



R&S MANAGEMENT CONSULTANCY

TOGETHER WE PURSUE EXCELLENCE

ABOUT US



1993: Establishment of The Company

R&S Management Consultancy was founded in Belgium by Dirk Roosen in 1993.

At this moment, it is an international consulting firm with an excellent reputation and client base that is looking to expand in the direction of the MENA region.

2001-2004: We Improved Ourselves

Nadia El shafei has gone in a partnership with R&S International Management Consultancy in Belgium from 2001 till 2004 & was responsible for MENA REGION business to give value added to customers from culture understanding with western experience and technology which has resulted in considerable benefit to clients.

Dirk Roosen and Nadia El Shafei together took on different cases on corporate level in the region, which they completed with great success.

2005- R&S Management Consultancy (LLC)-Egypt

R&S Egypt was established in 2005, as a limited liability company responsible for the MENA region. At this point in time, the company in Egypt runs independently.

R&S Management Consultancy focuses on Five Business Areas:



R&S Offers

Knowledge & Experience brought in practice & seminars.

We offer our customers more than 30 years of experience in strategic human resources management , Training & Coaching.

We dispense our services either consultancy or training by experienced experts ,educationalists with multi culture local and international understanding.

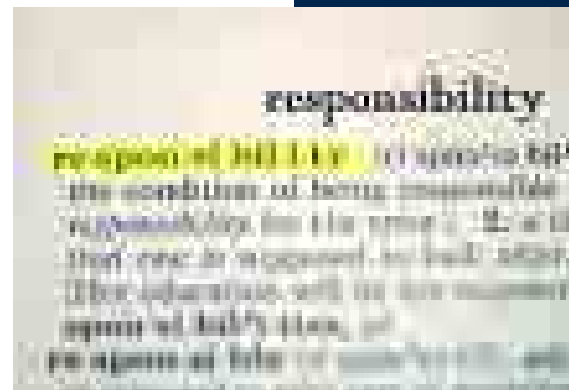
We proceed by continuous evaluation of our customer's needs and development made to ensure their continuous progress.

We offer an exceptional unique capacity to tackle the most pressing management issues organizations are facing in today's fast changing business environment.

which is .

“Growing human capital concept and translating the rhetoric of people, who are our most important assets, into reality!”.

WAR FOR TALENT



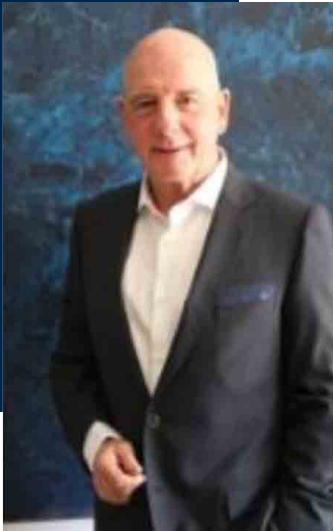
R&S

MANAGEMENT CONSULTANCY EXPERTISE

- One of the first key player to implement the concept of Human capital & talent management Acquisition in Egypt and GCC for multinational pharmaceutical organizations.
- R&S has a proven record of success working with A class multinational organizations and government bodies for over 10 years.



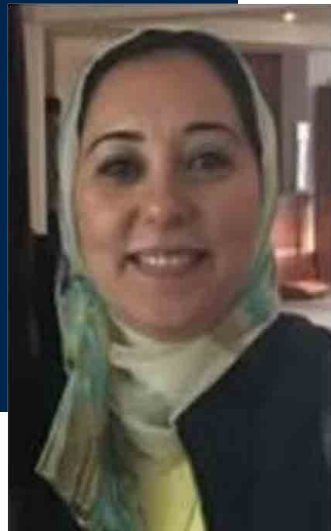
Our Team



Dirk Roosen

Co-Founder

Belgium



**Nesrine
Radwan**

Partner &
Senior Assessor



Nadia Elshafei

Managing Partner
& Co-Founder

Egypt



**Nahla
Radwan**

Partner &
Senior Assessor



**Astrid
Boelens**

Marketing Specialist

NADIA EL SHAFEI CO – FOUNDER

Nadia has built her expertise and qualifications around OB-OD, and HR Management with more than 30 years of accumulated experience. Nadia holds a Doctor of Philosophy in Human Resources Management, a master's in management of Learning and Development from the Euro Arab Management School – Spain in conjunction with the Arab Academy for Science, Technology & Maritime Transport and a Bachelor's degree in commerce from Alex University.

