

# Human Capital Management Services

*Franchise proposal*



**Riskpro, India**

**Make Decisions.....**

**Take Risks.....**

**Experience Success!**

**Risk**  **Pro**  
Connect with Risk Professionals

**Your partner in  
Risk Management**



# Who is Riskpro... Why us?

## ABOUT US

- ❑ Riskpro is an organisation of member firms around India devoted to client service excellence. Member firms offer wide range of services in the field of risk management.
- ❑ Currently it has offices in three major cities Mumbai, Delhi and Bangalore and alliances in other cities.
- ❑ Managed by experienced professionals with experiences spanning various industries.

## MISSION

- ❑ To be the market leader in specialist Human capital consulting services and providing tailor made solutions to the clients.
- ❑ Provide integrated risk management consulting services to mid-large sized corporate /financial institutions in India
- ❑ Be the preferred service provider for complete Governance, Risk and Compliance (GRC) solutions

## VALUE PROPOSITION

- ❑ You get quality advisory, normally delivered by large consulting firms, at fee levels charged by independent & small firms
- ❑ High quality deliverables
- ❑ Multi-skilled & multi-disciplined organisation.
- ❑ Timely completion of any task
- ❑ Affordable alternative to large firms

## DIFFERENTIATORS

- ❑ Quality delivery is our main focus
- ❑ Over 200 years of cumulative experience
- ❑ Thorough research and accurate mapping of interest of both our clients as well as the candidates is what sets us apart.
- ❑ Ability to take on large and complex projects due to delivery capabilities
- ❑ **We Hold hands, not shake hands.**

