

مجموعة إنجاز  
Injaz Group



# Corporate Profile

2024

[www.injaz-consulting.com](http://www.injaz-consulting.com)

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# About Us

Injaz Group is a leading professional services group that includes Majed Alrasheed Law firm, Injaz Consulting, and Injaz Tech.

With c.a. 100 full time employees, the group provides integrated consulting solutions covering legal, management, financial, and technology services, enabling us to provide unique set of integrated and comprehensive services to our clients.

With a presence across KSA, Egypt, and the Middle East region, Injaz Group serves a diverse clientele in the public, private, and non-profit sectors.



# Core Values



# Core Values



## Excellence

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This is pursued by striving to achieve the highest levels of quality



## Sustainability & Responsibility

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This is achieved by adhering to responsible business practices that positively impact both businesses and society, embodying a commitment to sustainability and social responsibility



## Innovation

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This is achieved by fostering a culture of creativity and forward-thinking, and providing digital solutions with a focus on implementing artificial intelligence applications



## Customer Centric

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This is accomplished by designing practical solutions tailored to the client's needs, goals, and priorities, while considering the surrounding environment and application requirements





# Overview of the company's achievements





# Our Team



# Business Leadership

Diverse experience in legal, management, financial, and technology consulting



## Dr. Majed Alrasheed

- More than 20 years of professional experience
- Held the position of Secretary General of the Bankruptcy Commission during its establishment stage as well as holding the position of CEO of the Saudi Center for Commercial Arbitration during its establishment stage
- Worked as Secretary General of the Sharia Board of Bank Al Bilad
- Co-founded a number of non-profit businesses
- Holds a PhD and a Master's degree from the Higher Institute of Judiciary at Imam Muhammad bin Saud Islamic University, and a Master's degree in Business Administration from Cardiff University in Britain, as well as a Bachelor's degree in Computer Science from King Saud University in Riyadh, and a Bachelor's degree in Sharia from Imam Muhammad bin Saud Islamic University



## Eng. Mohamed Elsherif

- More than 25 years of experience in the Middle East and the United States in the fields of strategic consulting, management, and investment management.
- Headed several management consulting and investment management companies in Saudi Arabia and Egypt
- Managed numerous consulting projects in the Kingdom of Saudi Arabia, the Sultanate of Oman, the United Arab Emirates, and the Arab Republic of Egypt
- Board member in several regional companies spanning various sectors including direct and risk investment, pharmaceuticals, automotive oils, renewable energy, and technology
- Participated in founding a non-profit organization. Also served as a lecturer at the American University in Cairo



## Eng. Abdelmoniem Darwish

- More than 25 years of experience in the Middle East region in the field of technology consulting, AI, IT management, and technical projects execution.
- Headed many technology and consultancy firms in Egypt and KSA
- Managed and executed many technical and consulting projects across KSA, UAE, Qatar, Bahrain, Kenya, Egypt, Morocco, Tunisia, Oman, Jordan, Greece, and Maldives
- Trainer in different technological areas including AI and Generative AI

