



OPEN SOURCE MANAGEMENT

human centered business partner.



Company Profile 2024

MARCH 24

WHO WE ARE AND HOW CAN WE HELP YOU

Tangible and Concrete Results for the Entrepreneur

OSM – OPEN SOURCE MANAGEMENT is the first European-based business consulting firm specialized in delivering tangible results for the growth and development of small and medium enterprises.

The OSM method enables entrepreneurs and company managers to objectively, systematically, and tangibly improve business management across all fronts, from marketing to sales, from recruiting to human resources management, from administration to taxation.

For the entrepreneur, this translates into increased revenue, higher profits, and a company that grows and thrives even in their absence, with less stress and more free time.



If you are always in the company and have no free time



You are not finding new collaborators to bring into the company.



If you feel stuck as an entrepreneur and don't know what to do.



You don't know where to start to launch your business.

Where We Intervene

OSM consulting services enable entrepreneurs and managers to work in a more serene, organized, and efficient manner. We help the entrepreneur achieve their **goals** by increasing turnover while simultaneously reducing the stress derived from daily work, assisting them in growing their **team**.



OSM MISSION



OSM It is born to free people from economic problems through knowledge and awareness.

The founding members

Paolo Ruggieri

Founder

Serial entrepreneur and author of several best sellers. Manages numerous businesses, primarily in the consulting field, in Italy, Europe, and the United States.

Through his interventions, his books, and his "method," as reflected in OSM's applications and services, he has helped tens of thousands of entrepreneurs achieve success.



Andrea Condello

Co-Founder

Entrepreneur in various sectors with over 30 years of experience in training, business consulting, particularly focusing on sales strategy, negotiation, and human resources management.

A partner of Paolo since the 1990s, he is the co-creator of OSM as we know it today.

Over 25 Years of OSM History

Foundation

Contamination

Expansion

Specialisation

ESG

Digitalisation

Corporate Evolution

OSM

2009

Paolo Ruggeri e Andrea Condello collaborate on other projects. In 2004, Paolo publishes the first Best Seller "The New Leaders".

MBS, the first Business School for Entrepreneurs made by Entrepreneurs, is established.

The iProfile personnel evaluation platform based on questionnaires is launched.

K2USA

2011

K2USA is founded in Miami, Florida, marking the beginning of the growth process in the United States.

K2USA assists Italian entrepreneurs in doing business in the USA while simultaneously importing the best management practices to Italy.

I-PROFILE Franchising

2013

I-PROFILE is born, the first franchising network specializing in corporate consulting and training.

OSM DENTAL & OSM EUROPE

2014

OSM Dental is born, the first experiment in sectoral specialization for small businesses, focusing on dentistry.

Later, it will evolve into **OSM MEDICAL**.

OSM EUROPE is established, headquartered in Bulgaria.

INSS (onlus)

2018

From the company values of Aid, Improvement, and Trust, the non-profit organization "Entrepreneur You Are Not Alone" is born, the first association dedicated to helping entrepreneurs in serious difficulty.

The first e-learning platform is launched.

OSM Restaurant

2019

OSM Restaurant, the world's first company specialized in the restaurant industry, is established.

Other specializations such as **Construction, Optics, Bakery, Beauty, Marketing**, etc., will follow.

The **iOSM app** for mobile managerial training is launched.

GuruJobs & Partner di Impresa

2020

GuruJobs is born to automate the processes of evaluation, selection, and training.

Partner D'Impresa is launched, the franchise for Accountants and Lawyers serving SMEs.

Virtual Coach platforms for managerial development and Guru.EXE for turnover risk assessment are developed.

OSM EDUCATION

2021

OSM EDU is launched to assist young people.

SPIRITUAL ECONOMICS

2022

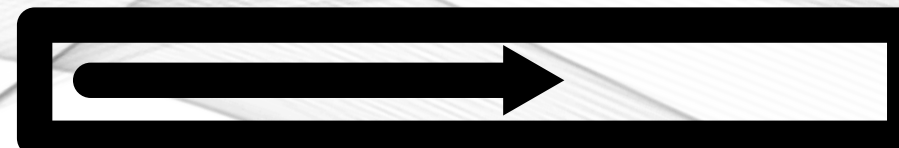
Spiritual Economics

OSM REAL ESTATE

2023

OSM Real Estate is launched

LOADING ...



