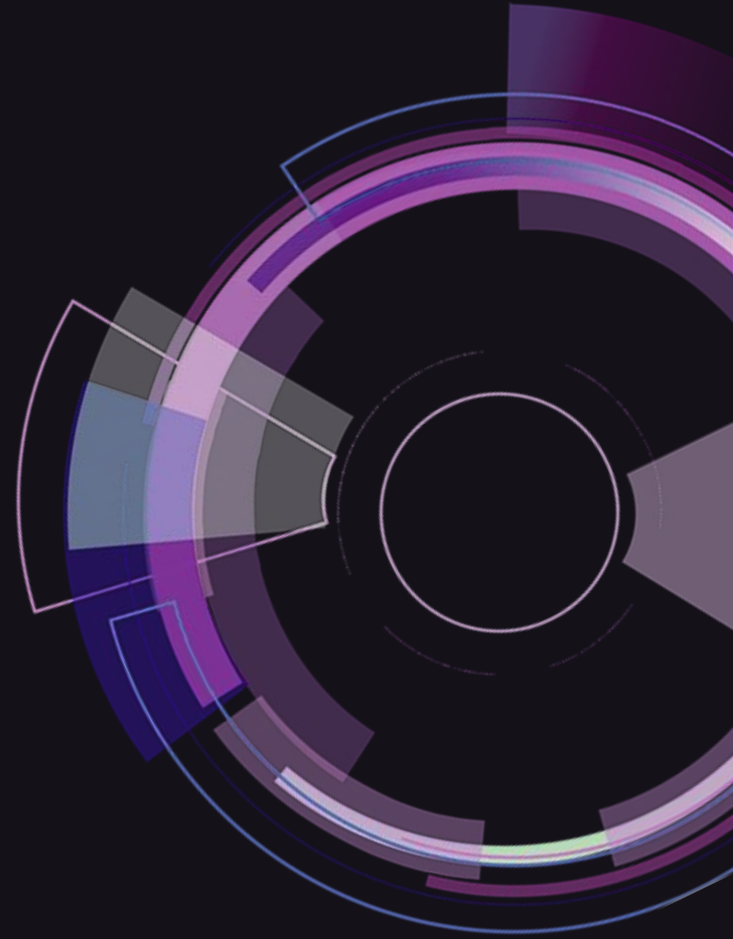




Creating meanings

We help companies realize successful change by working on solutions in areas of strategic management and HR-consulting, based on advanced technologies, data analytics and industry specifics



4360

project hours

110

company transformation projects
and training programs annually

19+

consultants in an expert team
working in various fields

12

years in the field of education
market

18

author's applied
training programs

Principles and service delivery approach of TSQ Consulting

Customized approach

We adapt your chosen service to your company's corporate culture, considering your preferences and possibilities

As a result you receive a customized service delivery

Value-oriented

We create products, based on our company values: **aesthetics, attention to detail, courage and systemic approach**

This approach allows us to create a quality product that is embedded in your business

100% problem solving

The strategic goal of our company consists of **solving your problem 100%**. To achieve this goal we have gathered a team of consultants, corporate trainers and partners to deliver each step of the full HR consulting cycle.

That allows you to solve all issues, related to HR systems and business optimization of business operations without the need to synchronize services from different single providers



Dina Guseynova

Managing Director & Senior Partner, Specialist in business processes optimization



Walter Schwarz

Senior Partner, Global Leader, Expert in international management

Among our clients



Industries we work with



- Agro-industrial complex
- Communications and telecommunications
- Government sector
- Construction and development, construction materials industry
- Private sector and retail
- Transport and logistics
- Metallurgical complex and mechanical engineering
- Pharmacy and healthcare
- Oil and Gas Industry, Petrochemicals
- Financial sector: banks and insurance companies
- Food industry
- Electric power industry
- Light manufacturing, wood-processing and pulp and paper industries
- IT-companies

Principles and service delivery **approach** of TSQ Consulting

Strategic consulting

Corporate culture

Guiding change and company transformation

Business process optimization

HR-functions and processes

Leadership training

Training of employees

Team development

Management consulting and business analytics

Sustainable development and ESG

Efficiency management

Effective sales

Risk management

Financial consulting

Management of innovations and R&D

We will conduct a market analysis, help to develop a company's strategy, create a roadmap, rethink the implementation of the strategy into the corporate culture and translate them into activities of each department while supporting the management team.

Areas of work:

Strategic sessions on the development and implementation of strategies

Development of a market positioning strategy for the company

Development of a new product launch strategy

Consulting services when entering new markets

Analysis of market prospects and performance indicators of the company according to market standards

Areas of strategic sessions:

Digitalization strategy

HR strategy

Sustainable development strategy

Stages of work and cases →

Full HR consulting cycle

We build HR systems, help to create a corporate culture and make it work, conduct staff assessments, train employees and managers, create and develop teams

Corporate culture

HR processes

Team building

Gamification

Staff
assessment

Effective management

Employee training
and development

Culture of well-being
among employees

[Request a project](#)

[Details](#)

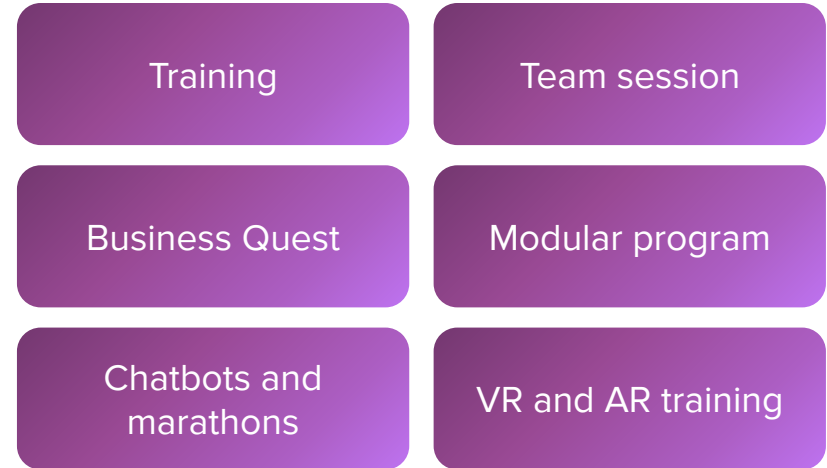


We carry out activities to develop the necessary competencies for employees for business tasks, we help to create a training system within the company and establish a corporate university, etc.