# About Franchising

---

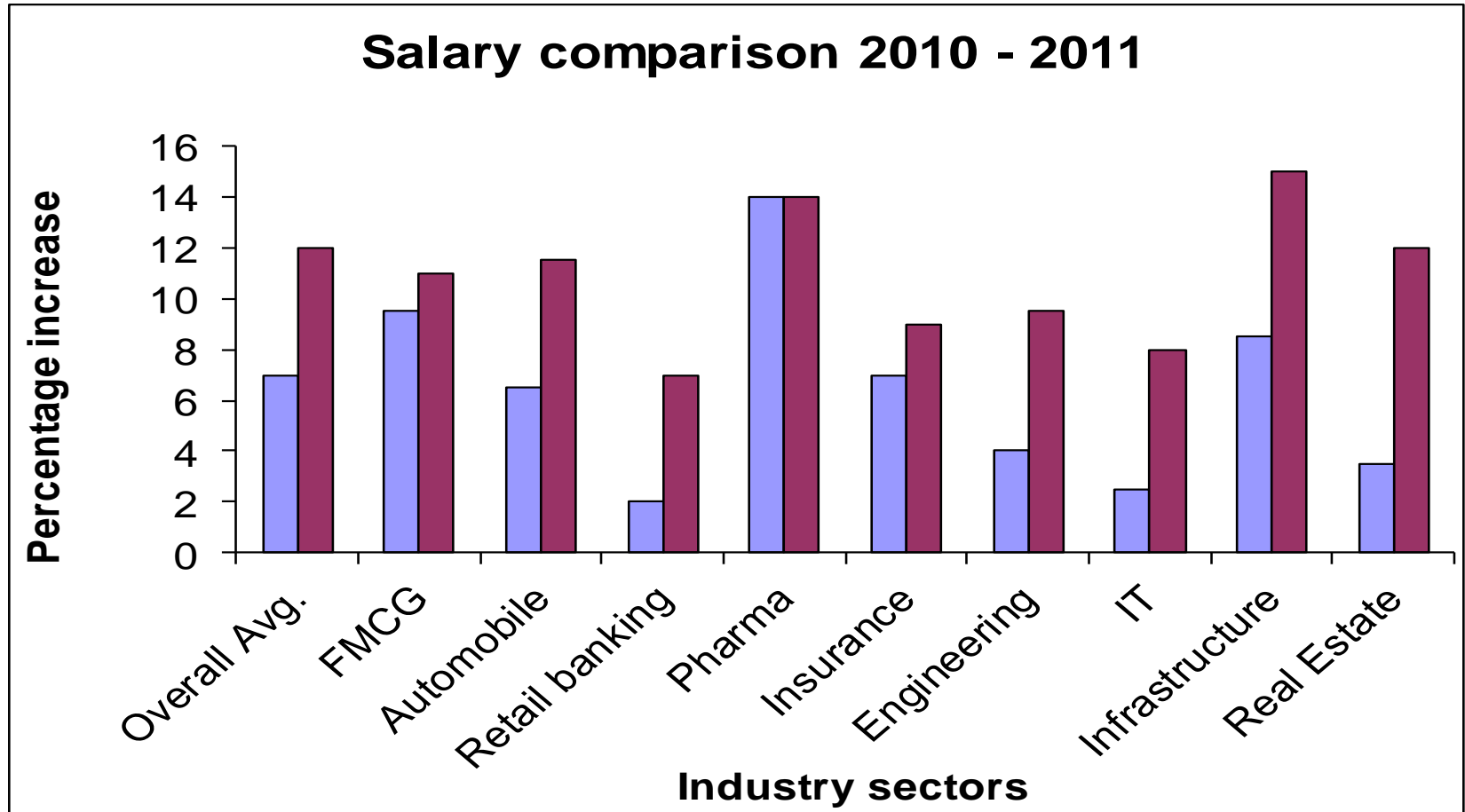
- ▲ Franchising is the legal right to carry out a business in accordance with a particular operational method and under a specific brand. This includes the right to use trademarks, logos, a business system, operating procedures, IT and marketing techniques.
- ▲ A strong brand name helps to attract business on a much larger scale than a relatively less known brand. Brand name also allows you to use resources, expertise, knowledge, experience and infrastructure of the brand. In the long run, more and efficient business means economy of scale and that in turn means competitive edge and more revenues.
- ▲ Riskpro India envisions to have one franchise in each city by the end of 2012.
- ▲ Terms are attractive and fair, yet provide complete freedom to run the day to day operations of the franchise.
- ▲ It can be seen as you working for yourself and running your own business; however, you go to market with the benefits of a strong brand and a dedicated team supporting you with advice and guidance on how to operate effectively.

