



Consulting in Transformation, Development and Integration

Executive Presentation

2021

WHO WE ARE?

Horus is a partner company and highly qualified to support its customers in the development of their businesses and organizations, working in alignment with the strategic vision “**WHAT**” and the execution “**HOW**”. We are characterized by “**Make it Happen**” differently.

- + **16** years in the Consulting market
- + **11** countries where we made our contribution
- + **18** clients have already used and approved our work

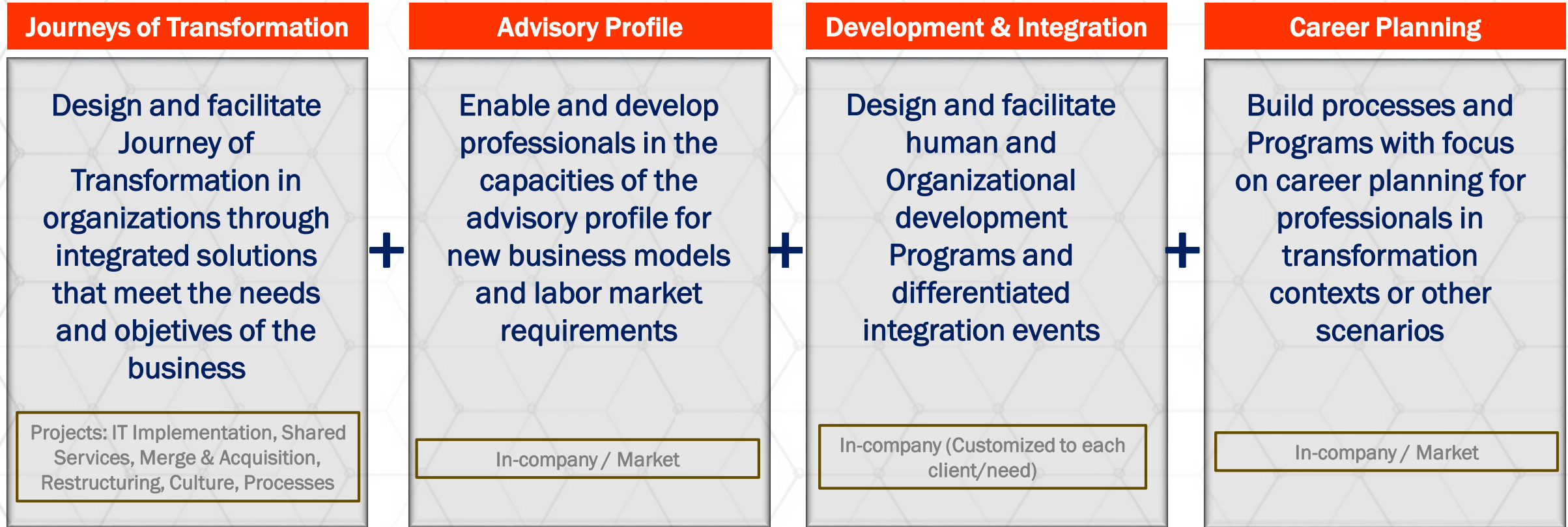
Vision

Be an internationally recognized consultancy company as a reference in the strategic development of the **Advisory Profile** and **Journey of Transformation** in organizations.

Value Proposition

Promote and facilitate consistent Journeys of change and transformation through integrated solutions that are aligned with the need of each client, leveraged by the **Integrated Consciousness** approach.

OUR SERVICES AND DIFFERENTIALS



DIFFERENTIALS

- Deep understanding of the client's needs;
- Integrated and differentiated solutions;

- Performance flexibility;
- Alignment of “WHAT” as “HOW” in solutions and proposals

JOURNEY OF TRANSFORMATION: SCENARIOS

Expansion and Growth Professionalization

- How to deal with the challenges of growth / expansion?
- How to create and install the desired culture for expansion and growth?
- How to form the appropriate teams and maintain alignment?
- How to prepare and develop the team according to the strategy?

Strategy / Identity/ Restructuring

- How to build the desired identity and strategy?
- How to disseminate among all levels of the company?
- How to structure a new operation? Area ? Company?
- How to implement and install the strategy / Identity in the organization?

System Implementation / Shared Services

- How to understand the challenges and impacts of implementation?
- How to map everyone involved and train for transformation?
- How to involve sponsors and agents to support the process?
- How to communicate and engage the entire organization?

