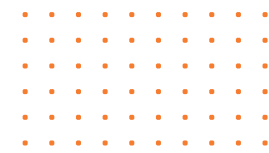
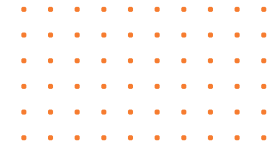


ABIA Consultancy

Profile

ABIA
CONSULTANCY





Consultants Profile

Great Leadership Drives Success

At ABIA Consultancy, we believe that great leadership is the cornerstone of organizational success. Effective leaders possess the strategic insight and decision-making flair necessary to navigate complexities and turn challenges into growth opportunities. Leadership is not just about steering the business - it's about transforming vision into reality, both tactically and strategically.

Who We Are

ABIA Consultancy is a dynamic and forward-thinking service provider with a deep understanding of business dynamics. We are passionate about helping businesses regardless of size, grow, adapt, and thrive. By leveraging ever-evolving skills, knowledge, perspectives, and cutting-edge technologies, we contribute meaningfully to economic development and sustainable business improvement.

What We Do

We offer end-to-end project management services, from initial concept through to successful execution. Our expert team has delivered measurable results for organizations across diverse sectors, including

- 1. Government Sector**
- 2. Manufacturing Sector**
- 3. Real Estate and Construction Sector**
- 4. Retail & FMCG Sector**
- 5. Contraction Chemicals Industry**
- 6. Trading Sector**
- 7. Education Sector**
- 8. Telecommunication Sector**
- 9. Insurance Sector**
- 10. Consultancy & Quality Sector**

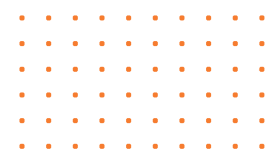




To deliver high-impact, customized consultancy solutions that drive business transformation, enhance performance, and foster long-term success. We are committed to partnering with organizations across sectors by leveraging our expertise, technology, and ethical practices to solve complex challenges and create measurable value.



To be a trusted global consultancy partner, empowering organizations to overcome challenges, embrace innovation, and achieve sustainable growth through strategic insight, operational excellence, and transformative leadership.~



Corporate Group

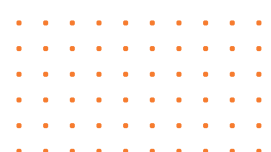


ABIA
hr Solutions

ABIA
Retail

ABIA
Education

A AIBrandz™
Technology





HR Management

Human Resource Management

Human Resources (HR) is one of the most critical and complex functions within any organization. While HR may not directly contribute to revenue generation, it plays a pivotal role in shaping a company's long-term success. Its core responsibility goes beyond managing employee structures—it involves transforming the organization into a people-centric entity that maximizes the potential of its human capital.

At ABIA Consultancy, we recognize the strategic importance of effective HR management. Our comprehensive HR services are designed to increase workforce productivity, boost employee engagement, and contribute to organizational growth. We partner with clients to manage their entire HR function, enabling them to focus on core business operations while we ensure the people side of the business runs smoothly and efficiently.

We firmly believe HR is as vital as finance, marketing, manufacturing, public relations, or administration. Our tailored solutions support organizations in aligning human resources with strategic objectives, leading to measurable improvements in performance and organizational culture.

Our HR Management Services Include:

- **Human Resources Management**
- **Workforce Performance Management**
- **Organizational Diagnosis & Employee Assessment**
- **Employee Satisfaction Surveys**



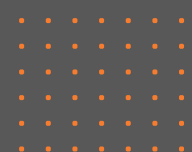
Organization Diagnoses & Employee Assessment

Organization Diagnoses

- Employee Satisfaction Surveys
- Customer Satisfaction Surveys
- Compensation Surveys
- Vender Satisfaction Survey
- Intra Department Satisfaction Surveys
- Organization competencies Assessment and Benchmarking
- Human Resources Development Audit
- Recruitment Analysis and Audit

Employee Assessment

- Assessment & Development Centers
- Assessment & Benchmarking
- Competency Design & Job Analyzing
- Executive Assessment



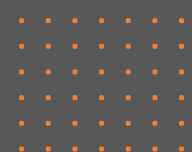


Assessment & Development Centers

Using assessment centers as part of candidate selection or employee development processes gives a broader, more complete view of the candidates' skills and behaviors and ensures that the best people for the job or role are selected or developed

