



COMPANY PROFILE | OUR SERVICES

ABOUT US



ZUNOKS, in Bangladesh consultancy landscape, thrives to bring innovative solutions addressing critical challenges and maximizing value for its partners.

With a combined experience of over 120 years, we offer solutions in the areas of setting up business, M&A, organizational development, executive search, corporate governance, human resources, transformation & leadership with end-to-end support in delivering manufacturing and supply-chain excellence.

THE STORY OF ZUNOKS

Yesterday,

The story of ZUNOKS dates from the mid to late 80s when four aspiring young men started their corporate careers to become professional managers with hope in their hearts that one day they will make a mark in the field of their work.

Q.M. Shahed, Saifuddin Khaled, Matiul I Nowshad, D.S. Zulfikar Hyder worked hard and smart, over the decades, with commitment and passion to build a career of professional excellence while staying hungry to learn always. They were fortunate to work for some great organizations like British American Tobacco, Telenor/Grameenphone, Axiata/Robi, Chevron, Kimberly Clark, Reckitt Benckiser, Al-Razi Bank and BRAC. They had the privilege to work in different countries in South/South-East Asia, ASEAN, Middle East and The United Kingdom. They gained invaluable first hand exposure to global best practices and learning to appreciate how to work in a cross-cultural environment respecting local norms and culture.

Today,

Wiser by their experience and desire to contribute in developing best practices, processes and people, these four professionals have joined hands together to create a management consulting firm – ZUNOKS to inspire themselves and others to innovate to excel and set professional standards. They want to build and embed a long-term partnership culture within Bangladesh's consulting landscape. ZUNOKS wants to position 'consulting' as an attractive career for young professionals who would think differently, bring new perspectives. Encourage mid-career movers into consulting to leverage its platform to get exposure into a wider field while matured professionals can offer their professional mastery, utilize their subject matter expertise to help many other organizations in their journey of excellence.

They want to learn and reciprocate from their learning of long years through a casual, yet professional, humble yet respectful approach of mutual learning and contributing.

Tomorrow,

Their mission is to initiate, collaborate and help private and public sector enterprises excel to contribute to the national and sustainable development goals. Utilizing their experience gained they want to assist organizations circumvent challenges which present themselves as blocks to a sustained growth trajectory, be it in the industry landscape or within the organizational culture itself.

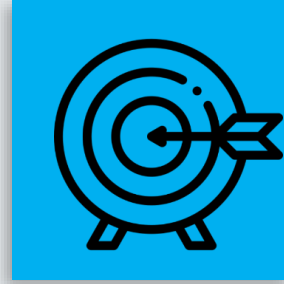
ZUNOKS shall stand on commitment and credibility to look into the future with confidence and passion to inspire to innovate themselves and the clients they serve!

OUR VISION, MISSION & VALUES



VISION

Our vision is to become the preferred partner in providing value-focused, sustainable management solutions through innovation & agility.



MISSION

- Offer 'best in class' management solutions through strategic partnership, linking executional roadmaps to long-term goals
- Unleash the potential of your organization and leaders through transformation and change inculcating operational excellence
- Partner with your organization for result achievement in defined parameters



VALUES

- COLLABORATE TO SUCCEED
- OPEN & DIVERSE
- HIGHEST PROFESSIONAL STANDARDS
- COMMITTED TO SOCIETY
- STAND ON MUTUAL RESPECT



MATIUL I NOWSHAD CMgr, Chartered Fellow

Co-founder & Partner

Seasoned management professional with hands on experience in organizational transformation and change. With over three decades of experience spanning in three industry segments tea, textile and telecommunication of which 20 years in leadership role at board, exec. management council, non executive independent director of public listed financial institution and Chairing the board of asset management company. Focuses on Corporate and HR Strategy, leadership development, embedding corporate values, system and process development, culture and change, merger and integration. Drive performance, innovation and change.

EXPERTISE

- Organizational Transformation
- Merger, Demerger, Integration
- Organization Design & Development
- Culture and Change Employee Transition
- Performance & Reward
- Job Evaluation
- Competency Based Selection
- Industrial & Employee Relations
- Corporate Communication
- Internal Communication
- Sustainability
- Operations Management
- Board & Executive Search

ACADEMICS



Bachelors



VICTORIA UNIVERSITY

MBA

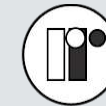
ACHIEVEMENTS

- Robi Axiata 7 times in a row - BEST PEOPLE MANAGEMENT COMPANY – Axiata Platinum AWARDS
- Led HR stream end-to-end in Hello Axiata and Latelz merger in forming the number one telecom business: Smart Axiata in Cambodia 2012 -2013
- Led demerger of tower operations from core business
- Led de-merger of the call center operations from core business
- Led 6 streams of Robi Axiata and Airtel Bangladesh merger – HR, Regulatory, Legal, Customer Experience, Corporate Communication, Facilities and Estate
- Connected Life Award – Best Mobile Innovation, MWC, Barcelona
- Best People Leader – a milestone award Axiata Platinum Awards
- Best HR Leader of the Year – shine.com at World HR Congress, 2012
- 50 top Global HR Leaders in Asia, Citation World HR Congress, 2017

PROFESSIONAL INSTITUTION MEMBERSHIP



ORGANISATIONS SERVED



PROFESSIONAL EDUCATION



The Business School for the World®



BOARD POSITIONS





QUAZI M SHAHED

Co-Founder & Partner

Experienced with multi-country leadership role, leading one of the largest conglomerate in the country and in leading HR function of largest telco in Bangladesh. Led BAT 'South Asia Area' HR function, managed global project in HR shared services space and was part of the leadership of global SAP implementation in BAT. Skilled in developing and implementing HR strategy, defining HR processes for SAPHR global template and HR shared service design, business process outsourcing, leading & managing organizational change, employer brand development and creating powerful employee engagement platform. This experience is complemented by 12 years of manufacturing and supply chain background in BATB in leadership position.

