and prior year results. Financial Reporting meets this objective.
- **Financial Presentations:** Communicating actual results to a selected group of employees will align every team member's efforts. The ultimate goal will be kept in sight and all employees will work jointly and consistently through reaching this goal in a smooth way.

Performance Management



All businesses must manage its performance. To reach this goal, many tools are available. Among them:

- **Profitability Analysis:** With selected tools, business performance is analyzed and compared to desired results.
- **Ratios and Key Performance Indicators (KPI):** Ratios and Key Performance Indicators are objective measures to track without bias various sectors of a business. These measures can be financial or operational. The challenge is to select the appropriate measures to track in order to reach the business goals.
- **Dashboard:** A dashboard will present on one page selected ratios and KPIs. At a glance, the manager will be able to evaluate progress and quickly identify areas of improvement. His precious time will be spent tracking measures that matters.
- **Benchmark:** Benchmark is the action of comparing a business's results with performing organizations in the same business sector. If data is not available, current performance can be compared to past performance. These comparisons will help identify ideas to improve business performance.
- **Business Turnaround:** If results are not aligned with Management's expectations, action plans are identified, implemented and tracked to correct any problematic situation.
- **Performance Plan Design:** Reward incentive plans can be put in place to align all team players' actions toward the business's success. Measures will be selected based on desired results.



Strategic Management



Strategic Management is a continuous process that allows a business to evaluate and control its activities and position itself against its competitors. The strategy must be reviewed on a regular basis to confirm the implementation results and to quickly face any new event (recession, competition, technology, trends, etc.).

Financial and Performance Management are key elements of the Strategic Management. In addition, specific projects will be identified in a Strategic Management process. Among them:

- **Business Plans:** The business plan will map required steps to achieve desired long-term growth.
- **Investment Projects:** Faced with a variety of potential investment projects, a business with limited resources must choose projects allowing the highest growth. Analysis of each project will enable selection of the most favourable projects for the business needs.
- **Project Financing:** A range of financing solutions is available to businesses. Thorough analysis will identify an adapted solution for the specific needs of the business.
- **Business Acquisition:** Growth can present itself through the acquisition of a competitor or a supplier. This highly complex project will involve a multidisciplinary team. Required steps will be carefully laid out to maximize this very important use of business assets. Pitfalls must be avoided and potential anomaly in the prospect acquisition must be detected early in the process.
- **Financial and Graphic Modeling:** Modeling is used to support quantitatively the various challenges and projects of the business.

Special Projects



Special Projects will be identified and solutions or plans will be required. For example:

- **Support during Audits:** The upcoming arrival of an external auditor can be a stressful step in the life of a business. Pyxida will help you manage the audit, prepare required documentation and cooperate with the auditor.
- **Policies and Procedures:** Essential to properly manage a business, policies and procedures must be adapted to each business specific needs.
- **System Implementation:** You need to upgrade or change your accounting software? Pyxida can support you through needs assessment, available solutions analysis, selection and implementation of software.
- **Training and Coaching:** Scarcity of qualified workforce, high costs associated with employee replacement and lost of knowledge related to employee departure motivate businesses to offer training to their teams. Many workshops are offered by Pyxida and can, if necessary, be specifically adapted to each business.
- **Accounting Services:** Traditional accounting services are offered by Pyxida, on a temporary, part-time or full time basis.
- **Other Customized Services:** Our extensive experience allows Pyxida to guide you in a wide variety of projects.

Agricultural Businesses



Pyxida's services are also adapted to agricultural related businesses.

Pyxida is a member of Réseau Agriconseil and, as a provider, can obtain financial support for qualified clients through the PADEA program (Programme d'appui au développement des entreprises agricoles).

Contact us for a free consultation!



Distribution and Dealership



Pyxida has developed a specific knowledge of distribution and dealership industries.

Characteristics of dealership are well known and Pyxida can quickly identify solutions to specific challenges.

Contact us for a free consultation!

Maïté Thibault, CMA



Maïté Thibault is a senior bilingual manager with over twenty years of experience.

A CMA member (Certified Management Accountant), she has extensive experience in numerous industries and sectors such as distribution, retail, security, fashion and services, both in publicly-traded and privately-held corporations (Large and SME, Small and Medium Enterprises). She also understands the characteristics of family-owned businesses.

She had the opportunity to work with industries leaders, in Canada, the United-States and Europe. This experience was the starting point for Pyxida: offering SMEs access to best management practices to position themselves with strength and assertiveness in their market.

Since her career debut, she has been passionate with numbers. Reflecting all decisions and actions undertaken by managers and employees, numbers are a solid basis to take informed, objective and measurable actions allowing the organization to reach its short and long term goals.

Recognized as a communicator able to adapt well to her audience and to explain complex concepts with easy to understand explanations, she can quickly convert initial ideas into well wrapped up solutions.

Maïté is dedicated to quality customer service. Team player with high level of integrity, she will escort you through the next steps of your company growth.