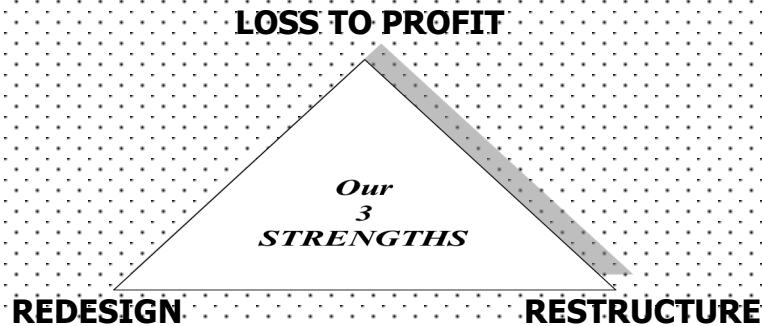


*Our Main Aim Is To Help Lagging Businesses To Bounce Back To Studiosness.
Dr. Emmanuel Anthony Das*



CORPORATE RECONSTRUCTION

From JADE TRAINING RESOURCES
Dubai - UAE | Bangalore - INDIA | Minnesota - USA



Our Clients – Gulf.
**PETROTEK, RICHMOND MARINE, AL DIWAN GROUP, TRIOTECH, RAYMOND
CONSTRUCTIONS, NUCAF, J & J GROUP, SELTEC.**

Clients – India.
**McWANE INDIA, INFO-GLYPTIC, AIMIL, PROFESSIONAL COURIERS, HINDUSTAN
LEVER, KARVY CONSULTANTS, WILLIAM HARE, AIRCEL, ADJ GROUP, ADJ
EXPORTS.**

**URL – www.jadetrainingresources.com
YouTube – JADE Training Videos**

MENA Partners:
PETROTEK GROUP
Dubai, UAE

CORPORATE RESTRUCTURING For
Lagging Companies

Global Associate:
INNOVATIVE EDGE, LLC
Minnesota - USA

Dear Leaders:

Greetings! Please take a few moments to go through this Silhouette to learn more about the JADE CORPORATE RECONSTRUCTION Process:

Here's Why You Should Opt For The JCT Process?

- 📁 System in place.
- 📁 Fair Market Presence.
- 📁 Flawless Operations.
- 📁 Prompt Reporting.
- 📁 Trained Staff.
- 📁 Knowledgeable Leaders.
- 📁 Smooth Functioning.
- 📁 Dynamic Sales Team.
- 📁 Teamwork.
- 📁 Cooperation.
- 📁 Coordination.
- 📁 Company on Auto-mode when heads are absent.
- 📁 Steady Growth.
- 📁 High Level Customer Satisfaction.
- 📁 More Than Happy Staff/Employees.

According to the JADE SCHOOL OF THOUGHT, we will do our best without regard for areas, ethnicity, price, or time of presentation, but our ultimate goal is to empower at whatever cost by delivering on our promises without any compromises.

JADE CEO & Faculty

Outcomes will depend on the duration and cooperation from the Heads of the Organization we collaborate with.

IMPORTANT:

THERE IS ONE FACT ON WHICH WE MUST ALL AGREE: ALL ARE NOT POISED TO DO BUSINESS, SOME SUCCEED, MANY FAIL. FOR THOSE WHO FAIL THEY STILL HAVE HOPE IN GETTING THEIR JOBS DONE THROUGH DOWNLINE LEADERS.

NOTE:

JADE ASSURES YOU; THERE WILL HAVE NO FIREFIGHTING TO DO ONCE YOU ENGAGE US FOR WE WILL SET RIGHT THINGS FOR YOU IN A STEADY PROCESS THAT IS NOT TOO EXPENSIVE.



The Cost of Restructuring Is Far Less When Compared To The Cost Of The Ignorance Of Erring Leaders Who May Be Responsible For The Decline Of An Organization.