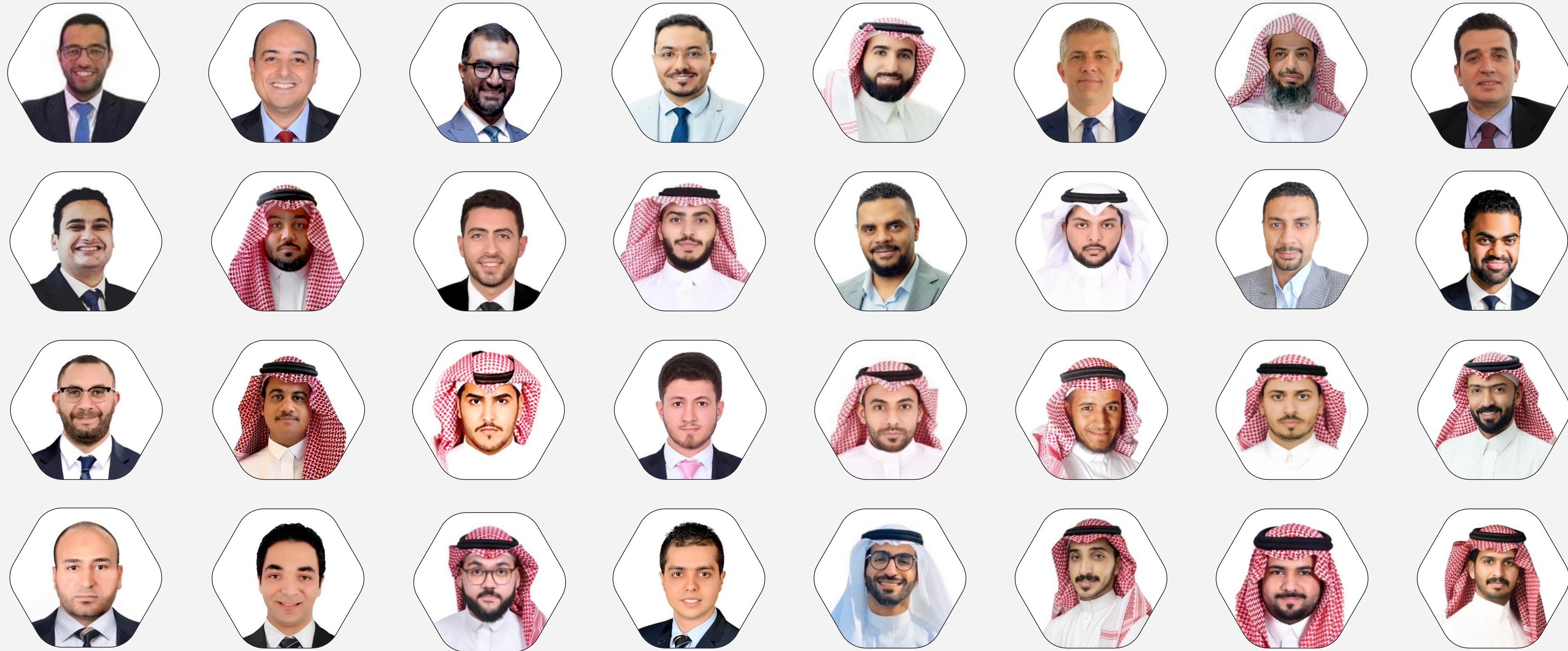






# Our Team

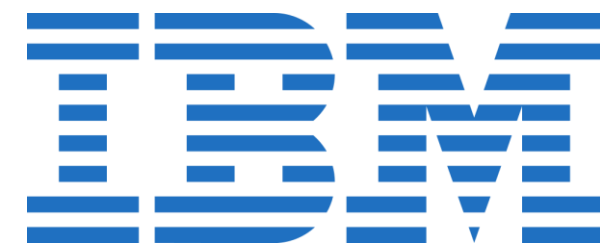
Diverse experience in consultancy work across both public and private sectors



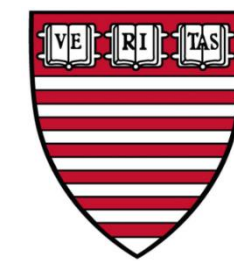


# Our Team

## Previous experiences with leading local and international entities



## Study of the work team at prestigious international universities





## Our Team

The team has executed consultancy projects in various fields

Developing and  
implementing  
strategies

**40+**

projects in both the  
public and private  
sectors

Financial and  
investment  
consulting

**50+**

Legal Consulting  
Project

Technology  
consulting

**45+**

projects across KSA  
and the Middle East

Human Resources  
(HR) system  
development

**10+**

Investment Projects

Legal and  
legislative  
consultations

**100+**

projects across KSA  
and the Middle East



# Our Services



## Our services



Management & Financial Consulting



Technology Consulting



Legal & Legislative Consulting





# Management & Financial Consulting



# Management Consulting

## The key for growth and innovation is Management Consulting

In today's ever-changing business world, the need for management consulting becomes more crucial than ever. At Injaz Consulting, we understand that true success is not solely achieved through brilliant ideas but also requires well-thought-out strategies and meticulously executed plans.

