



Your prices.
Your margins.
Your sites.
Your organisation.
Under control.

Structuring your construction company

Organisational, strategic and operational support

A former construction company leader on your side

Before advising companies, Cédric Marchand ran them.

Set up and run	Two construction subsidiaries set up for a major European contractor, in Montenegro and then Côte d'Ivoire, with up to 260 employees.
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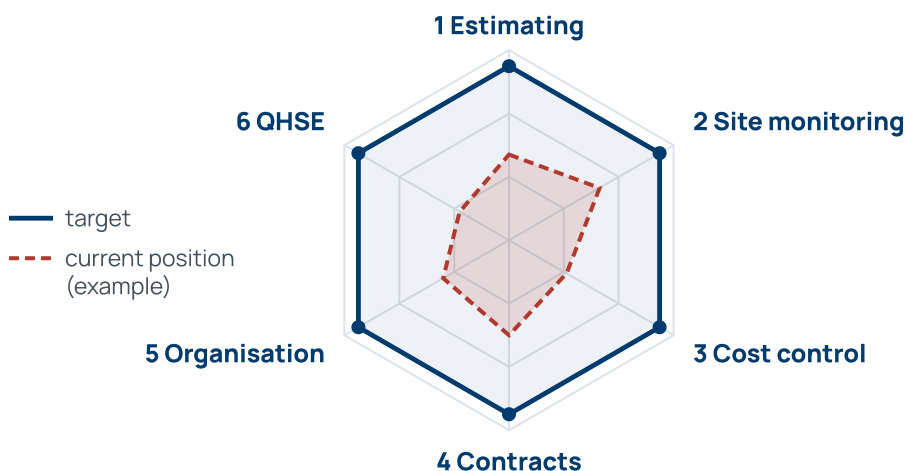
Run sites	Project manager with major European contractors, on large projects in France and the UAE.
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Know the other side	Africa operations director for a property developer, then managing director for a developer-builder: he knows what a project owner expects from its contractors.
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Over 20 years with major European contractors, on large projects in Europe, the Middle East and Africa. **Their rigour and methods, and experience of multicultural teams, now working for your company.**

Six challenges that make, or break, a company

In a highly competitive market, they determine a company's reliability and reputation. Whether you have a specific need or want company-wide change, together we set the priorities and the right level of support.



- | | |
|--|---|
| 1 Estimating
Bids priced without real cost data. | 2 Site monitoring
Schedule slipping, delays spotted too late. |
| 3 Cost control
Margin and cash known after the fact. | 4 Contracts
Clauses signed without review, risks taken blind. |
| 5 Internal organisation
Blurred roles; everything goes to the top. | 6 QHSE
Procedures only on paper; rework, incidents. |

→ How we help on each challenge: pages 4 to 6.

HOW CONEXCO HELPS

1 ESTIMATING Price right, stay competitive

UNIT RATE BUILD-UP			
Item	Qty	Rate	Total
Labour			
Materials			
Equipment			
Subcontracting			
Direct cost			
+ Site overheads			
+ General overheads			
+ Target margin			
Selling price → client BoQ			

OUR SUPPORT

- Ready-to-use tools: cost databases, standard pricing sheet, estimating guide.
- Your teams trained to break down each price, overheads and margin included.
- Support on live bids, until your team is self-sufficient.

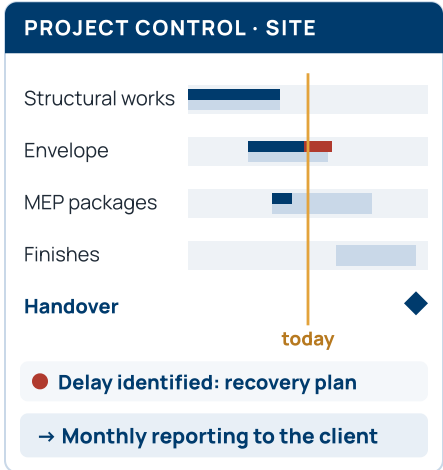
Competitive prices: win work without sacrificing your margin.

2 SITE MONITORING A well-managed site is a successful site

OUR SUPPORT

- Management tools: baseline schedule, dashboard, standard reporting.
- Your teams trained to keep them up to date and report the right information.
- Site reviews run with you, so decisions are made in time.

Spot slippage early, act in time and keep your client informed.

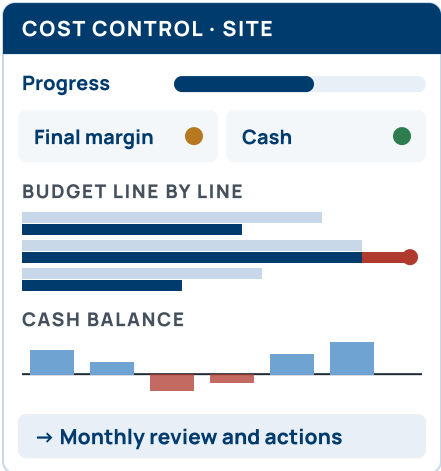


HOW CONEXCO HELPS

3

COST CONTROL

Margin and cash, as the job progresses



OUR SUPPORT

- A method and tools: job budget, monthly reconciliation, cash flow forecast.
- Your teams trained to re-forecast margin and track valuations and payments.
- Supported monthly reviews, until they become routine.