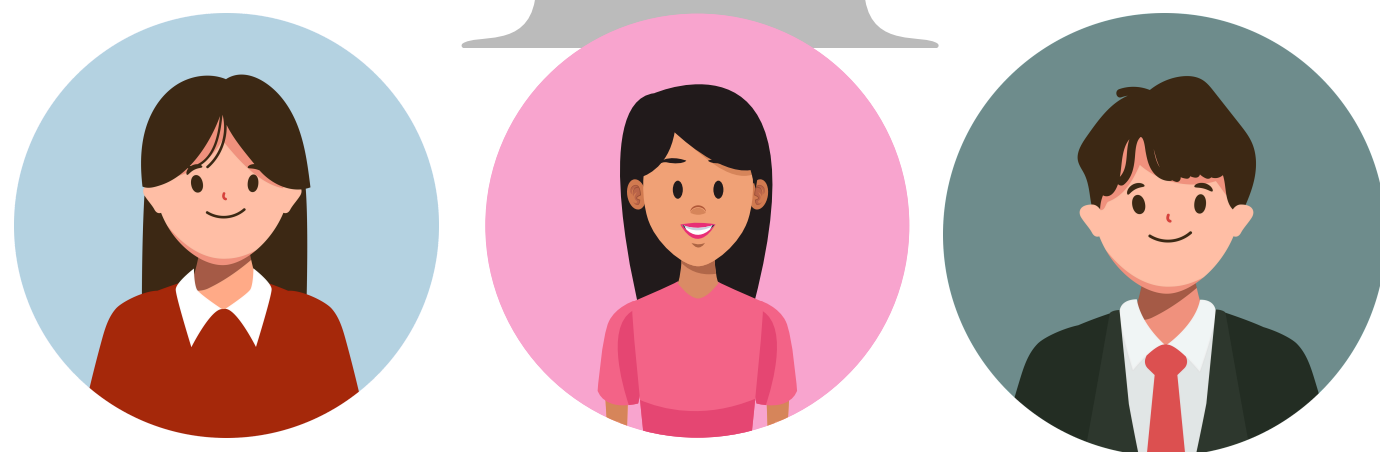