# About Indian Recruitment Market

---

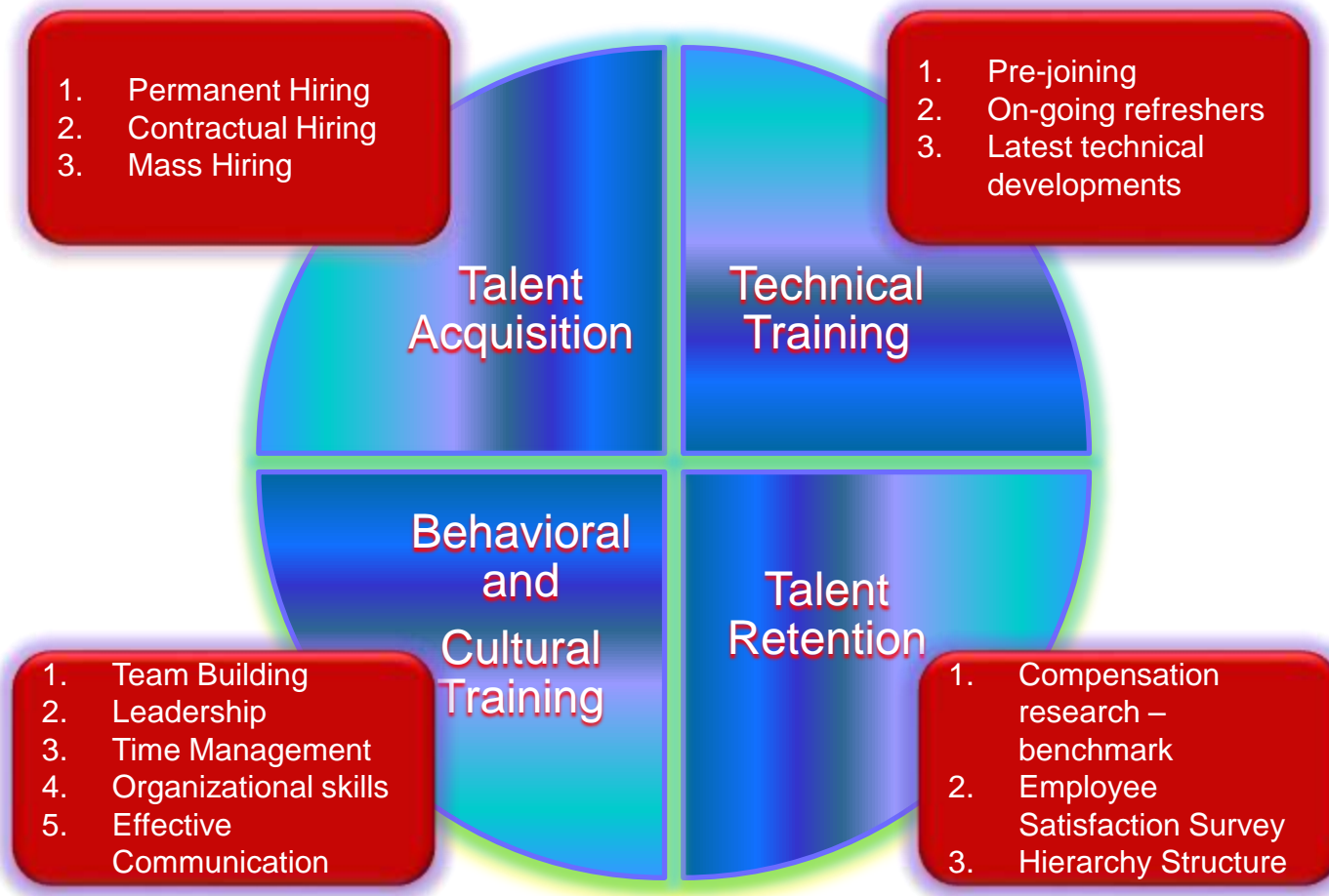
- ▲ The size of the Indian recruitment market is approx. Rs. 5000 crores.
- ▲ Indian Recruitment market is growing at a rate of 40%-50% every year
- ▲ 60-70% of the recruitments in organizations are done by Placement Consultants
- ▲ India contributes 28% to the pool of knowledge workers globally
- ▲ ITES-BPO sector hires above 400 personnel every day, mostly through consultants
- ▲ Indian IT/BPO sector will create 16 lakh knowledge professionals by 2012
- ▲ There is an opportunity of at least 10 million additional jobs getting created in retail, infrastructure, manufacturing, software, finance, banking and insurance in next 2-4 years.

# Recruitment Industry Statistics (salary comparison 2010-11)



## Service tax collection – manpower recruitment agency

Year : Apr - Mar	Rs. Cr.	% Growth
2001 - 02	12.81	1%
2002 - 03	20.5	60%
2003 - 04	30.67	50%
2004 - 05	64.36	110%
2005 - 06	313.75	387%
2006 - 07	966.61	208%
2007- 08	1567.35	62%
2008 - 09	2097.52	34%
2009 - 10	2080.5	-1%
2010 - 11 (till Nov 2010)	1562.68	75% touched



### Full Time Staffing

- ▲ Riskpro India is constantly building its network of Risk/Finance/other Professionals across India
  - Today, we can help you hire professionals at all levels of experience
- ▲ We differentiate from other recruitment firms, because, as Risk Managers ourselves, we are able to better match your requirements and candidate experience
- ▲ Our charge out rates are competitive
  - Slab rates. As we do more business with you, the rates come down.

