



SGCS
STIMULATING GROWTH

Empowering Business Success Through Strategy Consulting

Purpose

Our purpose keeps us focussed



At SGCS, our purpose is to dissect complexity with a surgical precision that transforms corporate chaos into strategic clarity, sculpting success out of uncertainty. We don't just consult; we orchestrate excellence, turning business challenges into symphonies of triumph. We hold the hands and walk through the door when others can just show you the door.

Vision, Mission, Values

Our culture motivates us

*“Our **vision** is to become a trusted partner for the organizations in the South and South-East Asia, the Middle-East and the East Africa for their transformation, growth and development needs by 2030.”*

*“Our **mission** is to stimulate growth for our clients through visionary management consulting, empowering them to ascend beyond limits.”*

Values

- Integrity
- Respect
- Perseverance
- Responsibility
- Speed



Value proposition

We mean business



- Research and analysis
- Business valuation and growth potential
- Strategy formulation and implementation
- Development of product/services pipeline
- Funding and investments
- Diversification and expansion (ownership/
franchisee/ joint venture)
- Growth (organic and/or inorganic)
- Product/ service creation
- Efficiency and productivity improvement
- Costing and expenditure rationalization
- Business analytics and control
- Transformation and turnaround
- Employee assessment and organisation
development
- Talent retention, development and pipeline
creation
- Centre of excellence

Approach

Problem-solving, Decision making, Implementation

- **Strategic problem-solving:** We employ various strategy management frameworks to analyse complex issues, generate effective strategies for organization success.
- **Data-driven Decision-making:** We integrate data-analysis and statistical-model based decision making processes to ensure well-informed and logical choices that drives the desired results for the client.
- **Effective Implementation:** We focus on effective implementation of the solutions, collaborating with the clients to drive change management, monitor progress, and achieve sustainable results.



Focus

Industry, Market trends, Competition analysis

- **Diverse industry knowledge:** We have collective experience in various industry sectors such as healthcare, textiles, training and education, pharmaceuticals, agro-processing, power generation and utility, information technology, consumer goods, automotive, retail, infrastructure and manufacturing, offering bespoke solutions to address sector-specific challenges and opportunities. However, we have subject matter experts associated with us who are specialized in various other industry sectors.
- **Market trends analysis:** We analyse market trends, consumer behaviour, and regulatory changes to provide strategic insights and recommendations that help clients to stay competitive and agile to adapt to the environmental changes.
- **Competition analysis:** We conduct thorough competition analysis to identify market gaps, competitive threats and opportunities for differentiation, enabling clients to make informed strategic decisions.

Engagement

Consultative approach, Custom solutions, Long-term partnerships



- **Relationship building:** We engage in the consultative dialogues with clients, building trust, understanding their needs, and co-creating custom solutions to address the challenges and deliver value.
- **Tailored value proposition:** By offering personalized and bespoke solutions, we demonstrate our commitment to meeting client objectives, driving business growth, and fostering long term partnerships based on mutual success.
- **Long-term partnerships:** We aim to build enduring relationships with clients, providing ongoing support, strategic guidance, and innovate solutions to help clients adapt to changing environments and achieve sustainable success.

Code of Conduct

Ethical guidelines, client confidentiality, performance metrics

- **Ethical standards:** We uphold strict ethical guidelines and professional standards that are in-line with our values empowering accountability in all client engagements and business practices.

Client confidentiality: Maintaining client confidentiality is paramount for us, safeguarding sensitive information, fostering trust, and upholding the principles of data privacy and security.

- **Performance metrics monitoring:** We use performance metrics to assess the effectiveness of our strategies, measure outcomes, and continuously improve service delivery, aligning with client expectations and industry best practices.



Why Us?

We don't preach we implement!

- **Specialization**

- Deep research and industry analysis
- In-depth understanding of correlation between technology disruption and industry impact
- Bespoke service offerings

- **Focus and agility**

- Faster turnaround times
- Senior level attention
- Dedicated resources for each project

- **Client relationship and engagement**

- Personalised approach with thrust on mentoring and coaching
- Workshops and handholding at every stage of the assignment
- Presence of senior partner(s) in all review meetings

- **Commercials**

- Flexible and suiting the budget of the client
- Outcome and service oriented
- Assignment based handholding, workshops and knowledge transfer will be free from any additional facilitation charges.