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BEFORE



AFTER

YOU CAN NOW RELAX AND WATCH YOUR ORGANIZATION GROW IN LEAPS AND BOUNDS !

ALL YOU HAVE TO DO IS TO MAINTAIN A POSITIVE MENTAL ATTITUDE !! WE WILL DO THE REST FOR YOU !!!

WHAT WE DO FOR AN ORGANIZATION THAT IS LAGGING?

- 1] NEED ANALYSIS.
- 2] PROJECT REPORT PREPARATION FOR REVIVAL.
- 3] CONDUCT GROUND LEVEL STUDY.
- 4] STUDY THE FLAWS.
- 5] MEET CONCERNED PERSONS TO GET FEEDBACK.
- 6] WE WILL SUGGEST METHODS.
- 7] COLLABORATE WITH THE ORGANIZATION.
- 8] WE WILL FINALLY TAKE ACTION IN A PHASED MANNER.

We [JADE] Work With:

Companies that are FALLING Behind

Companies that are in need of RESULTS

Companies who aim to increase TURNOVER

Companies who desire to EXPAND

We will deliver in all of the Above Circumstances; It Is Only A Matter Of Time.

"ROME WAS NEVER BUILT IN A DAY."

RESULTS!

RESULTS !!

RESULTS !!!

Our Forte Is; We Conduct A 'NEED ANALYSIS' Before We Get Into Action, We Understand Your Need And Then Proceed.

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*Most Often Companies Decline Due To Incorrect Decisions Of
Leaders Who Refuse To Take Staff And Employees Into
Confidence.*



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KINDLY NOTE

This information, though appearing exhaustive in a microchip/fast food World, serves the precise objective of presenting you with an in-depth understanding of the JADE RECONSTRUCTION PROCESS and how committed we are in the complete transformation process.

CURTAIN RAISER

Sometimes Companies find themselves on the wrong track. Whether due to flawed strategy, incompetent Management or even a handful of small glitches that slow down the entire enterprise; some Businesses need someone to come in and make amendments to change course.

JADE

JADE commenced operations in 1995 in Bangalore as JADE RESEARCH CENTRE, with a team of specialists. JADE TRAINING RESOURCES is a low-profit Organization dedicated to 'bringing a change and redoing an Organization that is lagging.' Over the last 27 years, we have been into Training, Counselling and also Restructuring and rebuilding Companies that are going down.

RECONSTRUCTION

Reconstruction is when a Company makes significant changes to its Organizational set-up in terms of re-staffing, policies, plans and processes for its betterment. An agile CEO or CMD or Owner is always keen to find the solutions but are often hindered with daily firefighting, attrition, competition and the like.

Under such circumstances an independent professional support is needed to steer the Business through this transformation. We, at JADE will provide hands on support to our Clients right from the beginning to end.

Restructuring is when an Organization changes its internal structure to increase efficiency and cost effectiveness. Strategic restricting can minimize financial losses, decrease production costs and otherwise impact the Company's bottom line.

MANAGEMENT CONSULTANCY

This process consists of the following:

1] Personal Coaching. 2] Mental conditioning. 3] Mentoring. 4] Drafting Company policies. 5] Preparing Guidelines. 6] Transforming Wheeler-dealers to current trends. 7] Structuring flow of work. 8] Reporting. 9] Restructuring system. 10] Analysing. 11] Accountability. 12] Overall growth.

Do You Think We Are Costly? Yes, It Will Be Very Costly If You Do Not Set Right Things In The Initial Stages.

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*In Management One Has To Be Cautious When A Lion Is
Heading A Herd Of Sheep, Than A Sheep Heading A Pride Of
Lions.*



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VISION

Our Focus is on Restructuring Companies and offer independent support to steer the Business through a transformation process.

Our 27 years of Training and working with Companies brought us to a spot where we began assessing what goes wrong in a Company. Hence, we derived upon a plan to expand to a different arena akin to Training. Since then there is no looking back.