We offer tailored solutions for your company through our management consulting services, aimed at assisting you with:

- **Improving Operational Efficiency:** we help analyze and evaluate your internal and external operations, identify strengths and weaknesses, and suggest solutions to enhance efficiency and increase productivity
- **Enhancing your Competitive Edge:** we provide the necessary consultations to bolster your competitiveness in the market by developing new products and services and expanding your business scope
- **Achieving your Strategic Objectives:** we assist in developing clear and achievable strategic plans and monitor their effective implementation to ensure long-term goal attainment.
- **Effectively Manage Risks:** we offer consultations to identify potential risks facing your organization and develop plans to mitigate their severity
- **Develop your Employees' Skills:** we offer specially designed training programs to develop your employees' skills and equip them with the necessary expertise to achieve optimal results





# Management Consulting Services



## Strategy Development And Execution

This is the process of planning and executing strategies to achieve organizational goals efficiently. Our consultants specialize in various strategic development models and tools:

- Strategic Planning Model
- Strategic Transformation Model
- SWOT Analysis
- Value Chain Analysis
- PESTEL Analysis



## Developing Strategic Management Methodology

Improving strategy development and execution processes to achieve results efficiently by establishing effective systems based on best practices:

- Balanced Scorecard
- Objectives and Key Results (OKR)



## Business Planning

We focus on identifying the necessary plans and strategies to achieve the organization's goals effectively. We operate using the most reliable models, including:

- Porter's Five Forces Model
- Business Model Canvas







# Human Capital Development



Human capital is your company's investment in a prosperous future

Human capital is a fundamental pillar for the success of any organization, serving as the primary driver for growth, development, and differentiation. We recognize that investing in the development of human capital is a vital step towards achieving your goals, sustainably and progress on the long-term.

Hence, we offer a range of human capital development services aimed at:

- Identifying training and development needs through suitable assessments
- Developing performance measurement plans and skills evaluations
- Offering consultations in performance management and rewards

# Human Capital Development Services



## Organizational Design

We specialize in designing organizational structures and arrangements to ensure effective goal achievement, including authority distribution, policy establishment, and internal relationships. Our designs are tailored to accommodate diverse needs and align with the organization's strategy:

- Hierarchical Structure
- Functional Structure
- Matrix Structure
- Flat or Horizontal Structure
- Team-based Structure



## Performance Management System

Focuses on evaluating and improving employee performance through goal setting, providing feedback, and necessary support. We operate in this field using the following models:

- Management by Objectives (MBO)
- Balanced Scorecard Model
- Performance Appraisal
- Continuous Performance Management
- Objectives and Key Results (OKR)

# Human Capital Development Services



## Total Rewards Management

We focus on designing a reward system that enhances employee performance and motivation. Our expertise spans various models including:

- Total Rewards Model
- Integrated Rewards Model
- Customized Rewards Model
- Flexible Rewards Model



## Organizational Surveys

Organizational surveys focus on gathering information and soliciting employees' opinions on various aspects of work and the organization to improve performance and enhance satisfaction.

All technology-supported surveys include the following features:

- Automation of questionnaire creation and survey deployment
- Tracking and monitoring of survey implementation
- Comprehensive numerical dashboard panels
- Semantic and descriptive analysis supported by artificial intelligence



# Psychological Assessment Tools (Psychometric)

## Online Platforms



Talent Dashboards

Assess

Engage

Develop

Acquire



Assessment Delivery Manager

Assessment Run-time Manager

## Organization Surveys

Organizational Development Index (ODI) Kit

Strategy & Direction

Accountability & Organization

Coordination & Control

Market & External Alignment

Leadership & Management

Creativity & Innovation

Culture & Values

Talent & Progression

Systems & Processes

Motivation & Inspiration

Employee Engagement Survey

Satisfaction Survey

360 Degree Feedback

Management Quality

## Development Tools

Personality Plus Kit

General Profile Description Potential Pitfalls

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Interviewer Notes

Leadership Styles

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Personality Basic

Occupational Competency Measurement (OCM)

Situational Judgment Assessments (SJA's)

Emotional Intelligence & Dark Personalities

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Assessment Center & AC Cases

Motivation

## Section Tools

Ability Kit

Logical Reasoning Inductive & Deductive

Numerical Reasoning

Analytical Reasoning

English Comprehension

English Vocabulary

English Grammar

Ability Computerized Adaptive Testing (CAT)

Career Orientation

Knowledge



## Operational Excellence



### Policy And Procedure Manual Development

Through a comprehensive suite of services, we aim to develop and enhance our clients' policies and procedures, ensuring seamless alignment with their strategic objectives. By leveraging a blend of management consulting frameworks and established artificial intelligence techniques such as:

- Policy and procedure assessment
- Continuous improvement frameworks like Kaizen

We empower our clients to develop, improve, and implement policies and procedures effectively



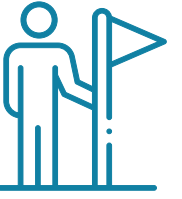
### Process Development

We integrate cutting-edge artificial intelligence technologies with established business management frameworks to drive operational excellence and enhance efficiency for our clients

This tailored approach allows us to deliver detailed operational efficiency solutions, facilitate knowledge transfer opportunistically, and maintain a competitive edge in today's dynamic business landscape



# Project Management



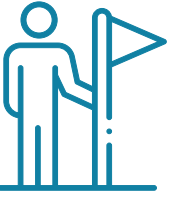
## Project Management is your company's way to success

In today's ever-evolving business landscape, successfully and efficiently completing projects becomes more crucial than ever. At Injaz Company, we understand that project management is not just about routine tasks; it is a method that helps you achieve your goals efficiently and deliver the best results.

Hence, we offer you a range of project management services aimed at:

- Accurate and efficient project planning
- Organizing and executing projects with high efficiency
- Monitoring progress and ensuring adherence to schedules and budgets
- Managing risks and challenges encountered during project execution
- Continuously evaluating and improving project performance

# Project Management Services



## Preparing the Project Management Office and Strategic Alignment

We specialize in creating Project Management Offices (PMOs) that lead successful project execution and organizational excellence. Leveraging our expertise and the renowned PMBOK Guide from PMI, we provide tailored solutions to meet our clients' unique needs. Our approach ensures organized project management covering initiation, planning, execution, monitoring and control, and closure stages



## Operational Efficiency of the Project Management Office and Process Improvement

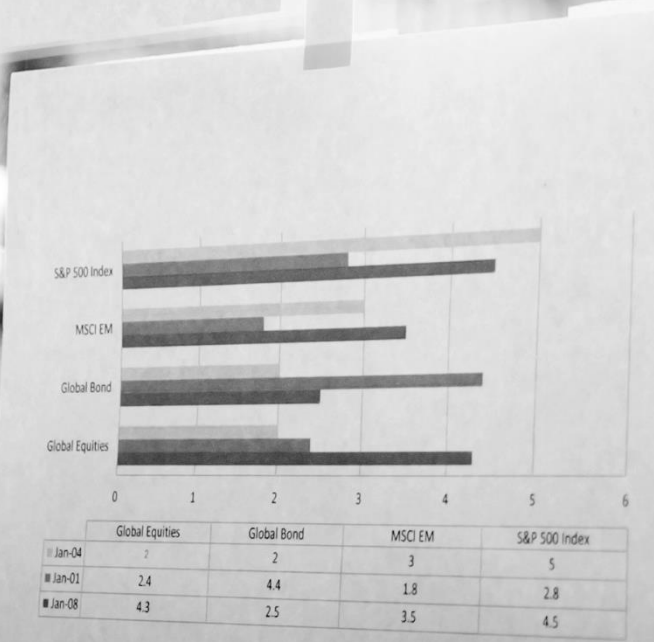
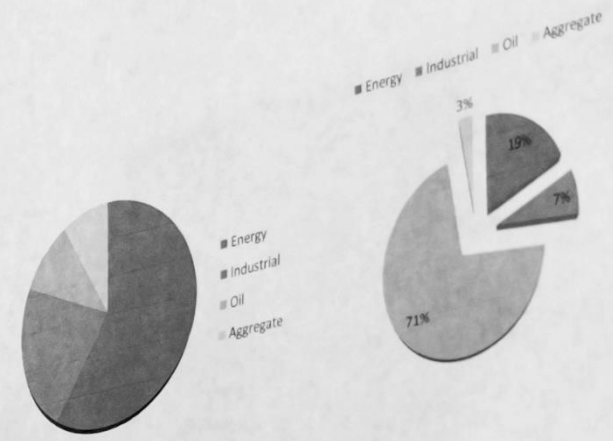
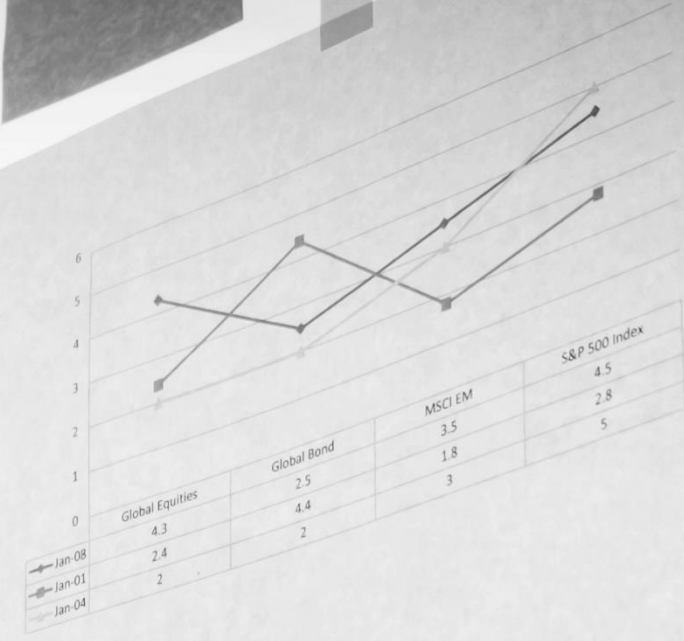
We specialize in enhancing project management efficiency to drive success and maximize resource utilization. Our tailored solutions leverage industry-leading frameworks and methodologies to elevate efficiency across projects. Our service includes:

- Agile & Scrum Methodology
- Theory of Constraints Management



## Digital Transformation for Project Management

We elevate our clients' project management offices through our technology-integrated service enhanced with artificial intelligence. Digital project management development involves leveraging technology to streamline processes, enhance collaboration, and improve project outcomes. This includes the development of digital dashboards and reporting tools using Tableau and Power BI software



# Governance, Risk Management, and Compliance Services



**Governance, Risk Management, and Compliance ensure the stability and prosperity of your organization.**

At Injaz Consulting, we understand that these areas are not burdens on organization, but rather effective tools that help:

- Enhancing sound and transparent management
- Improving decision-making
- Mitigating potential risks
- Ensuring compliance with laws and regulations
- Protecting the reputation and standing of the institution

Therefore, we offer tailored approaches for your company in governance, risk management, and compliance services aimed at:

- Assessing existing governance, risk management, and compliance systems within your organization
- Identifying potential risks and developing plans to mitigate them
- Designing and implementing effective governance, risk management, and compliance systems
- Training your organization's employees on best practices in governance, risk reduction, and compliance
- Providing continuous consultation in the field of governance, risk reduction, and compliance



# Governance, Risk Management, and Compliance Services



## Developing Corporate Governance

Our consultants work on implementing the most effective governance models including:

- Combined Code on Corporate Governance
- Organization for Economic Co-operation and Development (OECD) Principles of Corporate Governance
- Cadbury Code
- Kleinman Model



## Family Corporate Governance

We specialize in Family Corporate Governance, applying various models including:

- Family Business Governance Principles
- FIBI (Family-Influenced Business Integrity) Model
- Family Charter Governance
- Advisory Board Framework



## Risk Management

In integrating governance topics, we use frameworks and models to operate risk management that align with the industry and characteristics of the organization's stage. Among these frameworks and models are:

- Risk Matrix Model
- Failure Mode and Effects Analysis (FMEA) for analyzing failure modes and their effects
- Root Cause Analysis



# Financial Consulting

## Financial consultancy is your roadmap to financial stability

In light of the ongoing changes in the business world, the importance of making sound financial decisions is increasingly emphasized. We understand that financial stability is the foundation of success for any organization. Therefore, we offer comprehensive financial consulting services aimed at:

- Assessing your current financial situation
- Identifying short-term and long-term financial goals
- Developing detailed financial plans to achieve your objectives
- Providing consultations on the best financial investments for your organization
- Assisting in obtaining the necessary funding for your projects
- Effectively managing financial risks
- Improving your organization's financial performance in the long run





# Financial Consulting



## Corporate Financing

We specialize in providing comprehensive financial consulting services to companies seeking to enhance their financial strategies and achieve sustainable growth through the following channels:

- Bank financing
- Venture capital funding
- Direct investment funding
- Alternative financing solutions



## Mergers and Acquisitions

We specialize in providing strategic and financial support to companies looking to execute mergers and acquisitions. Our expert team has deep knowledge of all types of M&A transactions, ensuring that our clients achieve their goals efficiently and effectively. We offer comprehensive advisory services for all types of mergers and acquisitions, including:

- Growth through acquisitions
- Divestiture of non-core assets
- Evaluation of strategic partnerships





# Financial Consulting



## Developing Feasibility Studies

We specialize in providing comprehensive feasibility studies and financial analyses to support companies in various industries in making informed decisions. For instance, we excel in offering the following services to support our clients:

- Market Feasibility Analysis and Financial Study
- Sensitivity Analysis
- Company Valuation
- Risk assessment
- Capital Budgeting Study and Investment Analysis



## Public-Private Partnership and Customization

We specialize in providing guidance and support in Public-Private Partnerships (PPP), and our team of experienced consultants possesses deep knowledge and understanding of partnership frameworks. Some of the services we offer include:

- Assessment of PPP viability
- Financial Modeling
- Bid Process Management
- PPP Structuring

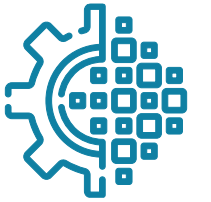




# Technology Consulting



# Digital Transformation



## Achieving digital transformation is the gateway for your organization towards the future.

In a rapidly digitizing world, keeping up with digital advancements has become an unavoidable necessity for any competitive and pioneering organization to remain relevant in its field.

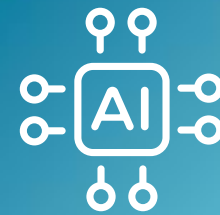
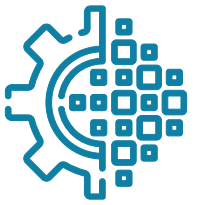
In Injaz Consultancy, we understand that digital transformation is not just a modern buzzword; it's a comprehensive strategy that helps organizations to:

- Enhance their efficiency and productivity
- Reduce costs
- Improve the customer experience
- Create new opportunities for growth
- Enable them to keep pace with rapid technological advancements in various fields

## We also offer comprehensive methods of services to implement digital transformation, aiming to:

- Assessing the current state of the enterprise through technology and digitization
- Developing a tailored strategy to achieve digital transformation to meet the needs and goals of the enterprise
- Providing consultation in appropriate digital solutions and their implementation.
- Training enterprise employees on the use of new digital tools
- Monitoring the implementation of the digital transformation strategy and evaluating its effectiveness

# Digital Transformation Services



## AI-Powered Solutions

By harnessing the power of artificial intelligence (AI), we empower companies to unlock new insights, streamline operations, and drive innovation. From predictive analytics to automated decision-making, our AI solutions work to enhance processes and boost efficiency across diverse business functions. For instance, using the Gartner AI Maturity Model, we assess organizational AI readiness and guide clients through the stages of adopting, customizing, and optimizing AI



## Development Digital Strategy

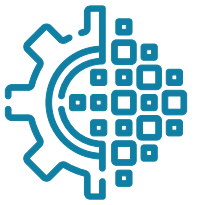
We collaborate with clients to develop robust digital strategies that align with their organizational objectives and market dynamics. By assessing current digital capabilities and future aspirations, we chart a roadmap for sustainable growth and competitive advantage. Our consultancy utilizes the Three Horizons model, commonly employed by leading consulting firms, to craft digital strategies that balance short-term goals with long-term vision. This approach ensures clients improve current operations (Horizon 1), explore emerging opportunities (Horizon 2), and invest in disruptive innovation (Horizon 3) to achieve sustainable competitive advantage



## Big Data Analytics

Our proficiency in big data analytics empowers clients to extract actionable insights from vast datasets. Using advanced analytics techniques, we reveal valuable trends and patterns, aiding informed decisions and proactive strategies. Following the CRISP-DM framework, we guide clients through a structured approach, defining objectives, understanding data needs, and exploring sources to derive actionable insights for strategic decision-making and business growth

# Digital Transformation Services



## Improving Customer Experience

We prioritize enhancing customer experiences through digital solutions, customizing interactions, and delivering exceptional service. By integrating customer-centric technologies, we help businesses build lasting relationships and enhance brand loyalty. Embracing Design Thinking principles, we focus on empathy and creativity to solve customer problems iteratively. Through workshops and prototypes, we offer intuitive solutions that drive satisfaction, loyalty, and competitive advantage