Nadia has diverse experience working with Multinational organizations in managing Human Resources function where she previously held the positions of HR Consultant for Sanofi – Pharma and Schering Plough, HR Director of Rhone Poulenc Rorer and Ezz Steels Mills, HR Manager at Glaxo – Smith Klein and at the Bank of Credit and Commerce. She has been professor lecturing Strategic Human Resource Management at the Arab Academy for Science Technology Maritime for Graduate School of Business & College of Management and Technology Post Graduate Department, MBA – DBA students and the American University of Cairo continuous education.

She has successfully completed The Boardroom Africa's Open Doors Accredited Board Training Program by IOD-UK, and has been Awarded the title of EXPERT for Enterprise Management Development Program BMS by ITC (International Trade Center – Geneva-UN).

She has an Award for Certified Coach from TOT International Finance Corporation and is a Word Bank Group- SHL- Hogan-Psytech and PSI certified assessor.

Nadia has a certificate in Professional Development from British Psychology Society for Learning and Development.

Currently, she is the co-founder and Managing Partner of R&S Management consultancy company ([http:// www.rsconsultancy.com](http://www.rsconsultancy.com)) since 2005 which has its operations in Egypt and The Middle East.

Nadia is an active member of the Alexander Hamilton Institute, Harvard Management Communication, Institute of Management of the U, and Egyptian Human Resources power.

She is also recognized by the International WHO' S WHO'S as a distinguished professional contributing to the business community.



R&S Mission

Our purpose is to enhance productivity and increase ROI by applying the human capital management activity, and to unlock employee's full potential to match their talents with market opportunities.

Talent acquisition and talent management are provided through our assessment center service- which contributes to promoting both individual and organizational performance.

We serve companies who understand and value their human capital. Our team of diverse young potential are dedicated to provide excellent services, based on integrity, with the aim of building a lifelong relationship with our customers.

We encourage our own employees to embrace the philosophy of life-long learning and continuous innovation to cope with the emerging market needs. Our services are based on the latest international best practices.





R&S Vision

Our vision is to be recognized as key Arab provider of management consultancy for the development and execution of growth strategies across major MENA economies.

We move towards becoming a key player in the development and enhancement of SME businesses in Egypt by 2025, through our quality- oriented HR services, helping individuals to identify their talents, competencies and skills and use them to add value to themselves and to their workplace.

We are committed to converting talents into human capital.



R&S Core Values



R&S Team acts ethically, honorably and responsibly, implementing the R&S's Code of Ethics.

Customer Care:



We mirror our success by our clients' success
We build a long-term relationship of trust .

Excellence:



We strive for excellence in everything we do, enhance quality and sustainability. Deliver innovative solutions, encourage new ideas and diverse ways of thinking .

Integrity:



We value honesty, trustworthiness and high ethical standards

Technology:



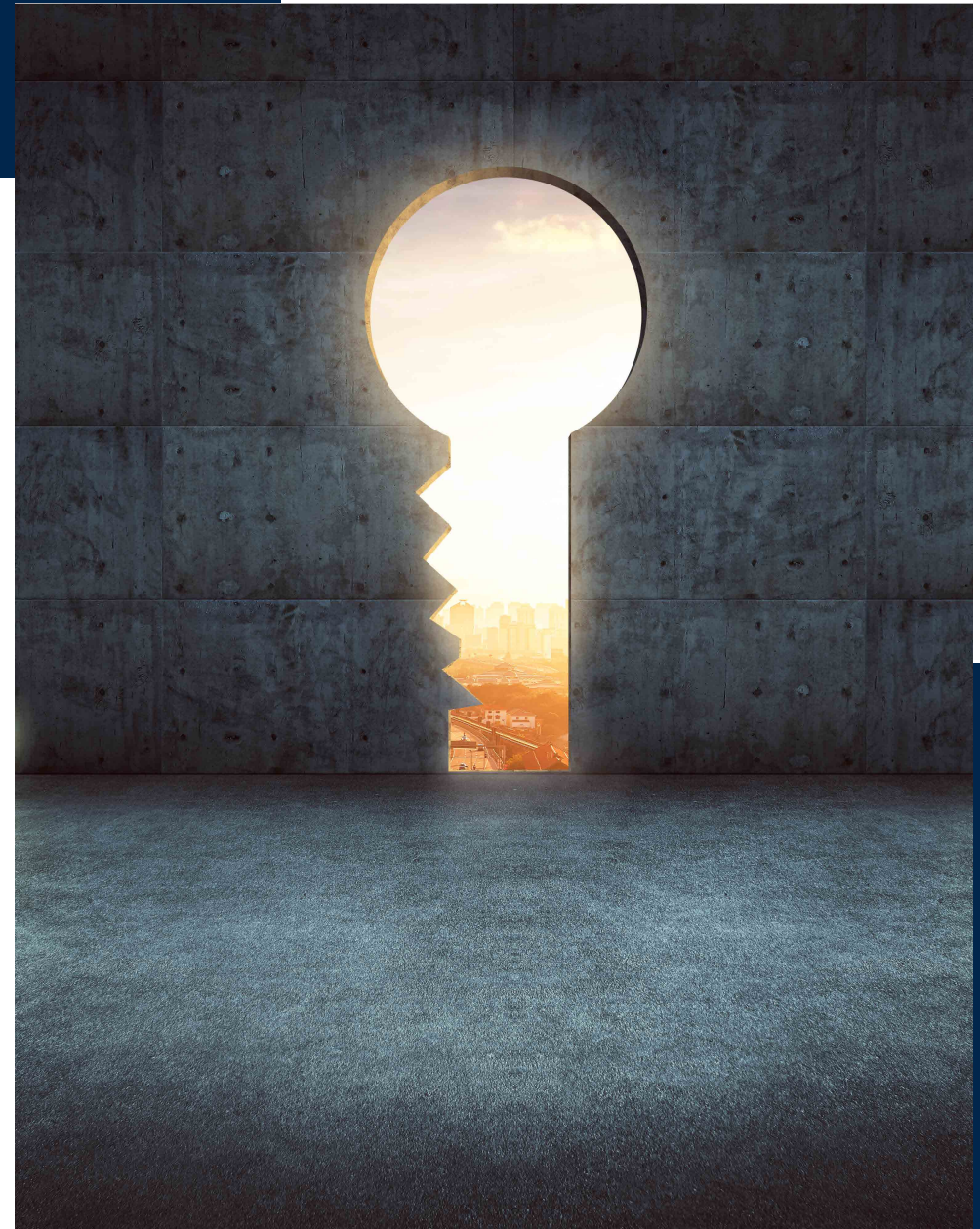
We use technology to continuously improve our process, procedures & services to exceed the expectation of those we serve .



These are the principles and values that govern R&S Management Consultancy.

Four Key Strategic Priorities

Sales Force
Globalization
Partnership
Impact



Sales Force

- Customer Relationship Management
- Integrated and automated
- Cloud application
- Grow your business while simplifying it
- Adjustable to your needs
- Transparency



Globalization

R&S develops
international influence to
utilize the global market

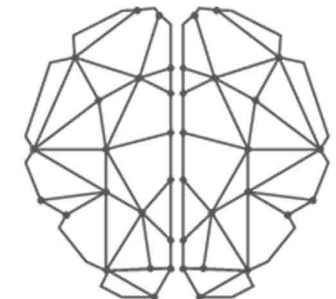
We compete by
internationally accrediting
our assessment
tools & process