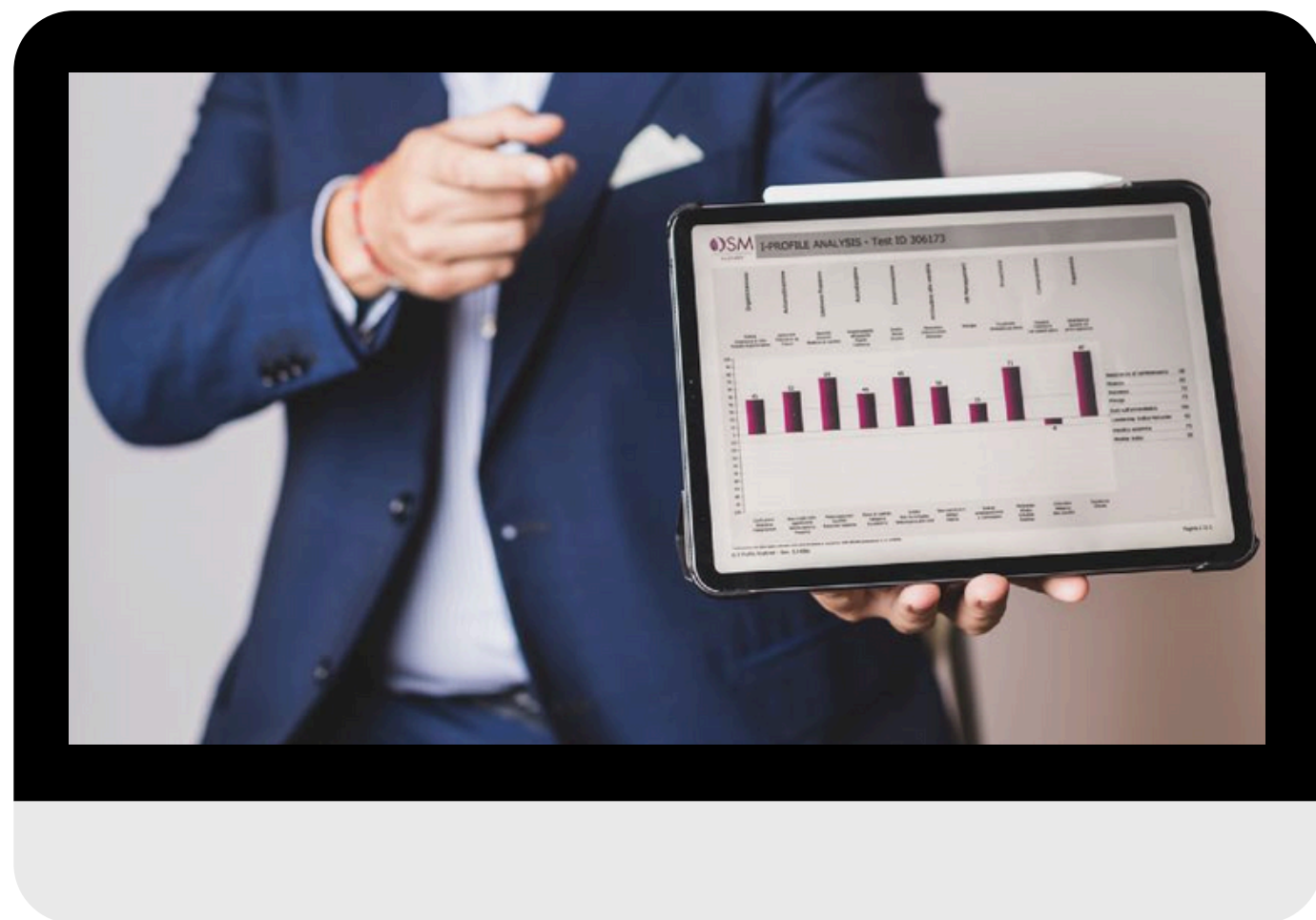