ABIA can help design and deliver assessment centers throughout your organization, especially at senior management and graduate levels. We work in partnership with our clients, offering a blend of customized design and development, alongside the use of off-the-shelf proven tools and questionnaires. Typically an assessment center will use our personality questionnaires, ability tests and assessment center exercises all of which are available for a range of candidate ability and job roles with valid, suitable content

We also support clients in their decision to either use ABIA as independent external assessors, or as trainers, transferring knowledge to teams and encouraging self-sufficiency





Competency Design & Job Analyzing

As organizations change and develop new strategies and visions, particularly following a merger or acquisition, so do the job competencies and skills needed to execute them

In these scenarios, poorly defined jobs or roles lead to a diffusion of responsibility and accountability, and an overlap between jobs. At the same time, Organizational Development initiatives started by the Board and implemented by HR may not result in the changes of behaviour required to sustain improvements.

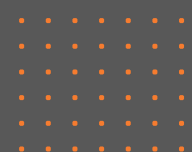
ABIA can help you to -

Analyze roles in concrete terms e.g. tasks, objectives, KPIs
define the skills and competencies needed for success in a role structure roles into meaningful job families .

Transfer knowledge to HR teams enabling self-sufficiency in competency design develop organization-wide competency frameworks

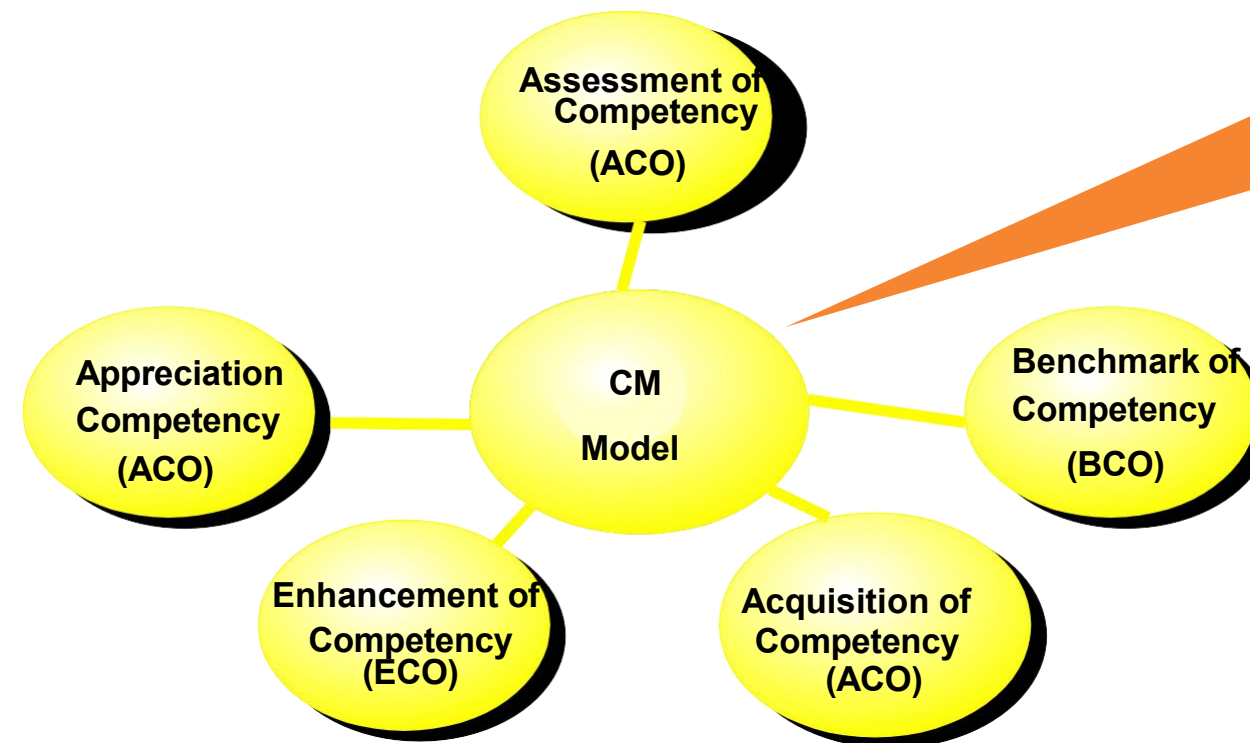
Bring competencies to life by linking to a range of HR processes

redesign HR processes to integrate new competencies

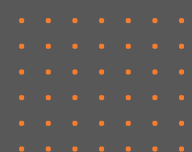


Competency Management

We provide comprehensive services in the areas of acquisition, assessment and development of Competency to enable the achievement of breakthrough performance