R&S partners



HOGAN



AWAIR



 **Psychometrics**



R&S

is currently reseller of Hogan in Egypt

H P I

HOGAN PERSONALITY INVENTORY

THE BRIGHT SIDE

7

SCALES

THAT MEASURE HOW
PEOPLE BEHAVE IN
DAY-TO-DAY LIFE
WHEN THEY'RE AT
THEIR BEST

H D S

HOGAN DEVELOPMENT SURVEY

THE DARK SIDE

11

SCALES

THAT MEASURE HOW
PEOPLE BEHAVE
WHEN THEY'RE
UNDER STRESS AND
PRESSURE

M V P I

MOTIVES, VALUES, PREFERENCES INVENTORY

THE INSIDE

10

SCALES

THAT MEASURE CORE
VALUES, GOALS, AND
INTERESTS THAT
DETERMINE CAREER
SATISFACTION

R&S

Competitive edge talent management



R&S has Always focused on behavioral assessment with the validation of psychometric testing. the inclusion of these techniques significantly enhance the objectivity and accuracy of the assessment process and talent management.

Our Competitive Edge

Impact

Assessment / development center

ROI

Double
your revenue

Leverage
the potentiality

Utilize
your strength



Our Services

HR Consultancy

- Human Resources Strategic Planning
- Performance Management
- Job Analysis/ Job Description
- Job Evaluation
- Job Grading
- Job Pricing
- Salary Structure
- Strategic Compensation
- Balanced Scorecard (BSC)
- Workflow
- Compensation & Benefit
- Training Needs Analysis (TNA)
- Training Plan

Coaching, Counselling, Mentoring

- We coach for leveraging
- We counsel for steering to solve problems
- We mentor for career planning

Organization Development

- Organizational Design
- Change Management
- Organizational Structure (Restructuring & Downsizing)
- Organizational Culture



Our Services

Learning & Development

- Basic Organizational Skills
- Marketing Management
- Management
- Leadership
- First-line management & supervision
- Salesmanship
- Human Resources Management
- Communication & Work Relations
- Finance for Non-Finance

Talent Management

- Assessment Center
- Career Planning
- Talent Pool
- Leaders for Tomorrow
- High Potential Development

Recruitment & Selection

- Assessment for Recruitment & Selection
- Face to Face (High touch)
- Online (low touch)
- Leadership assessment (high touch)



Our Clients



Services with Governmental Institutions

Trade and industrial Ministry TAP A Program

- Component (1): Organizational and Institutional Strengthening
- Component (2): Human Resource Development.

TRADE ENHANCEMENT PROGRAMME –TAP (Activity 4-21) Assistance for implementation of the quality system on working procedures and organization chart – Human Resources Development with Ministry of Trade and industry

I. Egyptian Commercial Service ECS 55 offices for _Egypt

II. Exportation & Promotion Center(EPC)

III. FTTC Foreign Trade Training Center (Training BMS)

IV. USAID

Project Leader: **Dr. Nadia El Shafei**

MEGA PROJECTS



Schering-Plough

Schering – Plough:

- Organization Restructuring
- Talent Management
- Development Center for career planning
- Assessment Center for Recruitment & selection
- HR Consultation



SANOFI

Sanofi Aventis:

- Organization Development & structure
- Job Description and salary structure
- Reward system
- Development center for career planning purpose & creation of talent pool filed force.
- Assessment Center for Recruitment & Selection



NOVARTIS

Novartis:

- Performance Management
- Balance scorecard for the technical directorate
- Recruitment Service

MEGA PROJECTS



GSK:

- Zero base study
- Restructuring process
- Assessment Center for Recruitment & Selection
- HR Consulting Service during Merges and acquisition



AstraZeneca:

- AOP for top management
- Talent pool for MSL -2
- Assessment Center for Recruitment & Selection



Johnson Wax:

- Recruitment Service



Johnson and Johnson :

- Assessment Center for Recruitment and Selection



Lundbeck:

- Assessment Center for Recruitment and Selection

MEGA PROJECTS



Alcon:

- Organization development for middle east
- Skills Assessment
- Career mapping for re-engineering purposes



MSD:

- Assessment Center for Recruitment & Selection
- Development Center for Career planning



Chemi-Pharm:

- Human Resources Consultancy project
- Human Resources system and operating procedures for the factory



Merck Serono:

- Talent Management
- 360 Degree
- Coaching (Certified DDI)
- Development Center for Career Planning
- Assessment Center for Recruitment & Selection

PHARMACEUTICAL CLIENTS



OTHER INDUSTRIES





Contact Us



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