MISSION

We continue to concentrate on Training and Counselling. However, our new arm engages in not just offering what we were doing earlier but we offer our expertise to re-engineer and redesign Companies that are lagging in Business due to various reasons. We are confident of achieving yet another milestone with our Don Bosco philosophy 'whatever we do, we will do it well.' And we go by the adage 'nothing is impossible for a willing heart.'

WHY COMPANIES FAIL?

There could be a lot of reasons why Companies fail beginning with a low demand for Products or services to lack of funds and so on and so forth.

Some of them being:

1] Inefficient Management. 2] Weak and directionless head. 3] Poor cash flow. 4] Bad plan or no plan at all. 5] No goals. 6] Infighting among Heads/Staff. 7] Infighting among staff. 8] Inefficient Staff. 9] Wrong Staff. 10] Weak downline Leaders. 11] Lack of reports. 12] No monitoring by Heads. 13] Dependence on few Customers. 14] No Sales Department. 15] Not adhering to Market changes. 16] No Publicity. 17] Failing to listen to Customers. 18] Faulty Infrastructure. 19] No Business model. 20] Unsuccessful Marketing Initiatives.

BUSINESS SYSTEM

A Business system is a defined set of principles, practices and procedures that are applied to certain activities to achieve a specific result. Basically, it's about creating a set of shortcuts that will make sure everything still gets done right. You can create systems for many areas of your Businesses.

In other words when a system is in place you can expect a flawless operation akin to an Auto mode, that is; even without the Head, the Company will function smoothly.

**We Are The Only Organization Which Works Overtime To Ensure That Things Are In Place,
There Is No Stretching Time For Monetary Gains.**

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Much of what the Company is and its growth largely depends on the Head, we do not deny the fact that Companies without a proper Head also function but that is a rare case.



BUSINESS PROCESS DEFINITION

A Business process is a series of steps performed by a group of Business Leaders to achieve a concrete goal. Each step in a Business process denotes a task that is assigned to a Participant. It is the fundamental building block for several related ideas such as a Business process Management.

While there's a deluge of things written and said about Business process Management, it's essential to understand why they are so important to your Business.

Everyone talks about Business processes, but there remains a lot of confusion regarding them. To provide some clarity, here is all the information you'll need regarding what they are, and why your Business needs to understand them.

WHAT WE AT JADE DO

- ☒ Access the damage.
- ☒ Talk to Clients.
- ☒ Meet up with Employees.
- ☒ Bring in a System.
- ☒ Reengineer the Operations.

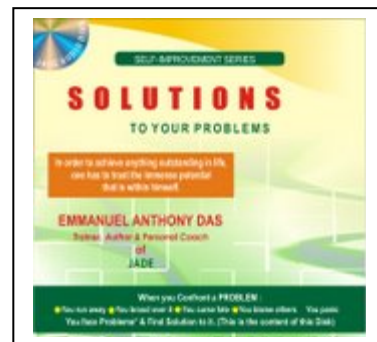
HOW DO YOU LIFT UP A COMPANY?

- ☒ Identify what went wrong.
- ☒ What to do next.
- ☒ Go back to the beginning.
- ☒ Assess the current situation.
- ☒ Invest in the Team.
- ☒ Change and update the Company's mission.
- ☒ Make a plan and ensure it is implemented in a phased manner.

**Call Us When
You Have A
Problem!
We Will Find
Multiple
Solutions For
You !!**

WHY COMPANIES FAIL?

- ☒ Taking Customers for granted.
- ☒ Neglecting Customers.
- ☒ No Focus.
- ☒ Mismatch in sales and production.
- ☒ Inefficient Staff.
- ☒ Wastage all levels.
- ☒ Lack of vision on the top.



Every Company has its highs and lows; it depends on how these lows are handled. At times an outsourced Agency can assist in plugging such loopholes.

