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The Osborne Observer

October 2017

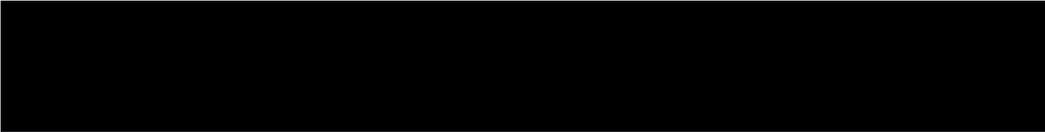


Planning and Budgeting in a Downturn

Now that the budgeting and planning season is upon us I thought it would be a good time to visit one of the major challenges associated with this exercise. In good times organizations had the luxury of relying on full-fledged Financial Planning and Analysis (FP&A) teams. These teams were structured to perform this annual, or in the case of some ambitious organizations, semi-annual exercise and calculate progress against the budgeted figures. These teams have shrunk in size now, and perhaps even disappeared, but the challenges in this area have not diminished. In fact, the challenges have been magnified reflecting the downturn in the oil and gas industry.

Do you have the buy-in from Business Operations teams?

To read the remainder of the article, [click here](#).



GivingTuesday



November 28, 2017



Giving Tuesday - Engage Your Board

What is Giving Tuesday?

Giving Tuesday is a global day of giving that happens each year after the American Black Friday and Cyber Monday. It's a time when Canadians, charities and businesses come together to celebrate giving and participate in activities that support charities and non-profits. There is no "right" way to participate as long as it supports generosity and giving. For your charity, Giving Tuesday can be your high profile "activation" point that launches the season of giving. It's a spirit, not a physical entity. As a global movement it offers a plethora of campaign ideas and creative approaches that are ready to be "borrowed with pride" www.givingtuesday.ca.

To read the remainder of the article, [click here](#).



New Case Studies



A senior operations manager with Osborne Interim Management was assigned in a project leadership role to work with the CEO of Sunrise Soya Foods and his management team as the company approached a transitional phase in its corporate development and growth. To read the full case study, click [here](#).



Faced with the sudden departure of their Executive Director just prior to Christmas, the Foundation was faced with a leadership void as planning for their 2017 season was set to get underway. To read the full case study, click [here](#).

New Client Testimonials

"Mark Olson has completed his work as Interim CEO for Glenbow Ranch Park Foundation. This is his third assignment as an interim CEO for a not-for-profit organization that I am involved with as a Director, so I am familiar with his work. The fact that I have engaged him twice more after the first speaks volumes. You can count on a good result."

Andy Crooks - Chairman of the Board, Glenbow Ranch Park Foundation

"The interim management resources we brought in for a short time provided an organized overview of our HR functionality, helped to achieve a couple of senior level executive transitions without disruption and generally helped us to build a stronger organization going forward. We feel better prepared for next steps now."

Peter Joe - CEO, Sunrise Soya Foods

Featured Clients

Chiniki Nation launches an Experiential Cultural Centre. Osborne Interim Management assisted with the project. To read the story, click [here](#).

Simons House partners with Just Junk to give its residents employment opportunities. To view the CTV News video, click [here](#).

What We're Reading

[4 Ways to Hustle, Even When Times Are Good](#)

[Five Ways To Reinvent Your Job When You Can't Change Your Job Title](#)

[How the Founder of Dylan's Candy Bar Built an Irresistible Brand](#)

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