

Mergers and Acquisitions

Transformation & Change

Management

The team at DeJUZ Consulting has extensive experience of both leading and supporting Merger and Acquisition exercises in the Asia Pacific, India and Africa. We operate across the full spectrum of the M&A Value Chain from the Dataroom HR due diligence of potential targets, through to Day 1 readiness and the creation of an integrated organisation both in terms of the hard “terms and conditions” and the softer but equally important “cultural” issues. Specifically we provide customised solutions in the areas of:

- Dataroom Search and Analysis
- Change Management
- Facilitating & Coaching
- Advocacy and Selection Process Design and Facilitation
- Overall HR management of the process
- Ombudsman

HR Consulting and Solutions

DeJUZ Consulting provides customized HR solutions, devised with each client’s specific needs in mind. We work with our clients and through

listening to their needs; develop an understanding of their culture, everyday realities and aspirations. The uniqueness that is your organization is important to a boutique company like us. We have no fixed solution on our shelf that we are compelled to force fit your unique organization into. Nor do we have any licensed products to sell, nor do we have a team of junior consultants who will use your organization as a testing ground for their embryonic skills. What we do bring is experience in turning challenges into opportunities and leaving you and your people fully equipped and empowered to manage the future we have jointly created into going forward. Therefore, our intent is to empower and engage your staff we come into contact with, but not to second guess or undermine them. Indeed, success for us is when we are able to complete the brief and leave the organization self-sufficiently going forward.

In addition to our full-time consultants, the company has access to a network of dedicated and highly experienced Associate consultants, all professionals in their respective fields and offering an extensive range of skills and expertise. This allows us to bring to you the specific skills that your unique organization needs and not force upon you a narrow set of skills that we have applied to every company we work with.

Strategic Human Resources in Singapore, Southeast Asia (Asia-Pacific) Developing “fit for purpose” Emerging Market HR Strategies. The development and implementation of innovative and fit for purpose new market HR entry HR strategies pose particular challenges for the HR Function with the need to align both the needs of the global corporation with the environmental reality of the market place and to deliver real results within tight frames. Our Associates have specific experience of market entry in the Asia-Pacific Region (China, Japan, Korea, Japan, Vietnam, Malaysia and Indonesia), the Middle East, India and Southern Africa, and are able to bring both their track record of success and frankly lessons learnt from where projects have gone less well to projects of this nature.

Aligning Global HR Strategies with Regional Needs - A Key Driver of the Diversity Agenda

Whether it is “think global –act local” or vice versa, it is essential and if staffs in emerging markets are to establish themselves as full “global corporate citizens”. They will be developed, coached and challenged using an equivalent set of HR processes and techniques as those of their mature market colleagues. How to achieve this in a manner that is both inclusive and equitable is a fine balancing act and one in which associates have extensive experience in South East Asia, India, Middle East and Southern Africa in a similar manner to their counterparts in the mature markets of the corporation.

Team Dynamics in Multicultural Environments, Singapore, Southeast Asia

The ability to share knowledge and harness resources on a global basis is an increasingly valuable and distinctive source of competitive edge for organisations whose operations cross cultural as well as geographical boundaries. There are many providers of solutions in the field of team building but the ability to translate these proven processes in the field of the Development of High Performance Teams, the Management and Facilitation of Meetings and Conferences and the application of Breakthrough Technology to multi cultural as well as multinational groups in a manner that ensures total inclusion and alignment in the process across cultural boundaries is a field that DeJUZ consulting has developed extensive experience in recent years.

Leadership and HR Management Development

Many organizations have successfully developed Asian Leaders to lead Asian Assets but few have achieved the ultimate inclusion and diversity goal in this area – a Vision of an organization as to whether you are recruited in New York, London, Paris, Tokyo or Guangzhou, you are truly able to realize your full potential in the organization. DeJUZ consulting can work with your organisation to identify the early indicators of potential in your staff from your new emerging markets to help ensure their integration into the wider organisation as rapidly as possible.

Expatriate Reward and Design, Singapore Southeast Asia

There are many consultants who specialize in this field but our distinctive contribution lies in the development of the customized solutions that are essential to promote the mobility of today's workforce demands. Be it customised packages for the Intra-Regional expatriation of Singaporeans and Malaysians to the PR China, or the need to develop a "hybrid" deal for a returning Vietnamese or Chinese national, DEJUZ Consulting can work with you to develop imaginative solutions to these challenges in a manner that minimises any damage to the "status quo" in the organisation. Our subsidiary Company "Singapore Direct" provides a boutique relocation service for Company's wishing to relocate to Singapore specifically and further details are available on their Web site.

Human Resource Management & Education, Southeast Asia (Asia-Pacific)

There can be few professions that have undergone such a dramatic change over the last decade than that undertaken by Human Resources. The demands on the Function have moved from one of "welfare officer" or custodian and policeman of the Company terms and conditions to one that is expected to be an equal and proactive strategic partner of the line and indeed a member of the management team. However the confidence, behaviours and overall mastery required of an HR professional to undertake this role is not something that can be acquired overnight or from a textbook. At DEJUZ consulting, we have developed a suite of programmes that can be used one on one or at the team level to promote and develop these skills. We would be delighted to discuss with you as to how we can help develop the HR professionals in your organisation.

About DeJUZ Consulting

DeJUZ Consulting Ltd (www.dejuz.com) provides business and management and IT solutions in the areas of audit consulting, risk management, and IT Solutions.

You want to stay competitive, you're mobile, you want information that is practical, applicable, and reliable from knowledgeable respected thought leaders and you don't want to have search for that information. DeJUZ Consulting publishes timely information on competitive market topics and rating the company's base on their operations and businesses that help business leaders lead and make decisions which will help them lead their businesses to greater success. By emailing us to receive communication from DeJUZ Consulting via e-mail, you will receive the latest information on topics of your choice in your e-mail inbox that others may never get, know or before others who rely on publications or spend time searching the internet get.

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