

CLEAR PATH CONSULTANCY INTERNATIONAL

Manila . Sydney . New York

ROY CRUZ . BENG PANGAN
NOEL CASANOVA



Mission Statement



We provide our customers with strategic and tactical solutions that improve their organizational effectiveness and profitability. We do this by leveraging our consultants' expertise and experience across various industries and functions, utilizing analysis of data, training, organization development methods and innovative tech solutions. We commit to deliver measurable value to our customers and help them resolve complex challenges and achieve their business goals.



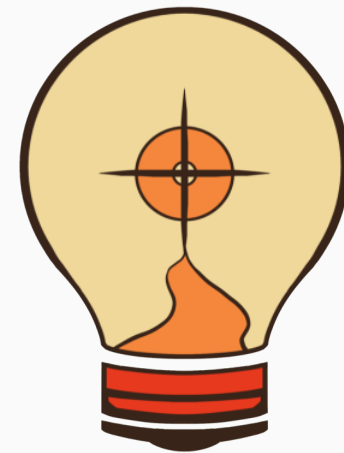


Corporate Objectives

- To assist our customers in resolving their corporate management concerns by deploying experts in various management fields to analyze and propose appropriate solutions
- Provide needed training for all levels of our clients' organizations to promote efficiency, enhance productivity and align their personal and corporate goals
- Help our customers map out a strategic blueprint for their company's sustainable future



Services Offered



Organizational Development Consultancy



**Organizational Health Survey
and Diagnostics**

**Strategic Goal Setting and
Business Planning**
- Organizational
Capacity building
aligned with business
goals

**Management Structure and
Succession Planning**



Training and Human Resource Development

- Training Needs Analysis
- Training Plan and Deployment
- Sourcing of Trainers internally and externally
- Post-training analysis and recommendations
- Strategic hiring of key personnel



- Analyze specific problems/projects management specifies
- Build a project plan designed to achieve set corporate goals
- Manage the execution of approved project plans and assist in recruiting and training managers for specific functions in managing the project
- Turn-over management of the project to specified company managers



Project Management: Build-Manage-TurnOver



We have a pool of former top company executives and managers from the Top 100 Corporations of the Philippines who are considered experts in their respective fields of discipline, from general management, sales and marketing, supply chain management, finance, customer experience management, and other management sciences.

Depending on the client's concerns and budget, we can deploy any number of these consultants as necessary to achieve the desired results of the engagement.



Our Pool of Consultants



Our Approach

We take a practical approach in solving concerns and implementing projects using techniques that are innovative yet cautious, disruptive yet tried and tested, and give due respect to new and traditional ways of doing business.



- Clarify Management Objectives
- Analyze data
- Create Options and do cost-benefit analysis
- Design Implementation Plan
- Measure Results



OUR PARTNERS



RAMIRO “ROY” CRUZ

President

- Managing Director and Senior Partner – Oti Philippines Inc.
- Former Vice President and Managing Director, Asia Pacific – Dole Asia Company Ltd.
- Former Member - Board of Directors:
 - Dole Thailand Ltd.
 - Dole Packaged Foods China Ltd.
- Former President and General Manager – Kraft Foods Phils Inc.
- Former General Manager, Southeast Asia Developing Markets – Kraft Foods International SEA Office
- Former Assistant Vice President – City Trust Banking Corp. (a subsidiary of Citibank N.A.
- Former Field Sales Manager and Brand Manager– Unilever Phils. Inc.
- Candidate , MA to Ph.D program, Philosophy In Organizational Development – Southeast Asia Inter-Disciplinary Development Institute, Graduate School of Organizational Development
- Graduate of De La Salle University
 - Bachelor of Science in Commerce, Major in Marketing Management
- Senior Management Consultant
 - Handled projects in the USA, China, Australia and the Phils.



REUBEN “BENG” PANGAN

Managing Director / Principal Consultant

- Senior Professional Lecturer - De La Salle University
- Senior Consultant - Mindbroker Inc.
- Working for more than 38 years
 - Graduated from DLSU in 1984 at age 19
 - 18 years collectively in telecom industry
 - 10 years+ in logistics and supply chain industry
- Former President :
 - Airfreight 2100 Inc (AIR21)
 - Shopinas.com and Probinsyamart.com (AIR21 Global Inc.)
 - Dynamic Outsource Solutions Inc. (DOS-1)
- Former Vice President of Customer Service:
 - Smart Communication
 - Sun Cellular
 - Globe Telecom (Assistant Vice President)
- Former Vice President for FedEx Express PH licensee (AF2100 Inc)
- Former VP for Marketing (AF2100); launched AIR21 brand
- Former Chief Commercial Officer and Chief Strategy Officer
 - Lina Group of Companies
- Former Consultant at the Bureau of Customs
 - Set up the BOC-CARES Hotline (02) 8705-6000

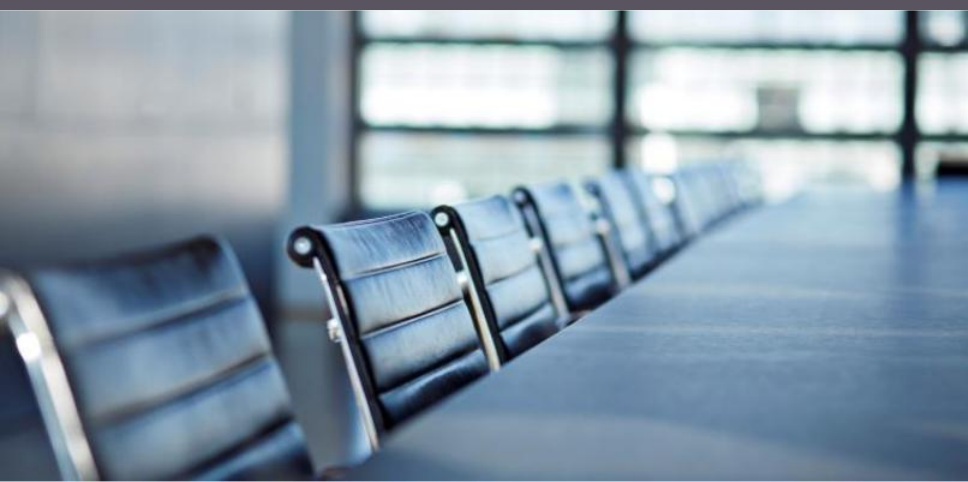


NOEL CASANOVA

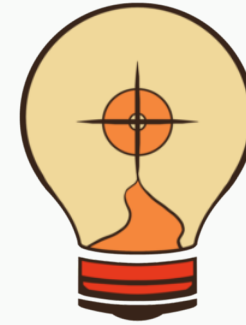
Chief Financial Officer

- **Dole Packaged Foods Asia**
 - Commercial Director for Southeast Asia (Philippines, Thailand, Indonesia, Vietnam)
 - Regional Business Director
 - Regional Director for Finance and Operations
- Associate Partner – OTi Philippines Inc.
- Former General Manager – Quantum Foods Inc.
- Corporate Internal Auditor – First Pacific Metro Inc.
- Corporate Planning Manager – First Philippine Holdings Inc.
- Independent Management Consultant





Summary



CLEAR PATH CONSULTANCY INTERNATIONAL partners and consultants will treat your company and your objectives as our own and will focus on producing results within agreed timelines and financial parameters. We believe in long-term business relationships and treat your success as ours as well.



THANK YOU



CLEAR PATH CONSULTANCY INTERNATIONAL

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