### Temporary Staffing - The Project Team

- ▲ Pool of highly qualified staff with deep risk expertise
- ▲ Available for your short to medium term needs
- ▲ Varying levels of professionals available. Experience starting from 2 years to 15 years. All will have CA, ICWA or equivalent qualification.
- ▲ The Project employees pool will be available as per your needs and the employees on site can start/stop projects as per your master project plan.

### Mass Hiring – Campus Hiring (Professional institutes, business schools, IITs, colleges)

- ▲ Whole event management – pitch to authorities, advertising, conducting interactions, group discussions, final round, offer letters.

### Pre joining Training

- ▲ A brief about the company, its structure, hierarchy, department, culture etc. helps candidates to adopt to new company environment quickly.
- ▲ PF forms. Nomination, bank accounts details are collected beforehand to save time after joining.

### On-going refreshers

- ▲ Riskpro India has pool of highly qualified staff with deep expertise in the field of risk, audit, accounting etc. - can provide ongoing training to refresh the employees knowledge
- ▲ These refreshers are useful to keep knowledge gaps at bay in case of attrition.

### Technical training – latest development in the field of economy, audit, risk, business and accounting

- ▲ To keep pace with developments happening rapidly in the field of commerce and economy, technical trainings prove very helpful
- ▲ These trainings also help employees to enhance their value and companies gain by low attrition

### Benchmark industry Compensation research

- ▲ Money is one of the top three reasons for any employee to change job. A research of the compensation / increments to know what the bench mark is in a particular period helps a company to take an informed decision for increments. Riskpro India can do such research and provide actionable summary with appropriate details especially in BFSI sector in India.
- ▲ Riskpro India can also assist in designing the compensation structure

### Employee Satisfaction Survey

- ▲ Employee satisfaction survey goes a long way to proactively know employee issues and action the same. Also attrition can be forecast reasonably.
- ▲ Voice of the employees can be heard and any undercurrents can be brought to surface.
- ▲ Riskpro India can undertake such surveys professionally keeping all names and data confidential.

### Hierarchy Structure

- ▲ Riskpro India with its experience and reach to various companies can innovate and help its clients to create organization structures that best suit an industry/company/its stakeholders and employees.

### Team Building

- ▲ Team work is key to success. In busy schedules, stress and tight deadlines, employees do not get time to bond and that results in what is known as – grudge, politics, favoritism, gossip and other counter productive behaviors among employees.
- ▲ Riskpro India can conduct team building sessions to make teams work more effectively and significantly enhance teams effectiveness.

### Leadership

- ▲ To do succession planning effectively, identifying leaders is key. Grooming leaders can be a long and intense process. Riskpro India can help you with identifying and then grooming leaders in an organization.