## IT Strategy and Governance

Our consultancy provides strategic guidance and governance frameworks to enhance IT infrastructure, mitigate risks, and ensure compliance. By aligning IT investments with business objectives, we help clients achieve operational excellence, speed, and agility in a sophisticated digital environment. We leverage established frameworks such as COBIT principles and the Strategic Alignment Model to drive success for our clients







# Legal & Legislative Consulting



# Legal and Legislation Consulting Services

**Legal and legislative consultations are a fundamental pillar to ensure the success of your institution.**

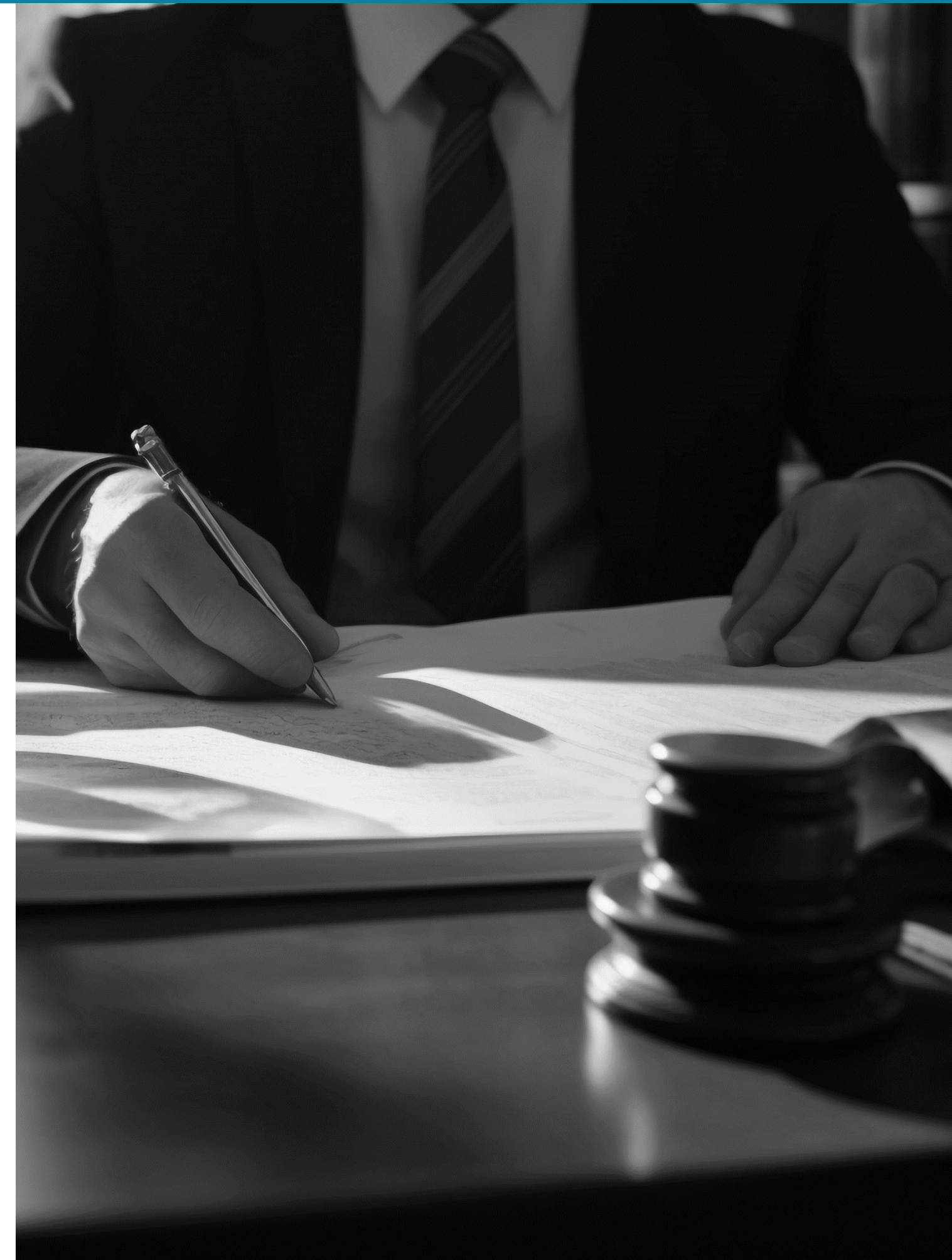
In the constantly changing business world, compliance with laws and regulations becomes necessary to ensure the stability and prosperity of your institution.

