



C O R P O R A T E P R O F I L E

SIDAT HYDER

C O R P O R A T E P R O F I L E

OUR INDUSTRY EXPOSURE

- AIRLINE & AVIATION
- ASSET MANAGEMENT
- AUTO & ALLIED
- BANKS & FINANCIAL INSTITUTIONS
- CHEMICALS & PHARMACEUTICALS
- SERVICES
- EDUCATION
- FOOD & ALLIED
- FRUIT PROCESSING
- FRUIT TRADING
- FUEL & ENERGY
- GOVERNMENT
- HOTEL & HOSPITALITY
- CLUBS
- DISTRIBUTION
- INFORMATION TECHNOLOGY & TELECOMMUNICATION
- INSURANCE
- LEATHER PROCESSING
- NGOs
- OIL & GAS COMPANIES
- RICE PROCESSING & EXPORTS
- SECURITIES & BROKERAGE
- SHIPPING
- TEXTILES
- TRADING
- TRANSPORT & COMMUNICATION

SIDAT HYDER - WHO WE ARE

Sidat Hyder is a well-established management consulting, technology services, outsourcing practice and professional services firm. In existence since 1986, we have provided a range of products and services to clients that hail from various sectors and include the government, multinational and large scale local organizations.

Our strength is in our ability to execute large scale turnkey projects including Off-the-shelf packages, Customized/bespoke software development, Human capital management, and Business systems consulting assignments. We offer tried, tested, proven methodologies and a well groomed team for offshore and near shore development projects.

As a group we also enjoy technology partnerships and strategic alliances with IBM, Oracle, Microsoft & Sybase.

Simplicity, modern technologies and cost efficiency are three attributes that play a vital role in the success of any organization. Our services integrate all three to meet dynamic and growing global demands.

Committed to delivering innovation, Sidat Hyder collaborates with its clients to help them become high-performance corporate and governments entities. With deep industry roots and extensive business process expertise, access to broad global resources and a proven track record; we can mobilize the right people, skills, and technologies to effectively cater to a wide range of client needs.

Our consulting practice is structured around the following subgroups:

- BUSINESS SYSTEMS CONSULTING
- SOFTWARE DEVELOPMENT SERVICES
- INFORMATION SOLUTIONS & SERVICES
- HUMAN RESOURCES CONSULTING
- TECHNOLOGY RISK MANAGEMENT
- OUTSOURCING
- ACTUARIAL & INSURANCE SYSTEMS CONSULTING



BUSINESS SYSTEMS CONSULTING

Achieving sustainable change to your business is not just about implementing complex systems, it is about a partnership. Combining your will and our professional expertise is the winning formula. Real issues and challenges that cannot be resolved by off-the-shelf solutions form the core of our projects. Our solutions emerge from a rigorous approach of employing our tried and tested methodologies, understanding your issues and working to create solutions that fit your needs. We do this as a partnership, collaboratively.

Our Business Systems Consulting (BSC) practice provides business enterprises the role of a catalyst to undertake a detailed understanding of the business model, key processes and use of technology across the enterprise. Our objective, as your partner, is to create value. In designing solutions, we use our experience to implement the blend of business and technological change that can be both efficient and sustainable. The right mix of people, process, technology and quality at Sidat Hyder help us deliver this value.

Our business systems consulting practice has the right skill set, qualifications and experience to help our customers meet their business objectives and goals.

The practice offers the following services:

- INFORMATION SYSTEMS STRATEGIC PLANNING (ISSP)
- SYSTEMS REVIEW
- BUSINESS PROCESS REENGINEERING
- SYSTEMS/VENDOR SELECTION
- ERP IMPLEMENTATIONS
 - SAP
 - ORACLE
 - BPCS
 - JD EDWARDS
- SYSTEMS INTEGRATION
- SYSTEMS TRAINING
- POST IMPLEMENTATION REVIEWS
- PROJECT MANAGEMENT

SOFTWARE DEVELOPMENT SERVICES

Software development has always been a major practice area for Sidat Hyder. Over the years, we have been able to develop and optimize our methodologies and institutionalize the same within. Our technology partnerships with companies like IBM, Microsoft, Oracle, Sybase, and other International alliances put us at an advantage to serve our customers with the latest technology trends.