### Time Management and Organizational Skills

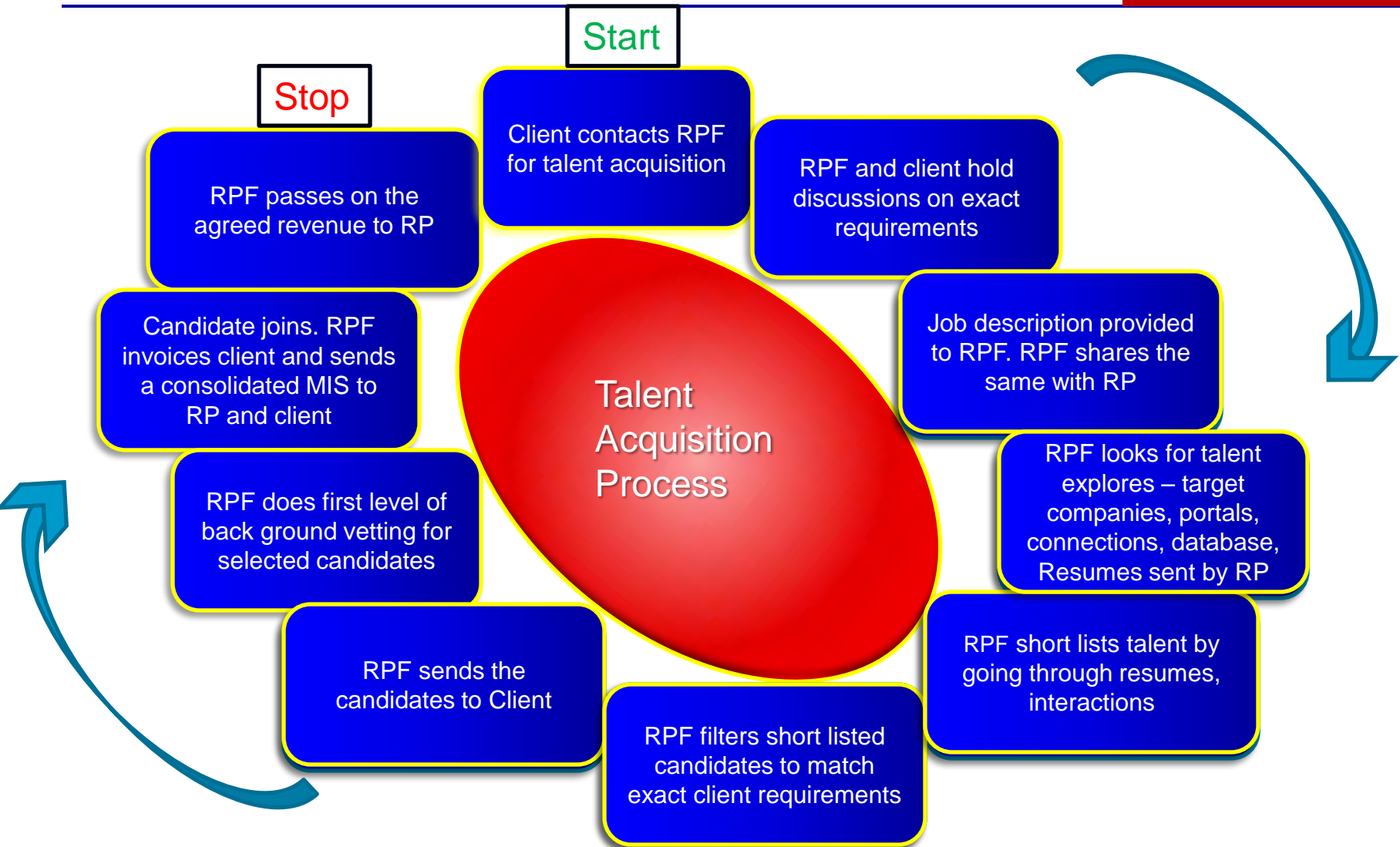
- ▲ Time Management is key to perform unending tasks in given timeframe. Time management is both an art and a skill which employees can develop, and risk-pro can help organizations.
- ▲ Organization Skills are basic not only to a senior's job but has become a mandatory skill almost at all levels. This is key to time management and delivery management. Riskpro India has professionals can effectively share their experiences that can be helpful to employees.

### Communication Skills

- ▲ Communication is a skill that every individual learns constantly right from the childhood till late in life. A structured training can help accelerate the learning, and Riskpro India can show you how!

# Riskpro India – Talent Acquisition Process

The process



Notes -

RP – Riskpro India

RPF – Risk Pro India Franchise or branch.



***What do I do?***

**Risk**  **Pro**  
Connect with Risk Professionals

# Who should Sign up and why?

---

Who should join?

## ▲ Anyone with :-

- with entrepreneurial mindset and willingness to work hard.
- experience in recruitment services and commitment to serve clients.
- a desire to make it big by selling other services offered by Riskpro India i.e. corporate training, risk based internal audits, risk management consulting, fraud risk management, due diligence etc.