EXPERTISE

- Strategy
- Manufacturing
- Supply Chain
- HR Strategy
- Org. Design
- Talent Management
- Executive Search
- Executive Coaching
- Employer Branding
- HR Shared Services design

ACADEMICS



BSc.(Mech)



MBA

ACHIEVEMENTS

- BATB manufacturing site restructuring
- Operational Excellence – MRPII Class “A” for BATB
- Establishing BATB Employer brand through launch of “Battle of Minds” – Now a global program
- Organization Set up BAT Iran
- Market integration-BAT South Asia Area
- BAT Global SAP project- Leadership Team
- Orchestrating change journey in Grameenphone
- Part of Telenor India divestiture team

ORGANISATIONS SERVED



BRITISH AMERICAN
TOBACCO



PROFESSIONAL EDUCATION



The Business School
for the World®



LeadershipTrust



SAIFUDDIN MOHAMMAD KHALED

Co-founder & Partner

Career spanning over 32 years, worked for two global FMCG companies in three different countries. Played strategic decision making roles both in the region and the end market. Always valued learning of the basics of process, people, technology enabled by commitment and hard work for individuals to grow for bigger roles and responsibilities. Balance of business & technical competencies enabled by softer aspects e.g., empathy, engagement, appreciation for diversities are essential to inspire teams to deliver outstanding results.

EXPERTISE

- Business and Operations Strategy
- Manufacturing Excellence
- Supply Chain Optimization
- Strategic Sourcing
- Project Management
- Business Process Re-engineering
- Compliance & Risk Management
- Transformation and Change
- Coaching & Mentoring

ACADEMICS



BT, Mechanical Engineering

ACHIEVEMENTS

- Establishment of greenfield factories
- Implemented strategic manufacturing sourcing projects for Asia Pacific
- Sponsored Integrated Work Systems (IWS) delivering significant improvement in OEE and Productivity
- Sponsored implementation of SAP
- Strategic introduction of 3PL
- Transformation in factory operation (self-directed team)
- Strategic change in Operations talent profile & Culture

ORGANIZATIONS SERVED



PROFESSIONAL EDUCATION



LeadershipTrust

AFFILIATION





ZULFIKAR HYDER

Co-founder & Partner

With over 32 years of experience in the field of Human Resources (HR) having extensive exposure in aligning HR to business priorities and delivering results in enhancing organizational capabilities. Brings along progressive HR leadership experience in complex business environments in various industries such as oil and gas, healthcare, pharmaceuticals, food, agro, fertilizer, banking, shoes and textile.

EXPERTISE

- Business Strategy
- Executive Recruitment
- Talent Management
- Organizational Transformation
- Employee Relations
- Organizational Design & Development
- Sustainability
- Change Management & Leadership
- Safeguarding
- Compliance & Risk Management

ACADEMICS



ACHIEVEMENTS

- Led end to end business transformation spanning culture, leadership, and talent management in BAT & Coats
- Established the leadership academy for BRAC including competency framework
- Developed long term people strategy for BRAC and Chevron
- Global roll-out of safeguarding program for employee protection
- Accomplished various projects on organizational reengineering and building a winning culture working with McKinsey, Oliver Wight, Hay Group and Hewitt Associates

ORGANIZATIONS SERVED



SERVICES AT A GLANCE

Strategy	Human Resources	Operations	Executive Search & Workforce Solutions	Executive Coaching	Shared Services
• Business Strategy • Transformation • Merger & Acquisition • Enterprise Performance Management • Organizational Design / Structure • Ethics & Compliance • Risk Management	• Organizational Culture • Leadership • Performance Management • Total Talent Management • Succession • Job Evaluation • Compensation & Benefit Survey • Reward Design & Recognition • Employee Engagement • HR Maturity Assessment • Employee & Industrial Relations	• Manufacturing Excellence • Supply-Chain Optimization • Green-Field project • Process Re-engineering, ERP • S&OP • Project Management • Health & Safety • Compliance & Risk	• Board-level Search • Ex-Com Retained Search • Recruitment-managed Service • Business Process Outsourcing • Talent Mapping	• Coaching • Mentoring • Career Management	• HR Back Office • Payroll Services • Training & Development • HRIS

OUR CLIENTS

We are unable to share the identity of our clients due to Non-Disclosure Agreements (NDA) we have agreed upon with our clients.

We are currently engaged with several clients in industries ranging from Food & Beverage, Pharmaceuticals, FMCG, Financial Institutions, RMG and Engineering sector.

We are engaged in the process of providing strategic consultancy in the areas of Transformation & Integration in post-merger phase to enable an employee transition project, operations transformation project of an MNC following an acquisition. We are currently working closely with a 1st generation private bank with a view to engaging in a HR transformation project.

We have been retained for hiring for full range of roles be it strategic, tactical, execution level ranging from young professionals to seasoned experts and top two levels for a few new market entrants.



THANK YOU