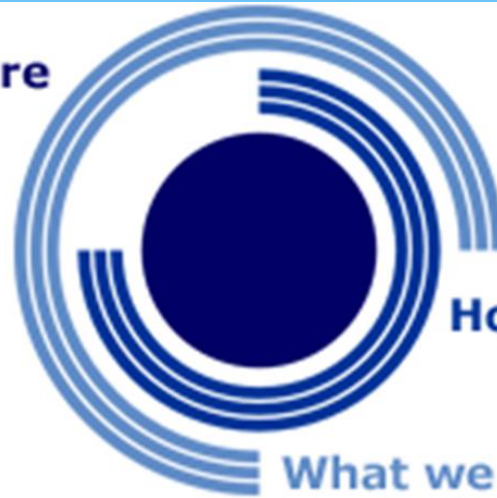




COMPASS  
CONSULTING

**Your compass for profitable growth**

**Who we are**



**How we do it**

**What we do**

## Who we are

- Compass Consulting was set-up in 2011 with an objective to be a leading independent business advisor to the industry, bringing innovation, growth and value to organizations who share that vision for their businesses.
- Our consultants have a unique blend of industry and consulting experience, which provides pragmatic solutions to complex issues while leveraging industry best practices.

## What we do

- We support companies to achieve functional excellence by changing the way they innovate, the way they manufacture their products and the way they measure their success.
- Compass Consulting helps clients reduce costs and drive top-line growth through targeted functional excellence efforts.

## How we do it

- We strive to be our clients' most respected source for operational and strategic guidance. Compass Consulting helps clients achieve quantifiable results while building trusted relationships.
- We work collaboratively, bringing innovative thinking, strong facilitation skills, proven strategic frameworks, and implementation skills to help our clients make their business vision a reality.

# What do we offer?

## PAKISTAN MARKET ENTRY SERVICES



- ❖ Market Research
  - Market feasibility studies
  - Market overview and analysis
  - Business opportunities identification
  - Competitive intelligence
- ❖ Entry Strategy and Planning
  - Develop product strategy for localization
  - Partner search: distributors, suppliers, JV or licensing

## IDENTIFYING NEW BUSINESS AVENUES



- ❖ Identifying future trends and needs of the industry:
  - Home & personal care
  - Foods & beverages
  - Packaging industry
- ❖ Mergers & Acquisitions :
  - Identification of opportunities
  - Interface between buyer and seller for information sharing
  - Perform due diligence

# What do we offer?

## BUSINESS STRATEGY & DEPLOYMENT



- ❖ Facilitate the formation of Vision, Mission and Values
- ❖ Translating corporate strategy into objective action plans
- ❖ Establishing SMART metrics in alignment with individual work plans
- ❖ Design and execute a customized organizational model
- ❖ Competency development for inculcating a winning culture in the organization

## “DELIVERED” QUALITY PROGRAM



- ❖ A unique concept developed for measurement of quality in alignment with consumer perceptions
- ❖ Formulate “Brand Quality Objectives” and link it with “Quality Demerits” across an extended supply chain
- ❖ Enable organizations to transition to the new ISO 9000:2015 and 14000:2015 standards

# What do we offer?

## MARGIN IMPROVEMENT PROGRAM



- ❖ Covers all aspects of the business for identification of savings opportunities
- ❖ A systematic approach for capturing the elements of cost and eliminating the non-value added components
- ❖ Proven methodology which guarantees savings of at least 2% of turnover

## SUPPLY CHAIN EXCELLENCE



- ❖ Supply Chain Systems Assessment
  - Plan, Source, Deliver
- ❖ Sales & Operations Planning and interface with Customer Services
- ❖ Strategic Procurement
- ❖ Business development partner for Emirates Logistics in Pakistan for providing customised 3PL solutions

# What do we offer?

## MANUFACTURING EXCELLENCE



- ❖ Comprehensive program for:
  - Enhancing productivity
  - Waste reduction
  - Energy savings
- ❖ TPM program for world class manufacturing. JMAC Japan business partner for Pakistan
- ❖ Design of systems and procedures in alignment with industry best practices
- ❖ Process study and optimization