## ▲ Why Risk-pro?

- Riskpro is an organization of member firms around India devoted to client service excellence. Member firms offer wide range of services in the field of risk management and human resource consulting.
- Currently it has offices in three major cities Mumbai, Delhi and Bangalore and alliances in other cities.
- Managed by experienced professionals with experiences spanning various industries.
- A well recognized brand in industry.
- Is a professionally managed company.
- Low investment and minimum risk.
- Commercially and technically viable and proven project.

# What is the process of joining Riskpro India as a franchise?

- ▲ **Initial investment of Rs. 1,50,000/- + 10.30 % Service Tax** towards franchise fee for lifetime (no renewal fees) and 20% revenue share for non exclusive franchisee i.e. multiple franchise may exist in each city.
  
- ▲ **What can you expect?**
  - Details about the local contacts in your area
  - Support on sourcing resumes – we will advertise on famous job portals and provide you with shortlisted resumes.
  - Support on selling other services offered by Riskpro India e.g. corporate training, risk based internal audits, risk management consulting, fraud risk management, due diligence etc.
  - General need-based guidance on business
  - Full freedom to run the business on a day to day basis
  - You raise and collect your invoices and be responsible to pay any statutory dues.
  - Transfer/sale of franchisee at market rates (after payment of nominal transfer fee to Riskpro)
  
- ▲ **What will be your obligations?**
  - Just a periodic summary of business development and revenue in the defined format? A need based periodic call.
  - Willingness to undertake aggressive local promotions
  - Familiarisation with placement industry or IT enabled services shall be considered as an added advantage
  - Suitable office space and computer with internet access.

# How to Join..?

---

- ▲ Send the signed copy of the Agreement on Rs.100 Stamp paper and Application Form along with
  - (a) Id Proof
  - (b) Address Proof
  - (c) 2 Passport size photos
  
- ▲ Courier to Riskpro India along with the Cheque or DD. 150,000 + 10.30 % Service Tax as Franchise Fee in favor of “**Riskpro India Ventures Private Limited**”. Agreement signed and couriered back to  
**Rahul Bhan,**  
**Director**  
**Riskpro India Ventures Private Limited,**  
**C 561, Defence Colony,**  
**New Delhi**
  
- ▲ On receipt of all the documents, we shall courier you back your agreement copy and a certificate to commence business under our brand.



Any trademarks or logos used throughout this presentation are the property of their respective owners



Our team members have worked at world class Companies

Any trademarks or logos used throughout this presentation are the property of their respective owners

### Manoj Jain

- ▲ **Founder - Riskpro**
- ▲ CA, CPA, MBA-Finance (USA), FRM (GARP)
- ▲ Over 10 years international experience – 6 years in Bahrain and 4 years USA
- ▲ 15 years experience in risk consulting and internal audits
- ▲ Sox Compliance project for Fannie Mae, USA ( \$900+ Billion Mortgage Company)
- ▲ Specialization in Operational Risk, Basel II, Sox and Control design
- ▲ Led medium to large engagement teams

### Rahul Bhan

- ▲ **Co- Founder - Riskpro**
- ▲ CA (India), MBA (Netherlands), CIA (USA)
- ▲ Over 15 years of extensive internal and external audit experience in India and abroad.
- ▲ Worked with KPMG United Arab Emirates, PKF South Africa, Ernst and Young Kuwait, Deloitte Netherlands and KPMG India.
- ▲ Worked with clients in a wide variety of industries and countries including trading, retail and consumer goods, NGO, manufacturing and banking and finance. Major clients include banks, investment companies, manufacturing organizations, aviation etc.

