



Introduction

Q - Consulting is an HR and Management consultation firm established to introduce standardized, nonconventional consultation services aiming to maximize the importance of human resources to clients in Egypt, Africa and Gulf area.

Our consultants are experts in developing, implementing and controlling the full scope of human resources management. From developing strategies, organizational review and restructuring to creating job profiles and competency models, and from establishing performance management systems, compensation and benefits strategies to creating HR policies and managing talents.

Developing a complete and integrated HR consulting services is our role and area of specialty.

Q - Consulting is your HR partner helping your people achieve their professional objectives.



Vision

To be the best HR Consultancy firm providing standardized, creative and added value consultancy services, that best suits our clients' needs and exceeds their expectations.

Mission

To provide our clients in Egypt, the Middle East and Africa with world-class, nonconventional, and truly necessary HR consulting services at the highest levels of accountability and customer focus; this is through our competent consultants who strive to satisfy clients' needs, thereby enhancing the quality of their human resources.

Q - Consultancy Goals

- **Market Share**
Increasing the market share inside Egypt
- **Foreign Clients**
Increasing the market share outside Egypt
- **Business Sectors**
Entering new business sectors
- **New Services**
Introducing new consulting services
- **New Clients**
Attracting new clients
- **Development**
Improving customer service by developing new tools and measures



Consulting Packages and Services

HR Organization Solution

- HR Organization
- HR Audit
- HR Strategy
- HR Personnel Assessment
- HR Training Modules
- HR Staffing
- HR - SOPs
- HR Guiding & Coaching
- HR for non-HR Program

Organizational Development Solutions

- Job Profiling
- Organizational Design
- HR Policies
- Staffing
- Assessment Center
- Succession Planning
- Functional Policies

Motivation Solutions

- Surveys
- Benefits Scheme and Retention Plans
- Bonus Systems
- Pay Policy & Pay Structure
- Job Characteristics Model
- Work Environment Study
- DISC Assessment
- Employees' Relations Activities

Performance Management Solutions

- Competency Modeling
- Performance Management System
- On-the-Job Training
- Competency-Based Training System
- Mentor Program
- In-House Training
- Link Performance with CMS
- Career Coaching
- Consulting Roundtable

Executive Solutions

- Corporate Strategy
- Executive Search
- Executive Training

Other Solutions

- One-to-One Consultation
- Fresh Graduate Career Support
- Training for Undergrad students
- Seminars



Why Q - Consulting?

- Q Supported by a professional team of consultants and HR experts.
- Q Dedicated, committed and practical HR Consultants.
- Q Have a proven track record inside/outside Egypt.
- Q Nonconventional consulting services at an excellent value proposition.

Core Values

- Q Accountability
- Q Creativity
- Q Technical Credibility
- Q Customer Focus



M. Ismail - Success Stories

A word about the Founder

Mohamed Ismail is the founder of Q - Consulting. He has extensive experience as an HR instructor and has created a variety of HR training courses. Aside from being an MBA holder; he is also certified by Columbia Southern University, in addition to holding various other specialization certificates in the field of Human Resources and Management, all from reputable academies. Having worked in multiple national and international firms, Mohamed has 20 years of hands-on experience as a corporate, training and consultancy expert. As such, he has led, directed, participated in, evaluated and controlled an innumerable number of projects in Egypt, Middle East and Africa.

Mohamed believes in people's capabilities and the power to change. He has a chain of success stories in putting organizations and human capital on the right track, as well as, creating achieving strategies with market records.

He manages to artfully link individual performance to strategic goals and objectives, aligning with modern business challenges. He inspires, motivates and develops manpower so as to serve the mutual benefits of employees, as well as, stake holders.

- Developing the HR systems for national cement Company (Ethiopia).
- Developing the HR systems for cement national Company (Mozambique).
- Establishing the grading and salary structure for Pepsico - Jeddah (KSA).
- Developing the Job Descriptions and assessing the HR functions for Al Jomaih Company one of the lead companies in (KSA).
- Restructuring and formulating of HR Management Systems for:
 - Distance Studio Consultants Co.
 - Tri Ocean Energy Co.
 - AAW for engineering and consulting Co.
 - ASEC - engineering Co.
 - Egybel,
 - Schweppes,
 - Moamen,
 - Golden Tours,
 - Tamweel,
 - Egyptian German co.,
 - Misr El Khier Foundation.
 - Dina Farms.
 - Alex Fert.
- Creating the Company strategy for Les Dames Co.
- Establishing the Policies and Procedures Manual, for Tera Data Co.
- Establishing the Policies Manual, C&B system for ABC Bank.





Contacts

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