



# Business Turnaround

*Efficiency at every angle*

## About Us

Founded in 2018, Xenco Services is a multi-disciplined, specialist service group that delivers executive and operational level support to businesses seeking significant improvements in productivity, efficiencies and company profitability.

With access to business acumen and decades of front-line experience in heavy industry, Xenco has the knowledge, passion and agility to tackle any business challenge.

At Xenco, we specialise in restoring clarity and control in operations. Our focus is on eliminating inefficiencies and embedding sustainable improvements through structured processes and system optimisation.

Drawing on decades of expertise, our leadership team takes a hands-on, disciplined approach to drive rapid, measurable performance shifts. We work alongside clients to improve efficiencies, restore commercial viability, and rebuild momentum.

## Our Service

Xenco delivers targeted, high-impact business turnaround solutions for operations requiring rapid transformation. With a proven track record in both operational and leadership interventions, we work across industries to stabilise performance, restore commercial viability, and position businesses for sustainable success.

Whether supporting large-scale operations or smaller, high-potential assets, we take a holistic view of performance by evaluating systems, behaviours, and outcomes to uncover the root causes of underperformance. A specialist turnaround team is assembled to lead a focused response, applying structured, deliberate actions to deliver measurable improvements.

To ensure turnarounds are resilient through all market cycles, we focus on embedding long-term performance levers:



**Embedding Safety into  
Organisational Routines**



**Driving Bottom-line  
Cost Control**



**Improving Unit Cost  
Competitiveness**



**Lifting Operational  
Productivity**



**Releasing Latent  
Capacity**



**Improving Capital  
Efficiency**

## Our Approach

At Xenco, our business turnaround approach is rigorous, structured, and grounded in operational reality. We don't rely on theory, we work from the ground up, using data-driven insights to identify the key drivers of underperformance and implement targeted interventions that restore operational discipline and commercial viability.



**Determine  
Position**



**Develop  
Strategy**



**Build the  
Plan**



**Drive Ongoing  
Improvements**

## Business Review | Approach

At Xenco, our business turnaround approach is rigorous, structured, and grounded in operational reality. We don't rely on theory, we work from the ground up, using data-driven insights to identify the key drivers of underperformance and implement targeted interventions that restore operational discipline and commercial viability. The key focuses of our business review are:



### Mine Operating Strategy

- End-to-end review of mine plan, design parameters, and fleet requirements
- Visual flow diagrams and operational process maps
- Validation of mining methods and infrastructure



### Operational Inputs & Constraints

- Inventory and stockpile capacity analysis
- Consumables usage patterns and controls
- Fuel burn assumptions by machine model



### Production Performance Analysis

- Budget vs actual production statistics
- Detailed breakdown by machine (metres, volumes, availability, utilisation)
- Process-level metrics (rates, cycle times)



### Downtime & Delay Breakdown

- Machine-level downtime analysis
- Delay accounting with specific coded reasons
- Identification of systemic vs incidental delays



### Compliance & Control

- Plan vs actual compliance checks
- Operational discipline audits
- Continuous improvement loop for sustained gains

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## Business Review | Scope

Our operational reviews are comprehensive and designed to uncover performance gaps, integration issues, and improvement opportunities across the full value chain. We apply a structured framework to evaluate key areas that impact safety, productivity, and commercial outcomes.

Beyond identifying issues, we focus on embedding the right foundations for ongoing improvements. This includes:



### Process

Streamlined, standardised processes that align with operational priorities and reduce variability across the business.



### Transparency

Cascaded KPIs that connect frontline activity to strategic goals, driving accountability and focused execution at every level.



### Actions

A consistent approach to critical activities that supports predictable, repeatable performance and operational discipline.



### Communication

Frequent and engaging communications that foster clarity, buy-in, and alignment across all layers of the organisation.

## EXPERIENCE | LEADERSHIP | INSIGHT

If you're looking to experience innovation and excellence at your business, get in touch with us today.

## Contact Us

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