Forecast your margins and cash needs, job by job.

4

CONTRACTS

Contracts that protect your margin

OUR SUPPORT

- Standard contracts and a risk checklist.
- Your teams trained to read a client contract and put subcontracts back-to-back.
- Support on your negotiations, variations and claims.

Risks understood, rights protected.



HOW CONEXCO HELPS

5

INTERNAL ORGANISATION

The right person in the right role



OUR SUPPORT

- A joint assessment, then a target organisation chart built with management.
- Job descriptions and processes written with the teams concerned.
- HR tools: appraisals, training, onboarding.

Everyone knows their role; management is freed up to lead.

6

QUALITY, HEALTH AND SAFETY, ENVIRONMENT

The QHSE rigour of major groups

OUR SUPPORT

- The majors' tools: inspection checklists, HSE plan.
- Your teams trained to apply them and handle non-conformities.
- On-site support, until inspections become second nature.

A reliable company that stands out.

HOLD POINT · INSPECTION

- ☒ Setting out
- ☒ Formwork
- ☒ Reinforcement **non-conformity**
- ☒ Openings

Corrective action
rework before pouring, then re-inspection

Site manager sign-off QHSE sign-off

Three levels of support, matched to your needs

1 • Assess

An outside view of your estimating, methods, financial monitoring and sites, with prioritised areas for improvement, in 3 to 4 weeks depending on company size.

2 • Act on a specific issue

Estimating, budget monitoring, cost control, reporting; support for management on a technical, financial or organisational decision; contractual risk analysis, standard contracts, support in negotiations or claims.

3 • Set the course, transform the organisation

Working with the managing director: priorities, target organisation, growth decisions; then organisation chart, job descriptions and processes, over time.

Each level can be commissioned on its own. Our recommendations build on your existing teams, resources and sites.

CASE STUDY

Three successive commissions

CONSTRUCTION COMPANY · CÔTE D'IVOIRE

From an audit to restructuring the company

CONTEXT

A growing general contractor looking to make its estimating and site management more reliable.

WHAT WE DID

Operational audit, then management tools, then an organisational overhaul: the assignment was extended twice at the client's request.

OUTCOME

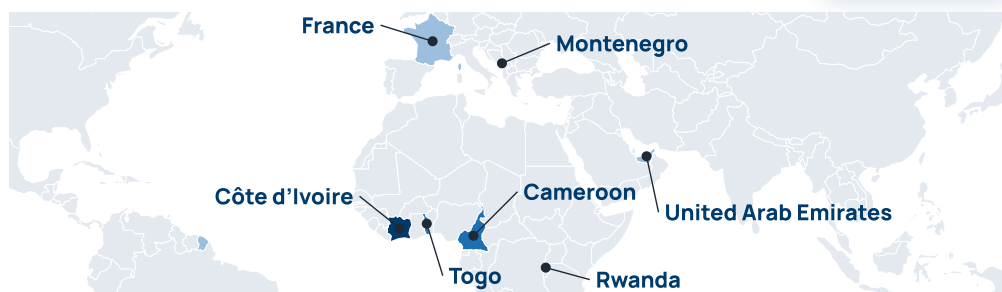
Target organisation chart and job descriptions · budget monitoring methods and tools · estimating methods and tools · digital document management · monthly operational review introduced. Assignment runs until November 2026.

1ST COMMISSION
Audit

2ND COMMISSION
**Pricing and
project control**

3RD COMMISSION
**Organisational
overhaul**

Cédric Marchand, over 25 years in the field



- Projects with major European contractors
- Managing construction companies
- Owner side, development
- Côte d'Ivoire: management, owner side, consulting

- **2000 Project manager · France**
Spie Batignolles, Eiffage
- **2008 Project manager · UAE**
BESIX · Burj Khalifa, Cleveland Clinic
- **2013 Managing director, subsidiary set-up · Montenegro**
BESIX · Luštica Bay
- **2015 Project manager · UAE**
BESIX · Royal Atlantis hotel
- **2017 Managing director, subsidiary set-up · Côte d'Ivoire**
BESIX · 260 employees · Tour F, Exhibition Centre, La Mé water treatment plant, Abobo tunnel
- **2022 Africa operations director · owner side**
Groupe Duval · Rwanda, Cameroon, Togo, Côte d'Ivoire
- **2023 Managing director · Côte d'Ivoire**
PNHG · construction and property development
- **2024 Founder of ConExCo**
Based in Abidjan

Let's talk about your company

An initial, no-obligation conversation, at our office or remotely, to understand your organisation and your sites, and see whether, and how, we can help.

Running a construction company?

Assessment, performance, organisation.



Cédric Marchand, founder

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