MICROSOFT

Sidat Hyder's association with Microsoft tools and technology is as old as the company itself. Developing solutions for the medium-sized organizations using Foxpro at one time, the team has developed, matured and grown to provide client server & n-tier developments in Visual Basic and Visual C leading to Windows DNA, ASP and now .Net based solutions.

JAVA

The Java team has been the latest addition to the Sidat Hyder IS practice and we are engaged in delivering both local and offshore assignments with JAVA based technology. Our approach to benefit from the technology is based on the core strengths of our team and its composition, which is a mix of experienced and qualified IT professionals.

SYBASE

Sidat Hyder is one of the pioneer firms in adapting and introducing PowerBuilder in Pakistan. Associated with the tool for a long time and with an established product line, we offer a seasoned and mature development team to undertake any size and type of development assignment based on this technology.

ORACLE

Oracle as a backend database for applications has been the choice of many of the consultants within Sidat Hyder. A dedicated Oracle development team was however put into place with the migration of our text based Insurance solutions to a GUI based interface. Since then, we have never really had a chance to look back as the team exposure and assignments across industries lead to further enhancement and growth and it continues even today. Moving into other areas inline with Oracle Methodology, our professionals have developed and are pleased to offer expertise on functional and customization support for Oracle Applications.

E-BUSINESS

e-Business is an independent unit within our technology islands that focuses on providing our customers with a one stop solution for all requirements to take their business online. The unit works in collaboration with the different technology teams to offer the best solution to our customers.





SIDAT HYDER
Financials



INFORMATION SOLUTIONS & SERVICES

Our Information Solutions & Services segment is a group of technology islands working in collaboration with each other. Such an organization has helped us to focus on specific customer needs and industry demands.

Our current product line covers the following:

SIDAT HYDER - FINANCIALS

Sidat Hyder - FINANCIALS is a suite of application software modules that serve as the core business accounting engine for a large number of small and medium enterprises. With built-in tools for seamless integration, this suite serves as the hub for major enterprise level implementations across a diverse industry and customer base.

SUPPLY CHAIN MANAGEMENT (SCM)

The SCM suite is a set of configurable modules that are geared to support the entire procurement, inventory, production/processing & primary sales cycle for an enterprise. Additional functionality includes deployment and usage on a distributed processing model with flexibility for online and offline data transfer. The system offers multiple options for integration with other modules and is available with a choice to use DB/2, Sybase, SQL Server or Oracle as the backend database engines.

SALES & DISTRIBUTION

Distribution and Secondary Sales has always been a daunting and demanding business with timely order placement and delivery being an essential ingredient. Our mobile computing solution is the key for an effective automation that yields more operational time by eliminating the need for data entry and helps our customers focus on the core business and services.

HUMAN CAPITAL MANAGEMENT

Payroll and Human Resource Management is an area that demands country specific solutions. Catering to the specific statutory filing and reporting requirements, we offer solutions that are tailored to meet specific company requirements. These solutions operate in a stand alone mode or may also be integrated with existing ERP systems in place at our clients.

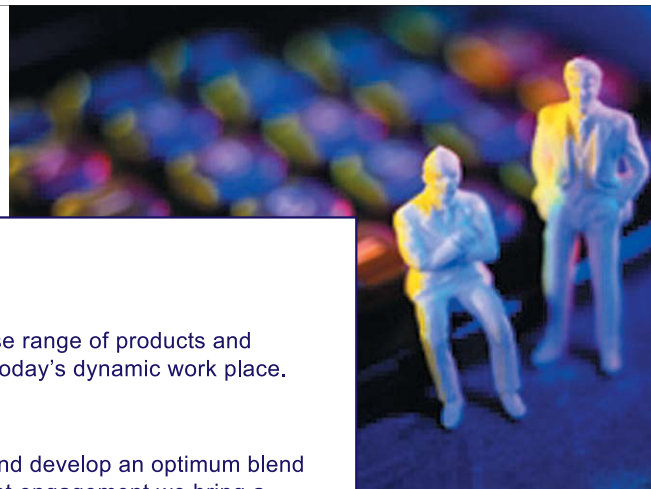
ASSET MANAGEMENT - INVESTMENT PORTFOLIO MANAGEMENT & ACCOUNTING

For better investment performance you need reliable tools that facilitate detailed recording, reporting, analysis and promote accuracy in decision making and trade execution. Sidat Hyder's Investment Portfolio Management and Accounting suite is geared to provide all this and more.