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No Organization That Trusts Its Workforce And Gives Them A Free Hand Will Need To Do Any Firefighting, Instead It Will Function With Or Without The Head.



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JADE USP

Here's why you should work with us:

- ☒ JADE is a 27-year Organization.
- ☒ In-depth study of flaws.
- ☒ Faculty with rich experience.
- ☒ Meticulous planning.
- ☒ Timely process handling and handing over.
- ☒ Implementation.
- ☒ Proposals are custom made.
- ☒ Study of loopholes to plug.
- ☒ Excellent Coaching-counseling [one-to-one]



COURSE CONTENT-MATERIALS

JADE RESEARCH CENTRE will create custom made materials and also Booklets related to Company Policy, HR manual; and also a Book for the CEO-Head and all materials related to the Management Consultancy at no cost. Custom made materials requested by the Company will also be created. Software support [SAP] will be given.

JADE BUSINESS MODEL

We also create a Business Model for the Company which is as follows:

- ☒ Design
- ☒ Objective
- ☒ Vision & Mission
- ☒ Product-Service
- ☒ Target Audience
- ☒ Hierarchy
- ☒ Action Plan
- ☒ Foresight.



THINGS CAN GO WRONG DUE TO THESE FACTORS

- ☒ The Atmosphere.
- ☒ The wrong Staff.
- ☒ The Vision [wrong or nothing].
- ☒ The Head.
- ☒ Management Decisions.
- ☒ Product/Service.
- ☒ Wrong policies.

Any Company That Is Focused And Follows What Was Designed By The Founder And Implements Its Policies Will Have No Reason Of Going Bankrupt.

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The Percentage Of Clients Must Be On A 80:20 Basis Where 80% Of The Customer Base Must Be Small And The Rest 20% Big Ones To Balance Any Imbalance.



COMPANY RESTRUCTURING

You must be aware; without proper planning, a Company reorganization process can go wrong. At times the top Management can be very strong and the foundation weak, in this case the Company takes a hit. There are also occasions where the lower strata of Employees are well groomed without a proper Head. In both cases the Company takes a hit.











A Lion heading a flock of Sheep is better than a pride of Lions headed by a Sheep. Hence a Company reorganization process must be undertaken with sensitivity, strategy, and foresight. If you're planning to shake up the work lives and processes of an entire Company, then the key to Success is planning and communication.

WHY IS COMPANY RESTRUCTURING REQUIRED?

A Company is expected to perform well in the Market. If it does not, then something is wrong somewhere. Many a Company gets closed due to this negligence. A wise Head would go in for restructuring and seek help from an external agency to do the needful. Most often this exercise is not possible by the Head and hence the need to get external hands are essential.

THE NEED FOR REORGANIZATION

There could be a lot of reasons for Company reorganization. The primary reasons for restructuring them can include:

-  Employees have become inefficient.
-  Loss of market share.
-  Competitors overtaking.
-  Undercutting of rates.
-  Employees dissatisfied.
-  Merger or Acquisition.
-  Key Head leaving the Company.
-  Launch of a new Product or Service.
-  Massive growth.
-  Downsizing.

Any Number Of Companies Are Either Sinking Or Have Already Sunk For Lack Of Taking A Firm Stand. If Only Such Companies Engage Experts They Would Still Remain In The Limelight.

BACKUP CONTINGENCY PLAN

Most often Companies suffer due to the absence of either Top Executives or Staff who are of importance. Hence it is desirable that second line Staff are groomed, and responsibilities handed over so that the Company does not suffer due to anyone's absence.

The Entire Paraphernalia Pertaining To The Efficient Functioning Of The Organization Will Be Recreated And Suitable Ideas Will Be Given For Action.

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Many A Company Has Declined Due To An Inefficient Head
Who Either Overdoes Certain Things Or Does Not Do Anything
At All.



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FIREFIGHTING IN AN ORGANIZATION, WHY?

