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LO Consulting  
& MANAGEMENT SERVICES LTD

# Executive Summary

**L O Consulting & Management Services Ltd** is a results-driven business consulting firm led by seasoned professional Ryan Walters. With over two decades of experience in business management, including leadership roles within multinational organizations and extensive hands-on experience in franchising. The firm is uniquely positioned to provide strategic, operational and transformational support to businesses seeking sustainable growth and improved performance.

A defining strength of the firm is its proven track record in growth and expansion, having led teams responsible for growing two major international brands in Barbados. This real-world experience in scaling operations, managing multi-site growth and maintaining brand consistency underpins our practical and results-oriented approach.

Our mission is to empower organizations to achieve operational excellence, unlock growth opportunities and build resilient, future-ready enterprises.



# Company Overview

**L O Consulting & Management Services Ltd** provides comprehensive business advisory services across multiple sectors, with a strong specialization in growth and scaling businesses and franchise development.

## Core Values



## Vision

To be a leading consulting partner in Barbados and the Caribbean, known for transforming businesses into high-performing, scalable and competitive enterprises.



# Leadership Profile

## Ryan Walters, Lead Consultant

**Ryan Walters** is a highly accomplished business leader with over 23 years of experience spanning financial management, international business, operations leadership, and large-scale commercial expansion. His career uniquely combines corporate finance expertise with hands-on operational leadership in high-growth, multi-location businesses.



Ryan holds a Master of Business Administration (MBA) in Finance from the University of Liverpool and has professional training in accounting, marketing, compliance, and management systems. His early career was built in the international business and pharmaceutical sector, where he held senior finance roles within multinational organizations. In these roles, he was responsible for budgeting, forecasting, financial reporting, compliance (including SOX controls), and supporting mergers and acquisitions through detailed financial modeling and analysis.

He worked closely with executive leadership teams and corporate headquarters, contributing to strategic decision-making, business development and global reporting standards. This experience provided him with a strong foundation in corporate governance, financial discipline, and international best practices.

Transitioning into executive operations leadership, Ryan served as General Manager for a major franchise operation in Barbados, where he had full responsibility for a business generating substantial annual revenues and managing a workforce of approximately 250 employees. In this role, he reported directly to the Board of Directors and led all aspects of the business including operations, finance, human resources, and strategic expansion.

A hallmark achievement of his career is his leadership in expanding two major international brands locally. This expansion required end-to-end oversight, including site identification and negotiation, construction and rollout, operational systems design, staffing and leadership development, cost control, and brand standardization across multiple locations. He successfully delivered sustained revenue growth, improved labour efficiency, and maintained strong cost controls despite external economic pressures.

His leadership approach is deeply hands-on and execution-focused. He has consistently demonstrated the ability to build high-performing teams, implement systems that drive efficiency and translate strategy into measurable business outcomes.

Ryan's combined experience in finance, compliance, operations and franchising positions him as a uniquely qualified advisor to businesses seeking to scale, formalize their operations and transition into structured, growth-oriented enterprises. His practical insight into both boardroom strategy and day-to-day execution is a defining strength of L O Consulting & Management Services Ltd.



# Services Offered

**L O Consulting & Management Services Ltd** offers a comprehensive suite of services designed to support business growth, with a strong emphasis on scalability and franchising:

## **Strategic Planning & Advisory**

- Business strategy development
- Market positioning & growth planning
- Franchise and multi-location expansion strategies

## **Operations and Performance Improvement**

- Process review and optimization
- Multi-site operational structuring
- Productivity and efficiency enhancements
- Cost reduction strategies

## **Financial Management Support**

- Financial analysis and performance tracking
- Budgeting and forecasting
- Unit economics for multi-location businesses
- Profitability improvement strategies

## **Financing and Corporate Structure**

- Capital structuring & financing strategy
- Financial modeling & investor presentations
- Investment readiness and funding support (debt and equity)
- Corporate structuring and governance frameworks

## **Bookkeeping & Financial Management**

- End-to-end bookkeeping and financial record systems
- Accounts receivable/payable management and optimization
- Bank and financial reconciliations
- Preparation of management accounts and financial summaries
- Cash flow analysis & reporting insights
- VAT monitoring & compliance support

## **Business Expansion and Transformation**

- Growth strategy implementation
- Site expansion and rollout planning
- Organizational restructuring for scale

## **Franchising**

- Franchise feasibility assessments
- Franchisee recruitment and onboarding frameworks

- Brand standards and compliance systems
- Franchise model development
- Franchise network performance management

### ***Mergers, Acquisitions, and Integration***

- Due diligence support
- Change management
- Post-merger integration planning

### ***SME Development Support***

- Scaling strategies for SMEs earning above \$500K in annual revenues
- Transition from single-location to multi-location operations
- Capacity building and systems development
- Investment and financing readiness

## Target Market

### Our primary clients include:

- Small and medium-sized enterprises (SMEs) earning above \$500K in annual revenues
- Businesses seeking to expand into multiple locations or franchise models
- Growing brands aiming to scale operations
- Family-owned businesses transitioning to structured management
- Organizations requiring operational restructuring
- Government agencies supporting private sector and SME development



# Specialised Advisory Services for Large Enterprises

**L O Consulting & Management Services Ltd** offers a comprehensive suite of services designed to support business growth, with a strong emphasis on scalability and franchising:



## **Operational Efficiency Improvements:**

Streamlining processes, reducing waste and enhancing productivity across business functions



## **Profitability & Performance Enhancement:**

Identifying cost-saving opportunities, revenue growth strategies and margin improvement initiatives



## **Organisational Restructuring**

Supporting structural realignment to improve accountability, efficiency and overall performance



## **Strategic Project Execution**

Providing dedicated expertise and resources for high-priority or time-sensitive initiatives



## **Transformation & Change Management**

Guiding businesses through complex transitions, including expansion, integration or repositioning



## **Specialist Advisory Support**

Deploying tailored expertise and external resources to address unique or complex business challenges

LO Consulting delivers practical, results-driven solutions, ensuring each engagement is aligned with the organisation's strategic objectives and delivers measurable impact.