MUTUAL FUNDS

Sidat Hyder - Solution for Mutual Funds offers a comprehensive suite of modules catering to investor accounting, online investor services, business intelligence, customer relationship, integration and more.

Designed to support the operations of an Asset Management Company, the solution is geared to work over a wide network of distributors and branches. A comprehensive set of configurable investment plans adds value in offering more to existing and new customers, thereby helping our clients to add more revenue streams to existing operations while the software takes care of the rest.



HUMAN RESOURCES CONSULTING

The Human Resources Consulting Practice at Sidat Hyder offers a diverse range of products and services, geared towards maximizing the human capital of our clients in today's dynamic work place.

OUR APPROACH

We offer a range of HR services to our clients to attract, retain, motivate and develop an optimum blend of human capital crucial to their success and strengthening. To each client engagement we bring a unique focus, customized to its needs, that keeps in mind the organization's specific culture, values and experience. We have at our disposal a wide array of flexible tools and resources that serve as the foundation on which we build an integrated HR intervention for our clients.

OUR PRODUCTS

A portfolio of services offered by the HR Consulting Practice is tailored to meet the specific needs of our clients in an efficient and cost effective manner.

Organizational Design and Structure

- ORGANIZATION DESIGN AND RESTRUCTURING
- JOB EVALUATION
- JOB DESCRIPTIONS AND SPECIFICATIONS
- WORKLOAD ANALYSIS
- INSTITUTIONAL STRENGTHENING STUDIES
- MANPOWER TRANSITION STUDIES
- REDUNDANCY PLANS

HR Due Diligence

HR Systems & Processes

- HR POLICY & PROCEDURE MANUALS
- EMPLOYEE HANDBOOKS
- PERFORMANCE MANAGEMENT SYSTEMS

HR Outsourcing

- HR PROCESS OUTSOURCING
- EMPLOYEE RELATIONSHIP MANAGEMENT
- EMPLOYEE TRAINING & DEVELOPMENT
- PAYROLL OUTSOURCING

Compensation Management

- COMPENSATION STRUCTURE
- COMPENSATION ADVISORY
- COMPENSATION SURVEY
- EXECUTIVE COMPENSATION

HR Audit

- HR PROCESS AUDIT
- PEOPLE AUDIT

HR Surveys

- 360 DEGREE SURVEY
- CLIMATE SURVEY

Recruitment, Executive Search & Placement

- EXECUTIVE SEARCH
- SECONDMENTS
- LARGE RECRUITMENT PROJECTS

Assessment & Psychometric Testing

- COMPETENCY ASSESSMENT
- ASSESSMENT CENTERS
- DEVELOPMENT CENTERS
- PSYCHOMETRIC TESTING
- BEHAVIORAL INTERVIEWS

Training & Development

- TRAINING STRATEGY
- TRAINING NEEDS ASSESSMENT
- OPEN AUDIENCE WORKSHOPS
- IN HOUSE TRAINING PROGRAMMES

TECHNOLOGY RISK MANAGEMENT (TRM)

Sidat Hyder's Technology Risk Management (TRM) practice is one of the leading providers of information security consulting services. We have established a reputation of providing top notch information security consultancy to industry leaders. Our client list includes companies across verticals such as banking and financial services, telecom, manufacturing, multinationals, government entities and other leading local organizations.

Our consultants possess the requisite industry trainings / certifications, and comprise wide range of skills encompassing different technologies and environments. We incorporate industry standards such as the ISO 27001, BS 25999, BS 20000, CoBIT, OCTAVE, ITIL and others in adopting a process-based approach when delivering our services.

Over the years, we have made significant efforts to develop a team of experienced and certified consultants having CISA, CISM, CISSP, ISO 27001 certifications to provide our clients with value delivery and high quality of service.