### Casper Abraham

- ▲ **Co-Founder - Riskpro**
- ▲ PGD (Electrical & Electronics & Computer Programming)
- ▲ 30 years of experience in Information & Communications Technology (ICT) Solutions for Retail, Garments, Manufacturing, Services Industries.
- ▲ Has created Companies, Divisions, Products, Brands, Teams & Markets.
- ▲ Consulting in Business, Technology, Marketing & Sales & Strategic Planning.
- ▲ Advisory, Training, Workshops & Implementation in Systems Thinking, Systems Modeling & Balanced Scorecard
- ▲ Worked with TIFR, Mahindra, Ambience, Communico-Graphique & Ionidea Inc, USA,

### Kumar Bhukhanwala

- ▲ **Co-Founder - Riskpro**
- ▲ B.Com, CA
- ▲ 30 years of accounting, finance and risk management experience
- ▲ Most recent employment with Emerson, a USA Fortune 500
- ▲ Worked for Hinduja, Pidilite, Excel Industries and internationally
- ▲ Strong Financial Process and internal controls experience

Nilesh Bhatia

### ▲ **Head Human Capital Consulting - Riskpro India**

- ▲ Chartered Accountant, Lead Assessor ISO 9000, Six Sigma Trained, Trained on Situational Leadership, Trained on interviewing skills and Whole Message Model.
- ▲ Over two decades of multi-cultural experience in internal audit, accounting operations, accounting process review & re-designing, risk management, business solutioning, six sigma projects, talent acquisition, talent retention, organization design/redesigning, compensation and appraisal processing, employee and customer satisfaction surveys, knowledge management and finance services.
- ▲ Worked with Citicorp/MGF, India Glycol, Delphi, American Express India, American Express USA, Fidelity International and Macquarie Global Finance Services India.

Hemant Seigell

### ▲ **Vice President – Risk Management (Fraud Risk, BFSI)**

- ▲ MBA, PDFM, NSE-NCFM, PMP, CSSGB, Trained ISO 9001:2000 I.A
- ▲ Professional with 17 years of rich experience into diverse Consumer finance/ Lending operations ,Risk Management,BPMS, Consumer Banking, NBFC, Management Consulting & Housing finance in BFSI industry having successfully led key business strategic engagements across multi-product environment in APAC, Australia and US regions.
- ▲ Worked with GE, ABN AMRO Bank, Citigroup, Accenture, Deutsche Postbank
- ▲ Highly skilled and expert Trainer in Fraud Risk areas across Credit, Corporate Risk management.
- ▲ Specializes in Fraud Control, Compliance QA ,ERM and Regulatory governance.

Rajesh Jhalani

- ▲ **Co-founder- Riskpro**
- ▲ B.Com, FCA
- ▲ Senior Partner with 48 year old Delhi based Chartered Accountant firm, Mehrotra and Mehrotra
- ▲ Over 19 years of experience in the field of Audit, Taxation, Company law matters.
- ▲ Major clients served are NTPC, BHEL, Bank of India, PNB, Airport Authority of India etc.

Gourav Ladha

- ▲ **Specialist Risk Consultant – ERP & IT Compliance**
- ▲ SAP Certified, MBA (Finance), SAP Security trained (from SAP India), SAP GRC Access Controls trained (from SAP India)
- ▲ Over 7 years of experience working in the area of ERP/IT Risk advisory, primarily focusing on SAP, for 'Fortune 500' clients in around 8 countries including US, UK, UAE, Hong Kong, etc
- ▲ Specializes in SAP Risk & Controls Advisory, SAP Business Process Controls Audit, SAP Security & Segregation of Duties Control Audit, ERP Trainings,
- ▲ Strong Industry experiences ranging from Beverages, Insurance, Energy, FMCG, Pharmaceutical, Retail, Telecommunication to IT Services
- ▲ Worked for risk advisory teams of reputed organizations like Ernst & Young, EXL Services