- Weak Management.
- Mismanagement.
- Incorrect Decision.
- No Vision.
- Lack of Staff.
- Excess Staff.
- Inefficient staff.
- Attrition.
- No Reporting in place.
- Ego among Managers / Staff.

Our Entire
System Is
Foolproof
So Also
People-Friendly

DO YOU HAVE THE FOLLOWING?

- ✓ Focus & Vision.
- ✓ System in place.
- ✓ Business Plan.
- ✓ Financial clout.
- ✓ Infrastructure.
- ✓ Trained Staff.
- ✓ Right Product/Service.
- ✓ Customer base [80 Small 20 Big]
- ✓ Dynamic Head[s].

A Very important aspect to be noted is **Positivity**, if it exists you can be sure of **Success**, if not things will be totally different.

HOW DO WE GO ABOUT IT?

1] We start with the Business strategy. 2] We identify strengths and weaknesses. 3] We consider your options to design a new structure. 4] Launch the Company to restructure. 5] Go about the Training process.

At JADE, being a responsible Organization means to managing our duties with ethics and integrity; we will go out of our way to ensure we make both ends meet in the implementation process.

RESTRUCTURING MANPOWER

At times Manpower could be the main cause for the downfall of an Organization and dwindling Sales, especially if there are square Pegs for round holes. In which case 2 things need to be done; that is restructuring, resizing and redeploying them to suit needs.

And Yet Another Forte Of Ours Is, We Simplify Systems Just To Ensure That Things Become Easy For The Others To Follow.

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Our Research Team Based At Bangalore Burns Midnight Oil In Identifying Why Companies Decline; They Derive Ways And Means To Bring Them Back To Track.



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OUR PROCESS:

-  Feedback from the Organization.
-  Need Analysis.
-  Plan Strategy.
-  Implement in phases.
-  Meet up with Leaders & Heads.
-  Restructuring Process.
-  Training.
-  Reports.



HOW TO MAKE RESTRUCTURING WORK FOR YOUR COMPANY

A bungled Corporate restructuring can turn an idea into a disaster. But the right POA can set right things.

There are 3 critical hurdles or challenges that Managements face in any restructuring programme:

1. Design - What type of restructuring is appropriate for dealing with the specific challenge, problem, or opportunity that the Company faces?
2. Execution - How should the restructuring process be managed and the many barriers to restructuring overcome so that as much value is created as possible?
3. Marketing - The way in which the Market has to be studied, the action planned and also the approach, materials and Tools to implement it.

Failure to address any one of these challenges can cause the restructuring to fail.

WHAT CAUSES CEO'S TO FAIL?

A recent study says most often why Companies fail is the due to having the wrong Person on the top order. In such cases there has been failures.

Here are some of the reasons.

They are: 1] Poor leadership qualities. 2] Lack of self-awareness. 3] No motivation. 4] Arrogance. 5] Ego. 6] Aggressive. 7] Rude. 8] Anger. 9] Low self esteem. 10] Know it all attitude. 11] Not consulting subordinates. 12] Keeping away from Office. 13] Taking away all Funds without keeping for Office. 14] Expanding without analysing. 15] Not putting full efforts in the Organization. 16] Being too strict. 17] Being too lenient. 18] Trying to micromanage. 19] Adopting a divide-and-rule policy. 20] No sufficient Business skills.

Every Organization Needs To Have A System In Place To Function Effectively, If You Don't, That Is Where We Will Put Things In Place For You.

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A Large Amount Of Positivity, Focus And Faith In The Abilities Of The Employees Is Essential For A Person Heading An Organization.



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FACULTY

JADE is headed by **Dr. Emmanuel Anthony Das**, with 27 years of experience. He is the founder CEO of JADE since its inception and has authored 9 self-improvement books [with many more in the pipeline] and a Novel 'HERE TO THERE' distributed by Amazon, India. He has also 7 Motivational CDs to his credit. He has created more than 100 Motivational Videos on YouTube.

