
Alfasec Research Insight 3rd Q 2020

Human Resourcing to Support Continued Business Enterprise
AlfaSec Advisors Pte Ltd

SINGAPORE – HONG KONG
www.alfa-sec.com

Managing Multimarket Enterprise & Constrained Human Resources

We have repeatedly experienced unforeseen events that can create severe challenges and restrictions in managing multi market enterprise.

Mobility, market availability of talent/expertise restrictions and time to market pressures can have significant impact on business domiciled in domestic markets. These can lead to:

- Revenue reduction leading to expense pressure
- Domestic market qualified labor shortage
- Delay in executing critical projects
- Governance challenges
- Regulatory Reporting infringements

Intermediate solutions exist by using domestic market domiciled accomplished resources. These experienced individuals provide agility, speed of execution, management and sustainable “go to market” momentum.

AlfaSec Advisors offers companies and business enterprise based in Singapore the option to engage dedicated services that best meet the Clients objectives.

Year	Key Event Affecting Mobility
2020	Corona Recession COVID 19
2016	Brexit Vote / UK prepares to leave UK
2015	Greek Debt Crisis
2011	Japan Tsunami & Natural disaster
2009	Swine Flu H1N1
2008	Great Financial Crisis
2007	Subprime Mortgage Crisis
2005	Hurricane Katrina
2004	SARS Outbreak

Scope of Responsibilities of an Interim Executive

In most cases an entity or business will have specific requirements that need to be addressed which would normally be done by employed resources.

Establish a clear Governance and Reporting structure

Design and implement strategies to deliver desired and effective results

Evaluate the current operating model and proposed/ implement changes to increase competitive position

Fulfill Regulatory Compliance

Ensure effective procedures and controls to satisfy accurate obligatory reporting

Effective resources management

Plan to ensure business viability and the enterprise survival

Provide clean succession handover

Functions	Interim Executive	Man on Ground
	options	options
Management		
Executive Director	Y	
Non Executive Director	Y	
Strategic Direction	Y	
Residency based		
Governance	Y	
Licence Holder	Y	
Third Party Accounts (ie Bank)	Y	
Personal Details	Y	
Reporting obligations	Y	
Qualification	Y	
Specific Tasks		Y
Strategic Execution		Y
Executive functions		Y
IT implementation/ change		Y
Special Project		Y
Change Management		Y
Project Management		Y
Specific Oversight Functions		Y
Initiative support		Y
Device plan of action		Y
Execute plan of action		Y
Financial Oversight		Y
Sales Pipeline Execution		Y
Statutory and Regulatory Reporting		Y
Controls and Process		Y
Regulatory/ Internal Audit		Y
Project Management		Y

Interim Manager versus Consultant

A Consultant is not a replacement for an Interim as the roles and responsibilities are quite different. Each assignment is individually discussed with the client, so that scope of assignment, roles and responsibilities, Qualification & the duration are clearly determined before commencement

Aspect	Interim Manager	Consultant
Position	Create a strategy, agree this with shareholders and then are accountable for implementation	Create a strategy and agree with shareholders
Reporting	Interim Manager is reporting directly and accountable to Entity	Reports to a Consultancy & often needs to keep senior partners in the loop
Governance	Works with the existing team and under existing governance as part of the leadership team under the full entity control	Workers under external influence
Expertise	Normally a specialist in the area of Financial Services, Fund Services and Governance. Expertise often with proven track record in the industry Opportunity to transfer best practice skills to existing team	Generalist Career Consultant.
Motivation	To do the best job possible so that the reputation of the individual remains best in class. Seeks benefits and improvements as part of his motivation	Can often benefit from introducing more consultants to enlarge the Client Mandate
Expense	Fixed Charge variable expense clearly defined for a time period	Can easily fluctuates depending on time and materials and manpower engagement

Sample Mandates & Appointments

Examples of dedicated resources as “Interim Management” or a “Man on the Ground” to support timely and accelerated change.

Interim Management

Resident Representative of a German based Company seeking to establish a virtual presence in Singapore to promote a Expense transparency product to Asian based major asset gatherers.

- Appointment 3 months (3 days per week)
- Creation of a virtual office in Singapore
- Marketing campaign to 50 names in region with follow up calls and presentations

Resident Director of Singapore legal Entity. UK based Company that has a Singapore subsidiary seeking Interim director to replace returning UK director before new appointment could be made.

- Appointment 6 months (2 days per week)
- Meeting clients and prospects and coordinating dialogue with Product specialist
- Entity Governance and local authority reporting

COO/CFO New NGO Hospital in Cambodia. Directors had time pressure to activate license and required a resident interim executive until final domestic appointments could be made.

- Appointment 10 months (full time on site)
- Focus on IT implementation & procedures for Financial Accounting, Pharmacy & Laboratory Stock Control, and Patients Billing

Man on Ground

Project Management Office (PMO) to respond to regulatory audit report with answers and documentation.

- Appointment 12 months (full time)
- Coordinated approach from different division to questions addressed to the legal Entity
- Repository of supporting evidence
- Management status reporting

Project leader to support the implementation of regional governance for a European Bank with multiple banking licenses in Asia.

- Appointment 10 months (full time)
- Documented approach to governance meetings (Exco, Opco Alco etc.) to record attendance and documentation used with follow items and agenda

Project partner to evaluate incremental domestic market securities services products across five APAC markets.

- Appointment 12 months (full time)
- Teamwork to analysis different Asian markets and quantify the benefits and expenses/ investments necessary to create incremental meaningful revenue flows.

Contact Details



Roger L F Harrold
Mobile +65 973 87590
E-mail: Roger@alfa-sec.com



Suresh R Gopal
Mobile +65 8189 3891
E-mail: Suresh@alfa-sec.com



Philippe Metoudi
Mobile +852 9155 1557
E-mail: Philippe@alfa-sec.com

www.alfa-sec.com

Ctrl & Click to follow link

AlfaSec Advisors Pte. Ltd.
20 Collyer Quay #09-11
Singapore 049909

AlfaSec Advisors Pte. Ltd.
Level 19 Two International Finance Centre
8 Finance Street, Hong Kong

Associates & Partners



Duotem Capital Limited

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