Team

Today, **OSM boasts over 800 consultants** and active partners across Italy and in various **international markets** including Switzerland, Denmark, Germany, USA, Bulgaria, United Arab Emirates, Mexico, and Brazil and others.

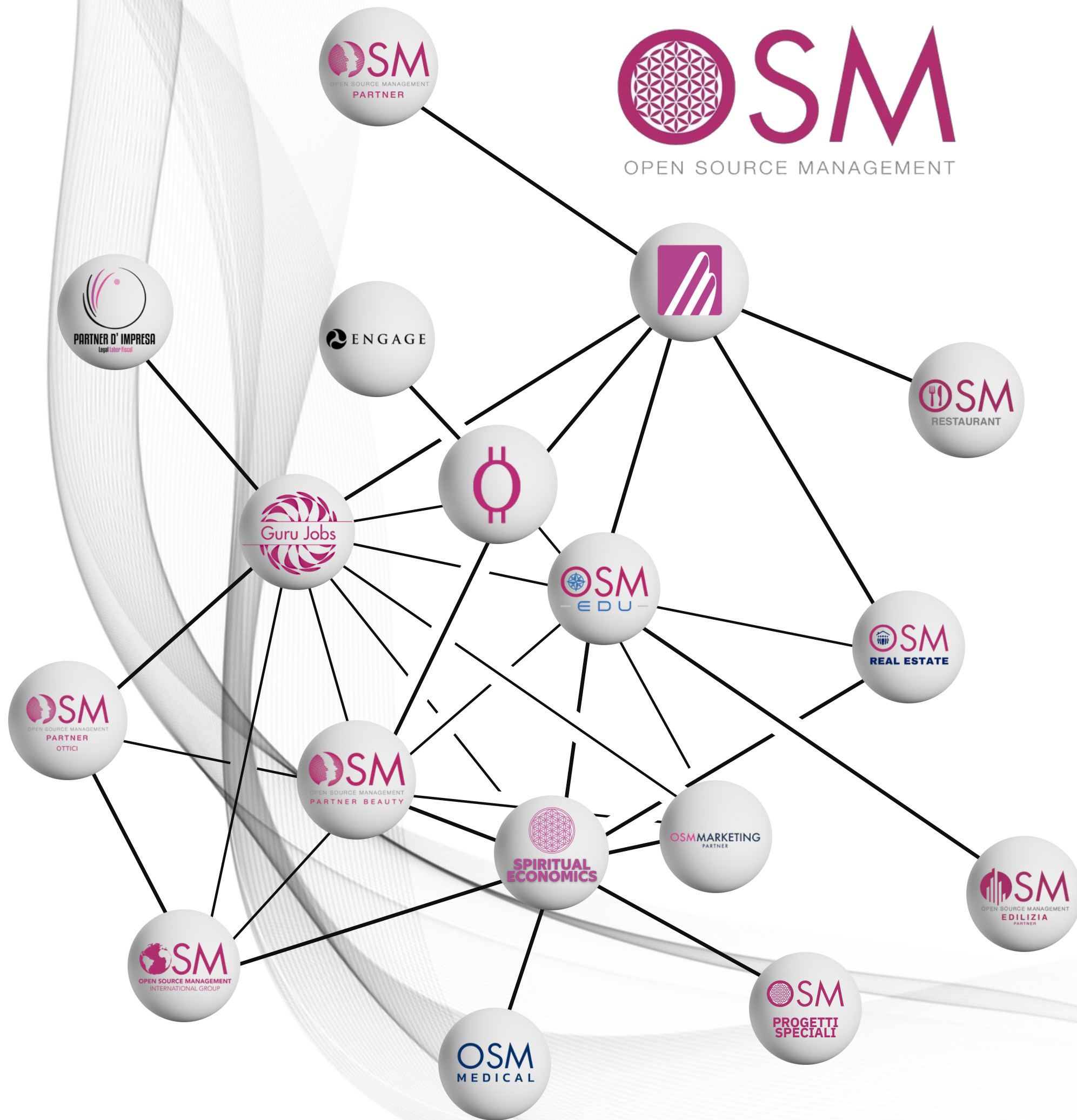


It all starts with you: the I-PROFILE® Questionnaire



The **I-PROFILE questionnaire** is a proprietary technology of OSM, conceived and tested **over 30 years of experience**, which allows an individual to understand their **habits and areas for improvement** that are either bringing them closer to or moving them away from personal success and prosperity.

Through this **detailed analysis**, each individual can learn how to improve themselves and understand how to achieve their **goals** set in both personal and professional life. To date, **over 1 million people have used this tool** to improve themselves as entrepreneurs, managers, or collaborators.



A WORLD SUPPORTING BUSINESS THE OSM GROUP

The OSM Group is a collection of companies designed and developed to support small and medium-sized enterprises and the entrepreneurs within them.

The **group's goal** is to share knowledge and proper **business practices ethically**, creating prosperity and freedom for entrepreneurs, and shared **well-being** for all individuals involved in the business.

THE GROUP'S ACTIVITIES

DISCOVER THE OSM ECOSYSTEM



THE FIRST ENTREPRENEURIAL TRAINING FRANCHISING

OSM PARTNER



Sandra Goracci
CEO OSM PARTNER

OSM Partner is the franchising project launched by the **OSM Group** that introduces you to the world of business consultancy to create a successful venture. By leveraging human resources, we help companies grow.

With over 30 years of successful experience in the field, **Open Source Management, through OSM Partner**, has decided to make all its know-how available.

With OSM Partner, you enter a network of ethical entrepreneurs that counts **over 100 affiliates throughout Italy.**

THE FIRST SCHOOL OF MANAGERIAL TRAINING FOR ENTREPRENEURS

MBS: We create profitable businesses and free entrepreneurs



The **Mind Business School**, also known as **MBS**, is the first school for **entrepreneurs where training is measured by concrete business results**.