Services currently offered by Technology Risk Management (TRM) practice:

Information Assurance Services

- Information Security Policy & Procedures Development
- Business Continuity Management
- Information Risk Assessment & Risk Management
- ISO 27001:2005 (BS7799) Consulting
- Information Systems Audit
- Information Security Audit
- Penetration Testing / Ethical Hacking
- Business Applications Review (Functionality & Controls)
- Network Security Assessment, Implementation & Audit
- Vulnerability Assessment
- Data Center Security Evaluation
- Cyber Crime Forensic Analysis

Information Advisory Services

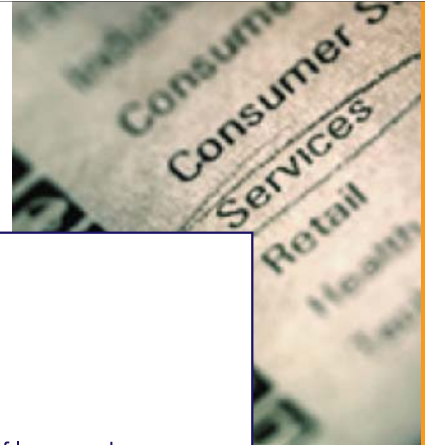
- IT Governance
- IT Security solution selection & Implementation
- IT Security Architecture development
- Information Security Strategy development

Information Technology Service Management

- BS 20000 Implementation
- IT Service Management Evaluation

Compliance

- Sarbanes-Oxley
- HIPAA



OUTSOURCING SERVICES

There is an increasing trend and sound business reasons for managements of large and small companies alike, to concentrate their resources and energies on core business activities and strategies by availing and hiring external professional help for undertaking certain non-core activities, routine functions, processes and activities.

Outsourcing of non-core activities and functions, on a complete or partial basis, customized to the specific needs of various clients, have assumed a wide dimension embracing multiple tasks and services which include:

- SOFTWARE PROGRAMMING SERVICES
- DATA ENTRY SERVICES
- PAYROLL PREPARATION AND RELATED SERVICES
- UNDERTAKING BOOK KEEPING AND ACCOUNTING TASKS
- MANAGING FINANCE & ACCOUNTING DEPARTMENT
- INTERNAL AUDIT
- STAFF SECONDMENT ON SHORT OR LONG TERM BASIS
- PROCESSING OF HIGH-VOLUME TRANSACTIONS INVOLVING REPETITIVE FUNCTIONS AND PROCESSES
- SUPPORT SERVICES TO INTERNATIONAL LENDING & DONOR AGENCIES
- COMPUTER FACILITY MANAGEMENT
- MANAGEMENT OF COMPUTER DEPARTMENT
- ANY OTHER CLIENT SPECIFIC REQUIREMENT



ACTUARIAL & INSURANCE SYSTEMS CONSULTING

The Actuarial and Insurance Systems Consulting Practice is broadly segmented into the following core specialty areas:

INSURANCE CONSULTING

- SPECIALTY IN TAKAFUL BASED LIFE PRODUCTS
- LIFE INSURANCE CONSULTING
- GENERAL INSURANCE CONSULTING

Services include:

- Developing Business Plans
- Assistance in setting up of Life and/or General Insurance Company Operations
- Carrying out Model Office Financial Projections
- Defining Organizational Structure
- Designing & Costing of Compensation
- Re-insurance arrangements
- Designing & Profit Testing of Products
- Setting-up Administrative Systems & Procedures
- Development & Setting-up underwriting guidelines
- Setting up Marketing Infrastructure.
- And more...

EMPLOYEE BENEFIT PLANNING

- PENSION
- GRATUITY
- PROVIDENT FUND
- BENEVOLENT FUND
- LEAVE ENCASHMENT SCHEMES
- MEDICAL, DEATH & DISABILITY BENEFITS

Services include:

- Design of Benefits Structures
- Drafting And Approval of Trust Deed & Rules
- Actuarial Valuation
- Pension Benefits Administration
- Benefits Communication Material
- Provident Fund Maintenance Software & Audit of Retirement Schemes and Funds
- And more...

INSURANCE SOLUTIONS

Sidat Hyder Insurance solutions for Life, Group Life, and General Insurance embodies years of cumulative experience in the design and implementation of automated insurance solutions. With a rare combination of Actuarial and IT professionals under one umbrella, Sidat Hyder provides solutions for individual and group life administration and support. Engaged within the Insurance sector and across the region, our consultants bring with them considerable value addition resulting in software implementations and positive returns on our clients' investment. Keeping in view the very nature of Insurance, all the products are user configurable to meet specific product and processing requirements.



Individual Life Administration System



General Insurance System



UNITED KINGDOM



UNITED STATES



LEBANON



UAE



UZBEKISTAN



NIGERIA



GERMANY



KUWAIT



BAHRAIN



PAKISTAN



ZIMBABWE



FRANCE



SAUDI ARABIA



MALAYSIA



GHANA

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