We understand that legal and legislative consultations are not burdensome for institutions, but effective tools that help in:

- Avoiding legal risks that your institution may face
- Protecting the rights and interests of your institution
- Enhancing your competitiveness in the market
- Achieving your goals legally and soundly

Therefore, we offer comprehensive methods of legal and legislative consultancy services aimed at:

- Providing legal consultations in various fields such as commercial law, contract law, labor law, tax law, and intellectual property law
- Drafting contracts and agreements in a legally sound manner
- Representing your institution before courts and judicial bodies
- Conducting legal research and providing the legal information your institution needs
- Training your institution's employees on best practices in compliance with laws





# Legal and Legislation Consulting Services



## Arbitration and Alternative Dispute Resolution

The company represents parties in arbitration and those seeking to settle disputes through alternative means, leveraging the expertise of our high-caliber team in the field of arbitration and alternative dispute resolution.



## Bankruptcy and Financial Restructuring

The company offers comprehensive solutions to clients in all services related to the bankruptcy system, including preventive settlement procedures, financial restructuring, and liquidation. These services cater to clients ranging from debtors and troubled companies to creditors, banks, trustees in bankruptcy, and others.



## Litigation and Representation

The company represents its clients before all levels of the General, Commercial, Administrative, and Enforcement courts, as well as before judicial committees to decide on securities, disputes and violations of zakat, tax, customs, insurance, banking, financing, etc. The company also represents clients before national and international arbitration panels. The company works on drafting memorandums and statements, plans and strategies for pleadings and dispute settlements.



## Legal Support

Providing legal support in drafting legislation, its outputs, and implementation, as well as offering legal consultations, studies, and legal research.





# Legal and Legislation Consulting Services



## Corporate Services

The company provides corporate services in general, with a particular focus on family-owned businesses and their governance, as well as foreign investment companies. It offers integrated services ranging from establishment to liquidation.

### Corporate services include:

1. Companies Incorporation
2. Mergers and Acquisitions
3. Registration of Trademarks and Intellectual Property rights
4. Representing corporates as well as representing partners and shareholders
5. Preparation of Governance regulations
6. Family business Governance
7. Supporting corporates in preparing ordinary and extraordinary General Assemblies
8. Corporate Liquidation





# Track Record



# Sample of Successful Partnerships

Public Sector



الهيئة العامة للأوقاف  
GENERAL AUTHORITY FOR AWQAF



المركز الوطني لإدارة الدين  
NATIONAL DEBT MANAGEMENT CENTER



المركز السعودي للتحكيم التجاري  
Saudi Center for Commercial Arbitration

الهيئة السعودية للملكية الفكرية  
Saudi Authority for Intellectual Property



لجنة الإفلاس  
Bankruptcy Commission



وزارة الاستثمار  
Ministry of Investment

المركز الوطني للتنافسية  
NATIONAL COMPETITIVENESS CENTER  
تيسير | TAYSEER



الهيئة العامة للمقار  
REAL ESTATE GENERAL AUTHORITY



المركز السعودي للأعمال  
Saudi Business Center



وزارة الاتصالات  
وتقنية المعلومات  
MINISTRY OF COMMUNICATIONS  
AND INFORMATION TECHNOLOGY



# Sample of Successful Partnerships

Public Sector



هيئة كهرباء ومياه دبي  
Dubai Electricity & Water Authority



# Sample of Successful Partnerships

Private Sector







# Sample of Successful Partnerships

Banking & Financial Sector





# Sample of Successful Partnerships

Telecom Sector



## Strategic Partners

A UK-based consultancy firm providing world-class human capital solutions, with a specialty in building Competency Frameworks and providing full-fledged Assessment Centers. Accredited from British Psychological Society (BPS), Riverwaves is committed to deliver world-class services through its unique tools and distinguished methodology.



Bayt Alnomow Capital Company (BNC) is a Saudi financial services company operating under Saudi Capital Market Authority providing diversified and integrated investment and financial services designed to serve clients of different types and sizes.



Synapse Analytics is a technology firm specialized in AI solutions and Data Extraction services with a focus on the banking and logistics sectors.



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Thank you

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