You'll have the opportunity to structure a "**tailor-made**" path and delve into various management topics. The results achieved by our clients include: **improved self-motivation, a profitable company, a team that becomes increasingly autonomous, and double-digit revenue increases in 78% of cases**.

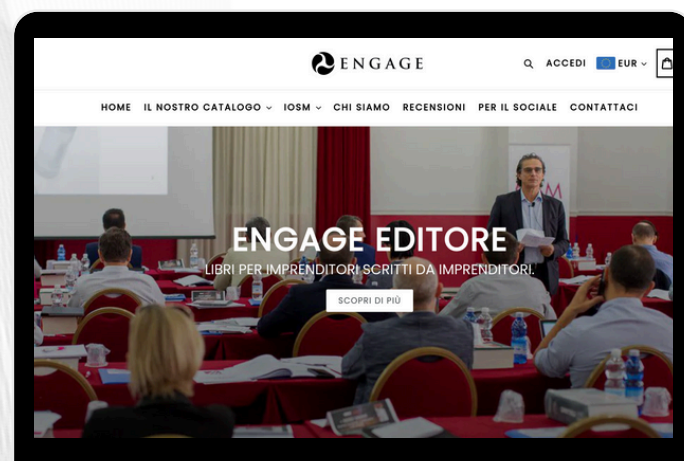


Our goal is to create free entrepreneurs who thrive and have a company that continues to grow without their presence.



ENTREPRENEURIAL TRAINING ACCESSIBLE TO ALL.

ENGAGE EDITOR: Books, Apps, and Video Courses



Engage Editore It is a multichannel publishing house born with the aim of disseminating entrepreneurial education made by entrepreneurs for entrepreneurs at the lowest possible price.

Book Authority It is a business unit that creates valuable training through books written by entrepreneurs to help other entrepreneurs turn their lives around and thus contribute to society.

App iOsm is the platform with dozens of hours of entrepreneurial know-how, accessible via smartphone, allowing you to train wherever you are.

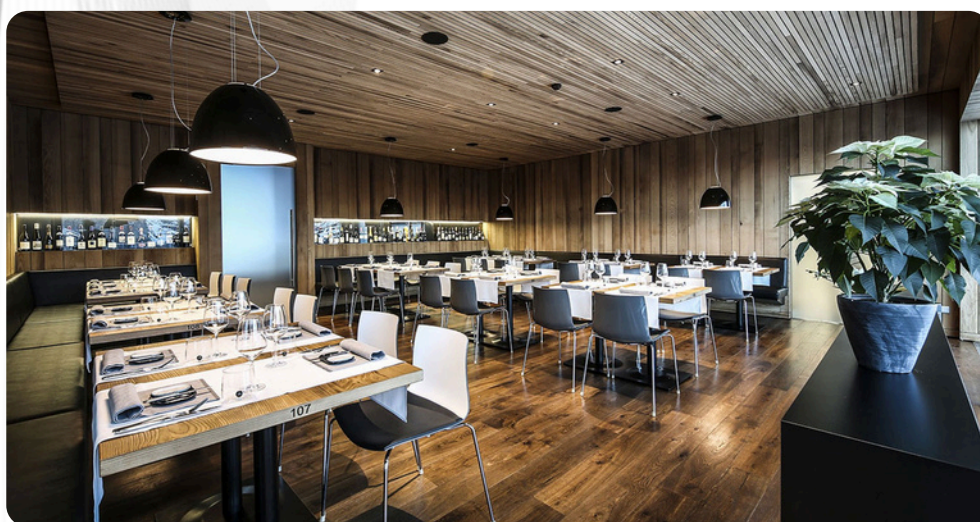


engageeditore.com



THE BUSINESS MAKERS IN THE RESTAURANT INDUSTRY

OSM RESTAURANT: From Restaurateur to Entrepreneur



OSM Restaurant is the specialized division in the restaurant sector, born in response to a specific need: to enhance to the fullest extent the entrepreneurial activities operating in what has always been considered a sector of excellence.