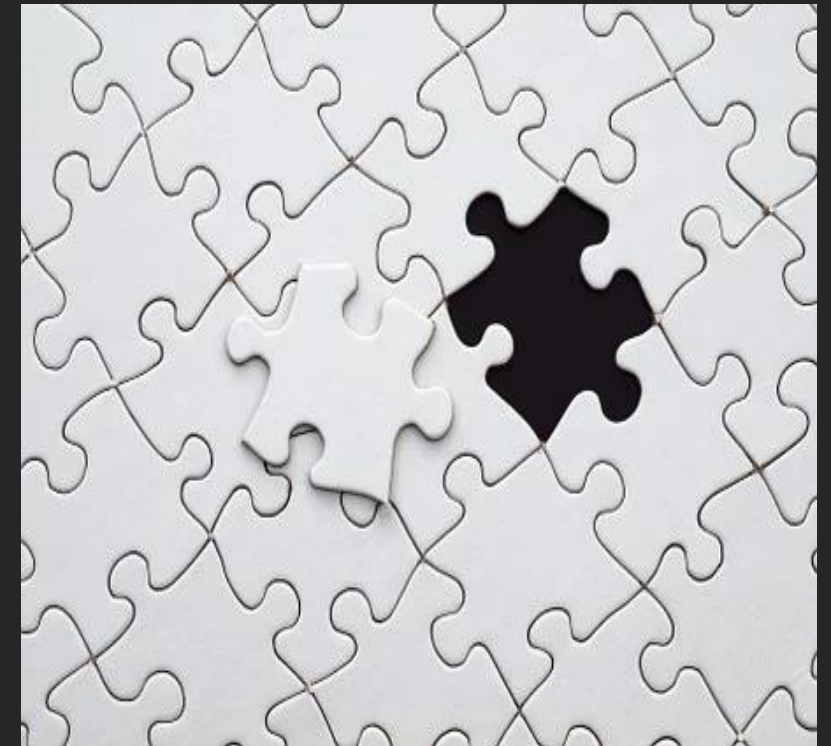
Processes Review /Processes Improvement

- How to mobilize the company to participate in the Workshops?
- How to prepare professionals for Process Workshops?
- How to make learning happen during the process?
- How to disseminate and make use of new processes in the company?

JOURNEY OF TRANSFORMATION: SCENARIOS

JOURNEYS OF TRANSFORMATION ARE DESIGNED FOR EACH SCENARIO AND CONTEXT TO HELP ANSWER THESE QUESTIONS:

Executive Alignment
Leadership Preparation and Development
Corporate Mobilization and Engagement
Understanding and Deepening Culture
Change Agents training/development
Impacted involved, informed and prepared
Organizational Impacts mapped and addressed
Integrated Project Team
Supported Project Management Team
New level of Maturity (Organization and involved)



HOW DO WE DELIVER?

WAYS OF WORKING

- Create, train and develop internal teams to facilitate the Journeys of Transformations;
- Work together with **Horus** to accelerate the development processes and Journeys of Transformations;
- Enrich your team with **Horus** approaches, processes and solutions



WHERE?



- We operate anywhere in the world in English, Portuguese or Spanish, supporting the client or the team (virtually and on time as an accelerator). In Mexico and Central America, depending on the demand, we can assign professionals locally.
- In other Latin American countries, in case of a local assignment, it is necessary to discuss and evaluate possibilities.

FOUNDER



Cintia Pinheiro
Founder of Horus Consulting

- + 20 years of a solid professional history focused on Human and Organizational Development, extensive experience as an HR Business Partner, OD Consultant with great expertise in Change Management and founder of Horus Consultoria;
- + 12 years as leader of Transformations in different national and international contexts and scenarios, responsible for developing plans and strategies, as well as designing methodologies, diagnostic processes and customized solutions for clients;
- Developer and facilitator of Workshops, Courses and Programs focusing on the development of behaviors and capacities (different levels and customers);
- Lover of art, creation and production to design differentiated solutions with real value to customers, partners and the market.

We work with consultants who are part of our network, aligned with our Philosophy and operating model. The choice of the professional considers the challenge, the solution and the context and culture of the client.

CREDENTIALS

JOURNEY OF TRANSFORMATION: SYSTEM IMPLEMENTATION



ERP/SAP implementation (11 companies 3.000 end users)



ERP/SAP implementation (5 countries / 500 end users)



ERP/SAP implementation (9 countries / 650 end users)



CRM/Siebel (Chile implementation / 300 end users)



AFS/SAP (5 plants / 300 end users)



Pricing System/Process



Customized solution



CRM



ERP



ERP/SAP (200 end users)



Payroll

OTHER TRANSFORMATIONS: Restructuring, Shared Services, Assessments, OCM Office, Succession, Org. Climate, Programs, etc





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We appreciate the partnership and trust!
Our Contacts



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