Apart from Training and Counseling, he is engaged in Content development, designing and creating modules and doing research in the Management arena to develop lagging Companies.

Dr. Emmanuel Anthony Das, has found himself brought in specifically to face that type of situation on several occasions. His Resume includes stints such as Sales Head, Regional Manager, Business Controller, Director Marketing and finally Executive Director.

The other Management Consultant is **Thomas C Philip**, who heads the PETROTEK Group of Companies. He is a successful Businessman who heads a profit-making group. He offers his expertise to rejuvenate and restructure Companies. A shrewd Leader who is not just learned but also engages in reading, planning strategies and also advising Business Heads to lead and manage successful Companies.

TCP as he is addressed, is a Partner in JADE UAE, and has many feathers in his Cap including founding KPL Dubai. He brings in 20 years of first-hand industry experience with him. He is also responsible for making JADE going Global. He too engages in a lot of research and has rich Management experiences which he implements in Companies.

WE WORK WITH THE FOLLOWING SECTORS:

Ω Advertising Agencies Ω Apparels Industries Ω Aerospace Industry Ω Agriculture Ω Automotive Industries Ω Construction Ω Consumer Products Ω Computer Ω Courier & Cargo Ω Education Ω Food & Beverage Ω Hospitals Ω Hotel & Tourism Ω Logistics Ω Media & Entertainment Ω Mining Ω Non-profit Organization Ω Oil & Gas Ω Pharma Ω Professional Services. Ω Software. Ω Technology. Ω Transportation Ω Telecommunications.

We take up single Projects, work on it, complete it, hand over charge and then move on. Once we are committed to a Company, we stick to it. That is why we do not do more than one Project at a time to ensure our entire concentration goes into it. This is one of the reasons why JADE is in demand today.

Reporting Makes A Lot Of Difference For An Organization, We Will Create Such Formats Based On Your Needs. To Ensure Its Implementation.

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In Our Experience Of Restructuring Companies, We Have Been Highly Successful As We Adopt A Very Positive Approach Which We Expect From The Other Side As Well.



DURATION

The JADE 'CORPORATE RECONSTRUCTION' Process can be classified into 3 patterns. They are:
1] Elementary – 1 Week - 6 Days. 2] Basic – 10 Days. 3] Advanced – 15 Days 4] Comprehensive – Depends on the Management Requirements.

The timings will be not later than 8.00 am till about 6.00 pm and beyond. There are no extra charges beyond 6.00 pm. Transport is to be arranged to and from the Location.

INVESTMENT

Professional Fees for Consultancy will be 3000 AED per Day. Training fees per Day will be 5000 AED. An advance of 50% is to be paid before the commencement of the Session. The remaining can be paid on the last Day of the Session. The cost of Course Material will be charged at actuals.

TRACE US @

Gulf Operations:

No. 3202, ETA Manara Tower, Marasi Drive,
Business Bay, Post Box 119638, Dubai, UAE

Cell - 0565897780 [Off during sessions; you may Whatsapp]

Corporate India Office

No. 203 'R S Residency' O M Road, St. Thomas Town
Bangalore – 560 084 South India

Cell – 9448060741.

Regional Office

M 63 New 19, 9th Street
Anna Nagar East, Chennai – 600102 Tamilnadu, South India.

Cell - 9840629703

R & D Centre

No. 3/27, D 'EMILY COTTAGE' Thanthanadu
Kotagiri The Nilgiris – 643 217
Tamilnadu, South India.

Cell – 6361989138.

Email : jadetrainingresources@gmail.com

URL : www.jadeworkshops.com

YouTube : JADE Training Videos

Each Company Was Founded Based On The Design Of An Individual. At Times Its Lost And Takes A Detour Only To End Up In A Disaster:

SOLUTION:

When Your House Is In Disorder One Has To Seek External Help To Set Right Things!



Just Making Changes And Bringing In Alterations And Modifications Won't Help, But What Needs To Be Done Is Its Implementation and Monitoring.