The "CM Model" is our comprehensive approach to looking at and working with your Organization's capabilities





Business Management

At ABIA Consultancy, we are proud to be recognized as one of the leading global business management consultants. We believe that **"change is constant,"** and our approach is built on helping organizations embrace change as a strategic advantage rather than a disruption. We support our clients in navigating transformation while maintaining business continuity. Whether the change is incremental or large-scale, we guide organizations in adopting the right mindset, fostering adaptability, and setting new standards of excellence to drive exceptional performance.

Our Key Objectives:

- Cultivate a strong, adaptive business culture
- Ensure organizational compliance and governance
- Develop competency models to guide effective hiring
- Conduct thorough change management analysis
- Optimize organizational structure for maximum efficiency

Our Business Management Services Include:

- Business Strategy
- Enterprise Performance Management
- Change Management
- Customer Relationship Management (CRM).
- ABIA Marketing Science
- Service Management
- Supply Chain Management
- Retail Solutions



Finance Management

Can you think of a business running without finances?

Absolutely not! Hence, there is always a scope of finance management in the organization. Every company needs someone who can handle the monetary aspects of the company in order to function in a way that is conducive for organization growth.

ABIA consultancy helps in maintaining the assets and liabilities of the company balanced. Our team focuses on optimal utilization of finances by allocating financial resources along with finance risk management. We strive to resolve every financial problem of our clients irrespective of the size and nature of the problem.

ABIA's finance management solution aids in increasing business profits and maximizing growth as well as optimizes the wealth of stakeholders. Our financial analysis team focus on key issues and come with solutions those results in prosperity of the company. Our main objective is to provide finance management tools and techniques that are in tandem with company's mission and vision.

Our finance management solutions include:-

- Corporate Finance
- Personal finance





Change Management

Change Management refers to any approach to transitioning individuals, teams, and organizations using methods intended to re-direct the use of resources, business processes, budget allocations, or other modes of operation that significantly reshape a company or organization.

Change Management focuses on how people and teams are affected by an organizational transition. It deals with many different disciplines, from behavioral and social sciences to information technology and business solutions. In a project management context, Change Management may refer to the change control process wherein changes to the scope of a project are formally introduced and approved.

Our consultants include creative marketing to enable communication between changing audiences, as well as deep social understanding about leadership styles and group dynamics. As a visible track on transformation projects, organizational change management aligns groups' expectations, integrates teams, and manages employee-training. It makes use of performance metrics, such as financial results, operational efficiency, leadership commitment, communication effectiveness, and the perceived need for change in order to design appropriate strategies, resolve troubled change projects, and avoid change failures.

- Determine need for change.
- Prepare and plan for change.
- Implement the change.
- Sustain the change





Manufacturing & Engineering

Our lean methodology helps in identifying defects and eliminating wastes from product, process and transactions. Our quality solutions are flexible that helps your organization uncover solutions. Our structured approach for providing solutions helps in achieving strategic business results through an intelligent step-by-step procedure.

In ABIA Consultancy, the tools and techniques used are the best from all their alternatives that aids us in providing right solution for the right problem. We don't just impose solutions for outside. We rather dig deep into the problem and discover solutions through observations gathered during the project journey. Although lean methodology is quite typical to manufacturing sector, but today its techniques can be easily applied in normal office environment as well.

This is what we do:

- Lean Manufacturing Techniques
- LeMW: Lean enterprise Most Way
- Transforming Mindsets
- Know the Problem
- Find the Solution
- Establishing New Enterprises
- Transforming Running Organizations
- Standalone Training Programs and Workshops
- 'J' Programs of Training Within Industry (TWI)
- Benefits of 'J' Programs





IT Solutions

We are trusted and established digital service provider with over 12 years of experience in delivering high-impact, future-ready technology solutions. We specialize in a broad spectrum of digital services, including **Web Design & Development**, **Digital Services**, and **IT Consultancy**—designed to help organizations innovate, grow, and lead in their respective industries.