OSM Restaurant blends OSM methodologies with the expertise of the best Italian professionals in the field of **catering and hospitality**.



osm-restaurant.com



RESEARCH, SELECTION, AND MANAGEMENT OF PERSONNEL

GURU JOBS : Selection is a Strategy

The dream of every entrepreneur is unique and can only be realized when supported by individuals who share its values and ambitions. Guru Jobs is your ally in the search, selection, and management of talents aligned with your dream, to achieve success through people.

TALENT BOOST

The free training program for those entering the workforce or looking to make a career change.

GURU JOBS

The annual platform for unlimited CV and Soft-Skills screening based on I-Profile.

GURU EXE

The environment questionnaire to assess your company departments and anticipate turnover.

I-PROFILE SYSTEM

The platform to assess areas for improvement and increase your team's productivity.

HR STRATEGY

The pathway for entrepreneurs seeking the ultimate people management system.

GURU ADS

The service that combines marketing and personnel recruitment to receive hundreds of candidates

HR MINDSET

The free course to train HR managers and recruiters in your company.



THE COMPANY THAT CREATES ENTREPRENEURS IN THE CONSTRUCTION INDUSTRY.

OSM Edilizia provides training for the construction industry.

OSM EDILIZIA assists companies in the construction sector in achieving extraordinary results. **The team** consists of a group of entrepreneurs in the construction field who have chosen to make available to colleagues and professionals all the wealth of human, managerial, and professional skills acquired during many years of career experience in the field.

A new Renaissance of our country's economy awaits us, and we want to start from construction, the driving sector of the entire production system. EdilMasterclass is the school for construction entrepreneurs, born from **OSM consultancy technology applied to all sectors of human activity, blended with the thirty years of know-how of Vanoncini Spa.**



osmedilizia.it

"WE BRING COMPANIES TO EXPAND ABROAD"

OSM INTERNATIONAL: Making an Impact Worldwide



OSM INTERNATIONAL is a global consulting company based in the **United States**, with existing offices across **Europe, Latin America, and Asia**, providing unique analysis tools and development mechanisms to support businesses with proven results.

The proven methods can sustainably improve any type of business development worldwide, regardless of the market, economic conditions, or business cycles. With **OSM INTERNATIONAL**, you can expand your business into new international markets or become a reference point in Italy for those looking to invest in our country.



WE TRANSFORM ITALY BY TRANSFORMING EDUCATION.

OSM EDUCATION: Shaping the Future Generation Z



We at **OSM Edu** have a big dream: to help young people discover their talents and shape them into successful individuals. In our mission to revolutionize the Italian school system, our strong commitment is evident, and we aim to make it even stronger. We have become a Benefit Corporation. Today, we assist **Generation Z** youth in discovering their talents through our **OSM TALENT Questionnaire**. We help parents nurture their children's talents through the **PARENTS ACADEMY** program and train young individuals to develop their skills through the **EDU TALENT ACADEMY**. Additionally, we provide free training for teachers who seek to bring positive change to schools, empowering their students through the **TEACHER LIFE SKILLS** program.



THE SPECIALISTS IN REAL ESTATE AGENCY DEVELOPMENT OSM REAL ESTATE: REAL ESTATE EXPANSION



OSM REAL ESTATE: the company was born and developed to foster the growth and expansion of **real estate agencies**.

Through a strategic and personalized approach, we support you in achieving your growth objectives in the real estate sector. Increased turnover, creation of **loyal and recurring clientele**, opening of new branches, and the establishment of successful autonomous teams are just some of the results you can expect with our support.



In just 6 months, you will see **tangible results**. Our program is designed to maximize your results in the shortest possible time.



osmrealestate.com



TRANSFORMING PROFESSIONS

OSM MEDICAL: FROM CLINIC TO ENTREPRENEURSHIP



OSM MEDICAL It deals with extra-clinical training and managerial consulting to unleash your potential as a manager and create value for you and your staff, with the aim of exponentially growing your practice. The goal is to help those who help!