# Value Proposition

L O Consulting & Management Services Ltd differentiates itself through:

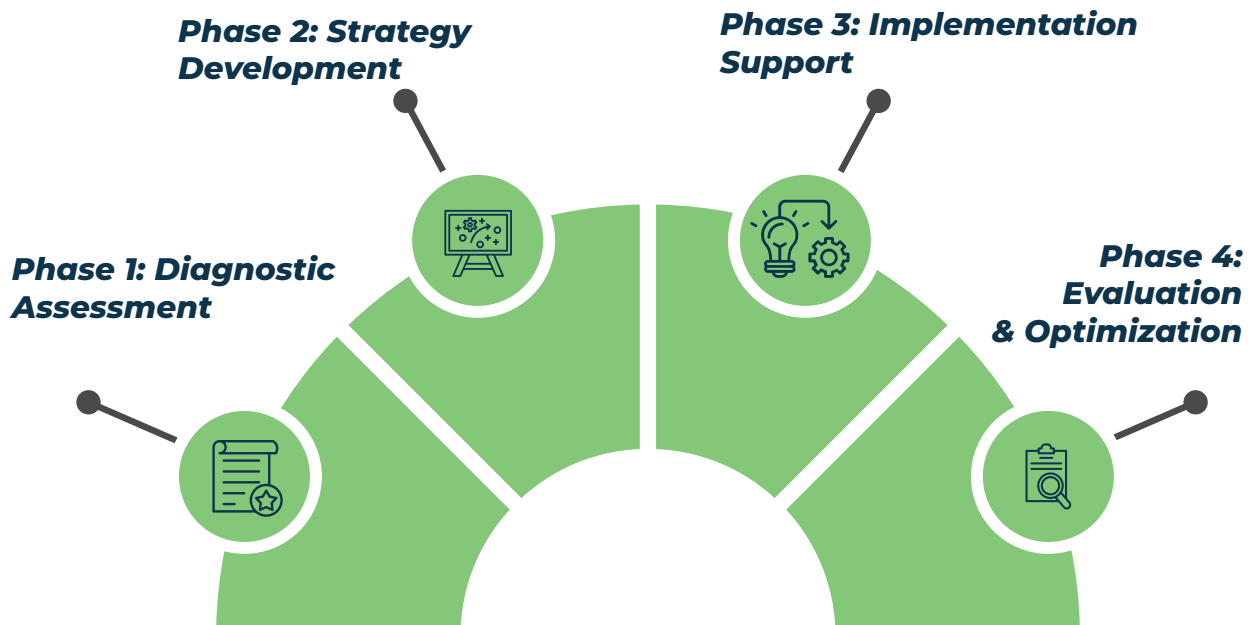
- Proven real-world experience in scaling businesses.
- Deep expertise in franchising and multi-unit operations
- Practical, hands-on consulting approach
- Strong local and international experience
- Customized solutions tailored to each client
- Strong focus on measurable results



We do not simply provide recommendations: we bring direct experience in building and scaling businesses and we work alongside clients to implement solutions and deliver tangible outcomes.

# Methodology

Our consulting approach follows a structured and results-driven framework:



## **Phase 1: Diagnostic Assessment**

- Comprehensive review of business operations
- Identification of operational gaps for multi-site growth
- Assessment of scalability and expansion readiness

## **Phase 2: Strategy Development**

- Design of tailored growth and expansion strategies
- Development of franchise or multi-location frameworks where applicable
- Creation of actionable implementation plans

## **Phase 3: Implementation Support**

- Hands-on execution of expansion strategies
- Monitoring and performance tracking across units
- Support in rollout of additional locations

## **Phase 4: Evaluation and Optimization**

- Measurement of results
- Continuous improvement of systems and processes
- Strengthening long-term scalability

# Expected Outcomes

Clients engaging L O Consulting & Management Services Ltd can expect:

- Improved operational efficiency
- Increased profitability
- Enhanced organizational capacity
- Sustainable long-term growth
- Stronger and more scalable business models
- Successful expansion into multiple locations

# Engagement Model

We offer flexible engagement structures, including:

- Project-based consulting
- Retainer-based advisory services
- Expansion and rollout partnerships
- Performance-based engagements
- Training and capacity-building workshops

# Conclusion

L O Consulting & Management Services Ltd stands ready to partner with businesses and organizations to drive growth, scalability and long-term success. With a strong foundation of experience including proven success in expansion and growth; we are uniquely positioned to support clients in navigating growth and transformation.

We welcome the opportunity to collaborate and contribute to your organization's success.



**Lead Consultant: Ryan Walters**

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