Our Team

Our people are our pride



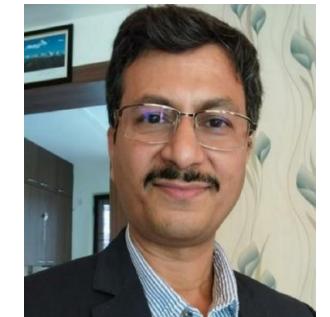
- SGCS is a partnership firm started by two senior management professionals Rajat Sarkar and Dr. Subir K Ghosh with a rich experience of working with multi-cultural and multi-national background.
- Our consultants and associates are hand-picked both with experience and fresh from college to manage the talent pool who have the zeal and knack towards solving problems.
 - These talented group of people are subdivided into two groups i.e. front-facing delivery executives and back-office data analytics and research support.
 - All the people associated with SGCS are aligned towards delivering the solution which aids the growth of the client business.



Rajat Sarkar

B.Tech – M.Tech
(IIT Bombay)
PGDM
(IIM Ahmedabad)

Rajat is a senior management professional and a business leader. His area of interest involves Strategy, Corporate Finance and Operations. In his more than 15 years of illustrious experience in diverse industries in India, Thailand, Tanzania, and Qatar, he was instrumental in formulation and implementation of growth strategy; mergers, acquisitions and joint venture due-diligence and integration; business turnaround and transformation to deliver desired profitability, project planning and control, implementation of systems and processes required to deliver the results. He has more than six years of experience serving as CFO where he has led the organization delivering the desired results in terms of P&L and valuation. Also, he has nearly eight years of experience as a strategy and finance consultant where he has helped the organization to be more efficient and productive creating value for all the stakeholders which helped them to acquire funding.



Dr. Subir K Ghosh
MBA (IISWBM)
Dip. T&D (ISTD)
MS Counselling & Psychotherapy (IPMS)
PhD

Subir is a senior management professional and a business leader with about 25 Plus years of working experience in Business HR , Strategic Plan Preparation , Consulting, Coaching , Training & Org Dev, International HR & Business Transformation in India , Bangladesh, Jordan, Tanzania , South Africa , Kenya and Bosnia. He also has hands-on experience in HR Operations, Performance Management linked with Balanced Score Card, Facilitating Leadership Pipeline Intervention & Performance Coaching, Implementing Best HR Practices, Talent Management, HR Policy Formulation , Competency Assessment & Development Centre, HR Audit leading to GPTW Certification, International HR Collaboration & Business Development.

Distinguished clientele

Esteemed partners where we have brought a positive change



- Comprehensive coal procurement and power generation strategy to have an impact of INR 150 Cr. on PAT.
- Tie-ups with banks and mobile payment platforms to save INR 120 Cr.
- Comprehensive financial and business model for distribution franchisee.
- Integrated BI dashboard for the business for monitoring and control.

- Costing models to apply for RFQ from various OEMs.
- SNOP and demand forecasting model.
- Capex forecasting model.



- SCM process implementation.
- Demand forecasting through analytics.
- Manpower and SKU rationalization

Distinguished clientele

Esteemed partners where we have brought a positive change



- Commissioning of 400 bedded multi-specialty hospital.
- Operating the hospital for 3 months at 25% EBITDA.
- Establishing the hospital as CoE for medical services.

- Turning around 100 bedded multi-specialty hospital under PPP model.
- SNOP and demand forecasting model.
- Capex forecasting model.



- Costing model for UK's premier PR agency.
- Demand forecasting through analytics.
- Manpower and SME rationalization
- Raising the valuation for acquire investments

Distinguished clientele

Esteemed partners where we have brought a positive change



- People Capability Development by implementing Competency based HR System.
- Continuous Improvement through DMAIC process with R&R.
- 4 level learning Intervention: learner's behavior development, supervisory development, managerial development, continuous improvement – problem solving.

- BSC / PMS System across the organization.
- Certification of all SBU leadership team on Thomas Assessment & Coaching.
- Integrated HR System for Competency Assessment.



- KAIZEN in alignment with HR Strategy & Business Goal and 5S in whole Plant by coaching and training.
- Attrition control, safety process to mitigate risk and hazard.

Distinguished clientele

Esteemed partners where we have brought a positive change



- Du Pont – BBS safety intervention at plant.
- Capability development of leadership team.
- Zero Accident in alignment with business excellence goal.
- TTT culture across the unit and best learning practices.

- Performance Audit & Coaching and System Adherence.
- HR Business Strategy in alignment with Annual Operation Plan.
- Design KRA & KPI of whole group starting from CEO to all Leadership team of Corporate & Plants.



- Assessment of leadership team.
- Run assessment and development center.
- Coaching and mentoring of leadership team for next level.

Clientele

Few more where we are a part of their growth journey





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Thank You



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