## PRODUCT & PACKAGING INNOVATION

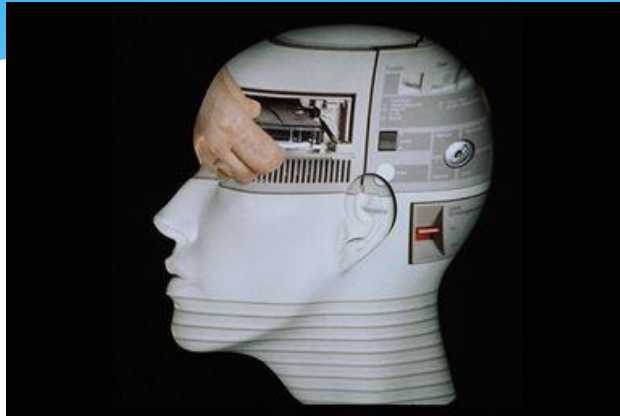


- ❖ Program for functional excellence in innovation management
  - Leading development process from “idea to execution”
- ❖ Formulation & process development
  - New recipe development
  - Product/process re-engineering
- ❖ Packaging localization and vendor development
- ❖ Packaging lab set-up and development of testing protocols



# What do we offer?

## BUILDING ORGANIZATION CAPABILITY



- ❖ Competency Development
  - Focus on personal development to drive business success.
  - Inculcating a winning mindset
- ❖ Functional Coaching in SC
  - Value creation workshop
  - Packaging awareness workshop
  - Excellence in innovation workshop
- ❖ Organization Design and Development

## RECRUITMENT SERVICES



- ❖ We strive to understand clients' exact needs and carry out a search through our network & database to identify the best candidates.
- ❖ We can identify & approach senior professionals, who would not respond to newspaper advertisements due to lack of confidentiality, but would like to consider better career prospects.
- ❖ Our consultants possess a unique blend of industry expertise and professional search experience

# What do we offer?

## PROJECT MANAGEMENT



- ❖ Turnkey solutions from “concept to start-up”
- ❖ Leading BMR
  - Options and project scoping
  - Qualification and selection of vendors
  - Overall project coordination
  - Commissioning support
- ❖ Sourcing of used plant & equipment from our network of associates in Europe

## PRIVATE LABEL SERVICES



- ❖ We can efficiently turn your ideas into products that you intend to launch in your target markets
- ❖ With an extensive catalog of prototype formulas on file, we can design your product to the exact performance you desire.
- ❖ We can help you in all your product requirements in FMCG sector:
  - Skin care / Hair care / Home care
  - Processed and packaged foods
- ❖ Our specialized knowledge of packaging can help you quickly customise the right solution for your product



# Selected Clients



# Founding Partners

**Aijaz  
Sheikh**

- Aijaz Sheikh is a Chemical Engineer and has over 25 years' experience in supply chain and operations management. He worked in Unilever at a senior management level for over 20 years, prior to establishing Compass Consulting in 2011. Aijaz has built strong credentials in Foods/Home & Personal Care categories across various functions: Manufacturing, Strategy Deployment, Project Management, New Product Development, Quality & Safety Systems, Training and HR capability building. He is an experienced trainer and program leader, with a proven ability to manage and drive change towards positive business benefits.

**Muslim  
Lightwala**

- Muslim Lightwala has over 25 years of experience of working with some of the world's top FMCG companies such as P&G, Unilever and Reckitt Benckiser. He has an MPhil and MSc in Advanced Manufacturing Technology from Cranfield University, UK along with a Chemical Engineering degree. He has been working as a management consultant since 2009 and was visiting faculty at the Institute of Business Management. His areas of expertise include: manufacturing excellence, packaging systems & materials, project management, contract manufacturing solutions, energy conservation, occupational and process safety.

# Our Team of Associates

We have a group of associates with strong credentials in their respective areas of expertise. Our subject matter experts cover the following areas:

- \* Engineering: Electrical, Civil, Mechanical, HVAC
- \* Corporate Finance & Management Accounting
- \* Marketing & Sales
- \* International Procurement
- \* IT business applications

# Contact us



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