OSM Medical is composed of a team of consultants specialized in the management of medical practices, outpatient clinics, and clinics across the national territory.

DENTAL ACADEMY

We transform doctors into entrepreneurs.

MEDICAL STRATEGY

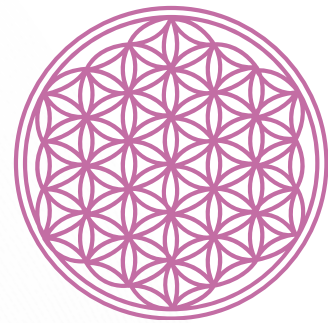
Medical sector community event

MBS MEDICAL

Advanced program for entrepreneurs in the medical sector



www.osmmmedical.it



SPIRITUAL ECONOMICS



A REMARKABLE COURSE, FOR MANY, NOT FOR ALL **SPIRITUAL ECONOMICS: DISCOVER WHO YOU TRULY ARE**

SPIRITUAL ECONOMICS is the first course, dedicated to entrepreneurs and managers, created to harmonize the body, mind, and spirit. A journey that will provide you with new tools and practical techniques for self-improvement and enhancing your great abilities, enabling you to achieve your dreams and goals with less effort and greater ability to attain them. An exploration of yourself and your infinite potential, an introspective journey to dissolve the difficulties and emotional conditioning that are holding you back from becoming the person you have always wanted to be.



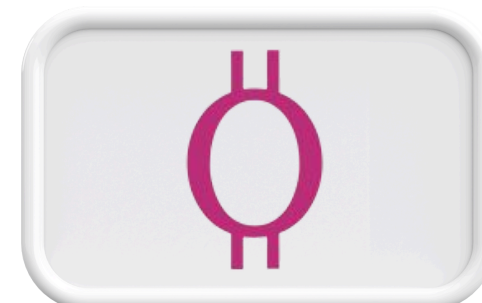
opensourcemanagement.it/spiritual-economics



SPECIAL PROJECTS DI OSM CREATING A POSITIVE IMPACT

OSM Is a forge of ideas and projects aimed at bringing **tangible change** to the lives of entrepreneurs and the ecosystem they are part of.

To bring innovation and evolution, **OSM** supports and participates in various projects, both in business and social spheres, to make a positive concrete impact on the Italian territory, both socially and economically.



THE NEW STARTUP COMPANIES TO CREATE NEW SPECIALIZATIONS



The vertical project aims to create **in-house marketing experts** within companies.

osmmarketing.it



The vertical project aims to help **artisans** become entrepreneurs.

opensourcemanagement.it



The vertical project that transforms **beauticians** into entrepreneurs.

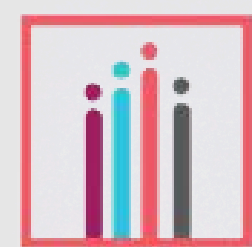
osmpartnerbeauty.it



The vertical project that creates new entrepreneurs in the **optical sector**.

perlottico.academy

OSM's SOCIAL RESPONSIBILITY PROJECTS TO DRIVE CHANGE



IMPRENDITORE
— **non sei solo**

The first **non-profit organization** in Italy that provides **free assistance** to struggling entrepreneurs to prevent them from committing suicide due to economic reasons.

www.imprenditorenonseisolo.it



A benefit corporation that brings **entrepreneurial values** into schools and helps students discover and nurture their talents.

www.osmedu.it



The only **ethical community**, run by entrepreneurs, that pays you to train and grow as an individual and as an entrepreneur.

www.osmcoin.it

THE FREE TRAINING PROJECTS OF OSM TO BRING KNOWLEDGE



**SCUOLA
PER
CONSULENTI**

OSM's free program to become a business consultant in 12 months.



**TEACHER
LIFE
SKILLS**

OSM EDU's free program to train teachers in empowering young people.



**TALENT
BOOST
BY GURU**

Guru Jobs' free program for those who want to enhance their value as collaborators.



opensourcemanagement.it
osminternational.com