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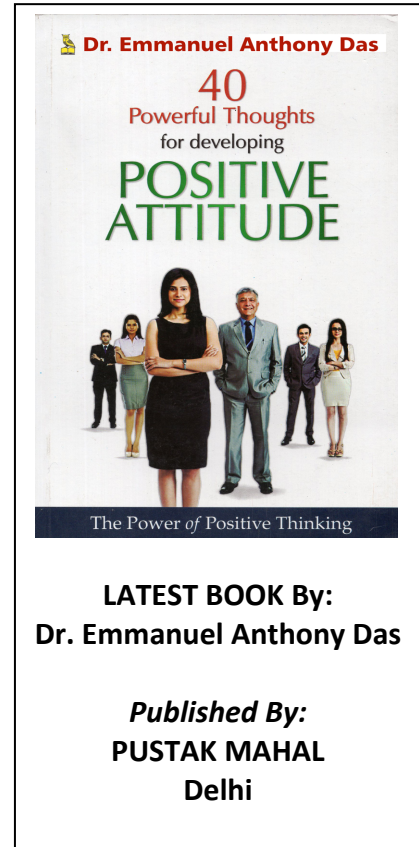
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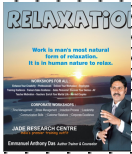
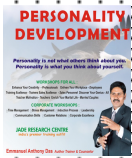
OUR SPHERE OF ACTIVITY

Soft Skills Training.
Management Consultancy.
Company Restructuring.
Outbound Workshops.
Workshop Design.
Training Content Development.
Staff / Employee Productivity Training.
Staff / Employee Appraisals.
SWOT Analysis.
Root Cause Analysis.
Psychological Counselling.
Biography Writing.
Sales Department makeover.
Sales Training.
Customized Workshops.
Life Coaching.



URL : www.jadeworkshops.com
E-mail : jadetrainingresources@gmail.com

**CD'S by
EAD**



**NOVEL
by
Dr. EAD**



Here's What HEADS Say!

Though our Companies are on track, still we found some flaws and engaged JADE and also got our Staff trained by them, we are very happy with their simple way of working.

THOMAS C PHILIP, CEO PETROTEK

We wanted a change in the entire system in the Company, JADE could do it through a rigorous proces of reporting and results.

JOSE JOSEPH, CMD J & J

The JADE RECONSTRUCTION Process was very useful, interesting, and gave us what we wanted, a change from confusion, chaos.

MARIA JOSE, CEO RICHMOND GROUP

The way in which the entire proces was done was awesome, things were done in a very smooth and professional manner. We can recommend JADE to others as well.

C T K NASEER, CEO NUCAF

We engaged JADE for reconstructing as well as Training which was complimentary, results were marvelous.

D JAYAPRAKASH, MD ADJ EXPORTS

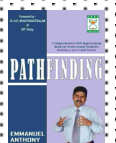
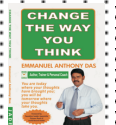
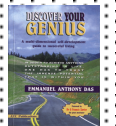
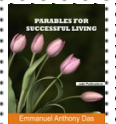
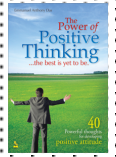
The JADE RECONSTRUCTION PROCESS was a huge hit, we got instant results, Staff are more efficient and things are in place now. We thank Dr. Emmanuel for his services.

RAVI, M N EXPORTS

We at SELTEC are grateful to JADE for bringing that much needed transformation in the company and changing the mindset of our Staff, now things are in place.

JINCY SUSAN, GM SELTEC

**Books
by Dr.
EAD**



EVERY COMPANY CAN SHINE AND DO WELL; ULTIMATELY ITS ONLY A HANDFUL THAT SUCCEEDS; THE REASON IS; SUCH COMPANIES DO NOT WANT TO GO FOR ANY DEVELOPMENTS OR BRING IN REQUIRED CHANGES.