Our expert consulting team is well-equipped to manage and implement enterprise IT infrastructure solutions across diverse domains such as **GIS**, **DevOps**, **PMIS**, **Data Analytics**, and **Cloud Services**. With a deep understanding of evolving technological landscapes, we deliver robust, scalable, and agile solutions tailored to meet the unique needs of our clients.

At ABIA, we don't just follow trends - we understand them. Our visionary team keeps pace with the fast-evolving digital world and proactively integrates the latest innovations into our services. We are committed to removing roadblocks in our clients' growth journeys by providing holistic, top-tier digital solutions.

ABIA is more than a service provider—we are a strategic partner committed to driving transformation. With a proven track record, forward-thinking team, and dedication to quality, we are on a mission to reshape the digital future, one project at a time

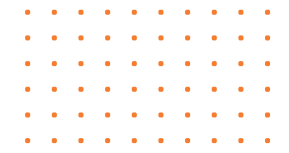
Our global footprint is a testament to the trust and value we bring to every engagement.





Credentials 1/2

- ▶ E Government of Sharjah – UAE
- ▶ DEWA (Dubai Electricity & Water Authority) – UAE
- ▶ SEWA (Sharjah Electricity & Water Authority) – UAE
- ▶ Sharjah Centre for Documentation & Research –UAE
- ▶ Sharjah Economic Department – UAE
- ▶ Sharjah Chamber of Commerce and Industry – UAE
- ▶ Sharjah Co-operative Societies – UAE
- ▶ Sharjah Department of e- government –UAE
- ▶ NTPC – Inida
- ▶ ICICI Bank – India
- ▶ Raligare Group – India
- ▶ German Auto components manufacture – India
- ▶ FMCG Organization – UAE
- ▶ ETA- Training and Development Centre – UAE
- ▶ Medi Tool – Swaziland
- ▶ ECC – International – Philippians
- ▶ Sanhoo – North Korea
- ▶ Techlon Corporation – North Korea
- ▶ Kailon Industries – North Korea
- ▶ Gutamann – Germany in UAE
- ▶ Yashaka EduTech – India
- ▶ Leading Business group in KSA
- ▶ Amity Business School – India
- ▶ GSBI Business School – India
- ▶ IMT Business School – India
- ▶ Manavarachana Business School – India
- ▶ Srimathi Supermarkets – India
- ▶ Hallmarks Centers – India

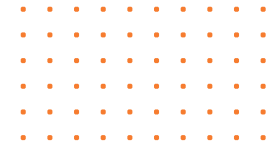


Credentials 2/2



- ▶ Solanki Group – UAE
- ▶ Al Mansouri 3B LLC- Abu Dhabi
- ▶ Large KSA conglomerate (Rubber and Trading)
- ▶ Retail Group – India (Sabaka Bazar & Capital Homes) –India
- ▶ Real Estate & Marketing Company in UAE
- ▶ Joint venture between Japanese Indian Company into Auto & building Products - India
- ▶ German Automotive Parts Manufacturing – India
- ▶ Indian organization manufacturing, VAM, PVC, other similar products.
- ▶ ASIC – Group in KSA
- ▶ Largest Quality Certification Organization - India
- ▶ International Rubber Company – UAE
- ▶ General Insurance player – India
- ▶ Star Specialities Polymers - UAE & KSA
- ▶ Mr Tariq & Brothers Business Group - India
- ▶ ANI Trading – UAE
- ▶ ANA – HAVC Systems – KSA
- ▶ MIM – Steel Company – KSA
- ▶ Construction and Project base Company - UAE
- ▶ UP - Retail Business – KSA
- ▶ TC Consulting Company – Thailand
- ▶ Al Maha Real Estate – UAE
- ▶ Al Nadha Real Estate – UAE
- ▶ Al Nadha Engineering & Consultants – UAE
- ▶ Prime Tech Trading – UAE
- ▶ Al Jedha Trading – UAE
- ▶ Proflex Industries – UAE
- ▶ Golden Air Conditioning - KSA





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