### Mr. MP Mehrotra

- ▲ **Founder partner of Mehrotra and Mehrotra, a 48 year old CA firm in India**
- ▲ B.Com, FCA, LLB
- ▲ Over 48 years of experience in audits, taxation, legal matters, loan syndication etc.
- ▲ Trustee of Cochin Port Trust, Member of Task Force for MOUs, Ministry of Heavy Industries & Public Enterprises, Govt. of India, Ex- Member of Central Board of Trustees, Employees' Provident Fund Organisation (EPFO), Ministry of Labour, Govt. of India, New Delhi.
- ▲ Ex - Director, Canara Bank

### Mr. PK Gupta

- ▲ **Practicing chartered accountant in Delhi**
- ▲ CA, ICWA
- ▲ Over 35 years of professional experience.
- ▲ Trustee, Kargil Shaheed Smarak Samiti
- ▲ Hony. Treasurer, World Academy of Spiritual Sciences (WASS).
- ▲ Panel Arbitrator, International Centre for Alternative Dispute Resolution
- ▲ Arbitrator, Cement Corporation of India
- ▲ Arbitrator, Bombay Stock Exchange Limited
- ▲ Arbitrator, Central Depository Services (India) Limited
- ▲ Arbitrator's Panel of Indian Council of Arbitration

# RESUMES - Partnerships

Andrew Hiles

- ▲ **Specialist Risk Consultant – Business Continuity**
- ▲ Founder and 15-year Chairman of Survive, the first international user group for Business Continuity professionals
- ▲ Founding director and first Fellow of the Business Continuity Institute
- ▲ Over 25 years international consulting expertise in Risk, Crisis, Emergency, Incident, and Business Continuity and ICT Disaster Recovery Management
- ▲ Multi-sector experience including Banking, Insurance, Finance, Oil, Gas, Energy, Manufacturing, Retail, Hi-Tech & Telecom
- ▲ Western Press Award for services to business, 1994; BCI/CIR nomination for lifetime achievement in BC, 1999, London; inducted into BC Hall of Fame by CPM magazine, 2004, Washington DC.

Chris E. Mandel

- ▲ **Specialist Risk Consultant – Enterprise Risk Management**
- ▲ Highly skilled risk and insurance professional with 25 years of experience designing, developing and implementing large, global corporate risk management programs for Fortune 500 firms.
- ▲ Principal Consultant and Founder - Excellence in Risk Management, LLC. (Texas, USA)
- ▲ Past experiences include USAA, PepsiCo, American National Red Cross ,Verizon

# Contacts and Office Locations

Corporate	Mumbai	Delhi	Bangalore
<p><b>Riskpro India Ventures (P) Limited</b></p> <p><b>info@riskpro.in</b> <b>www.riskpro.in</b></p> <p>C 561, Defence colony New Delhi 110024</p>	<p><b>Manoj Jain</b> <b>Director</b> M- 98337 67114 manoj.jain@riskpro.in</p> <p><b>Shriram Gokte</b> <b>Principal - Information Risk</b> M- 98209 94063 shriram.gokte@riskpro.in</p>	<p><b>Rahul Bhan</b> <b>Director</b> M- 99680 05042 rahul.bhan@riskpro.in</p> <p><b>Hemant Seigell</b> <b>VP – Risk Management</b> M- 99536-97905 hemant.seigell@riskpro.in</p>	<p><b>Casper Abraham</b> <b>Director</b> M- 98450 61870 casper.abraham@riskpro.in</p>
Ahmedabad	Pune	Agra	Gurgaon
<p><b>Maulik Manakiwala</b> <b>Associate Firm</b> M - 91 9825640046</p> <p><b>Gourav Ladha</b> <b>Sap Risk Advisory</b> M- 97129 52955</p>	<p><b>M.L. Jain</b> <b>Principal – Strategy Risk</b> M- 9822011987 mljain@riskpro.in</p>	<p><b>Alok Kumar Agarwal</b> <b>Associate Firm</b> M- 99971 65253</p>	<p><b>Nilesh Bhatia</b> <b>Head – Human Capital Consulting</b> M- 98182 93434 nilesh.bhatia@riskpro.in</p>

THANKS