Current business challenges in areas of training and development:

- / Employees lack the competencies to perform their duties
- / Employees resist changes in the company
- / Employees burn out emotionally
- / Employees do not comply KPI
- / The company does not have a training system implemented

Learning formats:



Stages of work and cases →

From introducing new products and innovations to improving supply chain efficiency, rethinking purchasing patterns and enhancing productivity.

Areas of work:

Determination of a controllable cost base and development of proposals for control

Supply chain management

Cost optimization

Implementation of paperless processes

Environmental audit of business processes

Improving operational efficiency

Current business issues related to business processes and operational efficiency:

- / The company does not achieve planned financial results
- / Top management is in constant operational activity without time to engage in strategic development and process improvement
- / There is no strict distribution of areas of responsibility among employees
- / The deadlines for completing the assigned tasks are regularly violated or the tasks are unfinished
- / The developed regulations do not work or do not correspond with the reality
- / There are regular conflicts between departments and / or top management of the company

[Request a project](#)

[Details](#)



Change management

We help you to develop transformation strategy for the company, implement digital solutions, centralize your organization's change management as well as stress-test the strategy and train your key employees on change management

Actual problems of business in the process of change management:

- 1/** You are about to make major changes
- 2/** Changes are not implemented effectively
- 3/** The management team doesn't know how to deal with change
- 4/** Employees formally agree with the need for change but practically sabotage the transformation process

Stages of work in change management projects:



[Details](#)



We help businesses to use capital efficiently and make the right investment decisions. From portfolio analysis and capital allocation processes to financial planning analytics and decision support.

Areas of work:

Development of
financial models

Financial risk
management

Value creation and deal strategy

Commercial and marketing analysis of the
investment project

Preparation of business plans and economic
justifications

Our Corporate Finance Solutions team helps companies, private equity, private and family businesses, and educational institutions address their key financial issues. From portfolio analysis and capital allocation processes to financial planning analytics and decision support.

TSQ Consulting has the people, analytics, and tools to help you better allocate and use capital, organization, and metrics. Priority strategic initiatives need to be defended every day and tracked through dashboards.

Request a project

We help clients to grow faster than the market by working with the brand and consumer strategy, pricing, distribution channels, customer experience and product matrix management.

Areas of work:

Pricing

Sales channels

Product matrix
management

Consumer
experience

Brand and
consumer strategy

Market and customer orientation is the key to business success in today's highly competitive marketing environment. The task of the modern marketing is to ensure that every interaction point in the customer journey works for your business. It can be products, pricing, promotion or all channels that affect the consumer experience. At the same time, digital marketing must be as effective as possible.

Customer data and direct-to-customer strategies enable you to add value to your customer throughout the lifecycle.

TSQ Consulting develops marketing strategies to help you stay ahead of the competition.

Request a project

We analyze the reliability of the system, assess the risks and opportunities, digitize the results, help build and implement a risk management system in the organization in order to prevent financial losses in time.

Current tasks that can be solved using the risk management system

- 1 Reducing financial losses (unplanned costs)
- 2 Increasing the share of the company's profit by improving the quality of management decisions
- 3 Increasing profits by realizing the company's capabilities
- 4 Risk-based thinking of top management
- 5 Reducing the number of emergency situations requiring financial and time expenditures
- 6 Improving the culture of relationships within the company
- 7 Optimization of processes
- 8 High speed of company development in the strategic planning perspective

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[Details](#)



Management of innovations and R&D

We add fresh ideas to your business model through work in the following areas: R&D process management, implementation of innovations in the business model, internal entrepreneurship.

Areas of work:

R&D process management

Internal entrepreneurship /
Intrapreneurship

Driving innovation into the business
model

Products and services innovations are essential, but business models innovations can provide a longer lasting competitive advantage, especially in challenging times.

Over the past 50 years, the average life expectancy of a business model has fallen from 15 years to less than 5 years.

As a result, business model innovation is now an important opportunity for organizations, which look for drive rapid growth, revitalize a lagging core, or defend against industry disruption and decline.

Request a project

TSQ Sustainability and ESG: Sustainable Development as a System

Practices that help to balance the activities of an organization: reduce negative impact on the environment, maintain financial stability and improve social well-being

Building a culture
of conscious safety

Sustainable
development **training**

Business process audit,
environmental assessment
and risk calculation

Development and
implementation of a
sustainability strategy
(ESG-strategy)

Transformation of
corporate culture

Preparing an ESG report

Development of
a well-being culture

Implementation of
paperless processes

Implementation
of the "Green Office"

Accompanying corporate
events

[Request a project](#)

[Details](#) →

Customer reviews

Company: HZPC Sadokas – division of the Dutch breeder company HZPC Holland B.V.

Project: Strategic session on digitalization

Other reviews:



[Request a project](#)

[All reviews](#) →



Creating meanings

Authentic Consulting Company

