



MIHWARIY

Top Companies in the Philippines by



REVIEWED ON
Clutch ★★★★★
5 STAR RATING



Our Mission & Vision

Our mission is to develop & deliver long-term strategic partnership to help you transform your current challenges into future success. We are committed to meeting and exceeding your expectations by providing excellent & quality services with a commitment to trust, integrity & continuous development that is locally and globally competitive sustainable business solutions (SBS).

Mihwariy Consultancy's vision is to always be learning, growing, and planning for our – and your future. We will always be looking for new ways and best practices where we can bring value to you and the community and be recognized as a unique developmental institution that passionately designs and delivers innovative and world-class business solutions.



About Us

Established in February 2019, Mihwariy Consultancy brings creative, innovative and hands-on assistance to ensure you get the best out of your people and your business. We perform across all business sectors and industries to assist your strategies in Human Resources, Talent Management, Organization Capability Development and Transformation, Change Management, Leadership, Labor Management & Consulting, as well as Training and Business Development needs.

We provide practical, smart, and quality solutions across a wide range of industries and organizations. We can meet your requirements no matter the size or maturity of your ventures. With considered due diligence, we work hand in hand with you to develop & deliver effective and sustainable business solutions.

Why choose us?

Accelerates
Growth

Better
Solution

Build Positive
Brand

Fosters
Innovation

Access To
Resources

Uncover
Possibilities

Scan To Learn
More About Us



“ Transforming *Business*. Transforming *Lives*. ”



EXCELLENCE



INTEGRITY



FAIRNESS



COMMITMENT



GROWTH



DIVERSITY

Our Services

The COVID-19 pandemic has driven the stride of worldwide change and intensified the pressure on the business landscape to respond to the latest disruptions. Business organizations, including the academe micro-small & medium enterprises (MSMEs) and government institutions, must now change the way they transform because the world after the pandemic requires accelerated organizational change, continuous business reinvention, and innovation. Businesses must seize opportunities to break boundaries, achieve sustainable growth, and consider practices that encompass customers, workforce, community, and finance.

We put our clients at the center of our strategy, operations, and processes, helping them achieve their full potential through our expertise. We take a connected and holistic view of different client sectors, industries, and the broader business landscape to help them maximize new opportunities and manage risk – creating long-term value and sustainable growth.



**Business &
Management
Consulting**

**Organization
Development &
Transformation**

**Staff Training,
Workshop, & Team
Building**

**Academic &
Community
Development**

**Executive Search &
Recruitment
Solutions**

**Human Resources
and Labor
Relations
Consulting**

**Quality
Management &
Process
Improvement**

**Executive and
Exclusive
Certification
Programs**

**Scan To Learn More
Our Services**





- ✓ **Expertise and Knowledge:** Valuable consulting advice from experts.
- ✓ **Time and Efficiency:** Save time, focus on important tasks.
- ✓ **Access to Technology:** Utilize advanced HR tools, real-time information.
- ✓ **Peace of Mind:** Customized plan, regular monitoring for reassurance.

Looking for a
cost-effective but quality
HR Consulting?

Recommended Customized Plan and Services

For Business Start Ups

- ✓ Compliance to Statutory & Regulatory Laws
- ✓ Formulation of Strategic Company Policies and Procedures
- ✓ Development of Employee Handbook
- ✓ Development of Structured Core HR Operations
- ✓ Talent Acquisition and Recruitment Strategies
- ✓ HR Records and Documentation Management

For Business age 1-3 years

- ✓ Designing Effective Talent Management Programs
- ✓ Formulation of Onboarding and Off boarding System
- ✓ Formulation of Employee Performance Management
- ✓ Development of Total Rewards System
- ✓ HR Audit with Labor Compliance
- ✓ HR Leadership

For Business age 5years & up

- ✓ Team Building
- ✓ HR Strategic Planning
- ✓ Succession Planning and Performance Review
- ✓ HR Analytics and AI Programming
- ✓ Many more...

Organization

Development *and*

Business

Transformation



We provide advisory and consulting services related to Organization Development (OD) strategies and initiatives to promote continuous improvement to achieve your organizational mission & purpose, fully realize your full potential and optimize your ability to create a globally competitive and positive workplace environment.



CHANGE MANAGEMENT



ORGANIZATIONAL STRUCTURE,
WORK PROCESS & JOB DESIGN



PERFORMANCE MANAGEMENT



LEADERSHIP DEVELOPMENT



ORGANIZATIONAL CULTURE
IMPROVEMENT



STRATEGIC PLANNING & VISIONING

Do you need a best *results-oriented* learning experience?

Our comprehensive training and workshop offerings are designed to empower your organization with the essential knowledge and skills to drive success.

We employ hands-on methodologies, leveraging our extensive network of subject matter experts to deliver customized and tailored-fit programs that meet your specific needs. Whether you prefer the flexibility of online (digital) learning or the interactive nature of onsite (face-to-face) workshops, we have the expertise to cater to your preferences.

Our expert trainers and facilitators ensure an engaging and immersive learning experience, equipping your team with the practical knowledge and skills they need to excel in their roles. From technical skills to leadership development, we offer a wide range of training topics to meet the evolving needs of your organization.

Our commitment to delivering high-quality training is evident in our meticulously planned sessions, interactive exercises, and personalized follow-up support.



- ✔ Accounting and Finance
- ✔ Business Ethics and Labor Law
- ✔ Business Process & Governance
- ✔ Career Advancement, Leadership & Personality Development
- ✔ Human Resources Development & Management
- ✔ Logistics & Supply Chain
- ✔ Occupational Health & Safety
- ✔ Quality Management System
- ✔ Sales and Marketing
- ✔ Many more....

On-Site or Virtual Training?

Our Capability

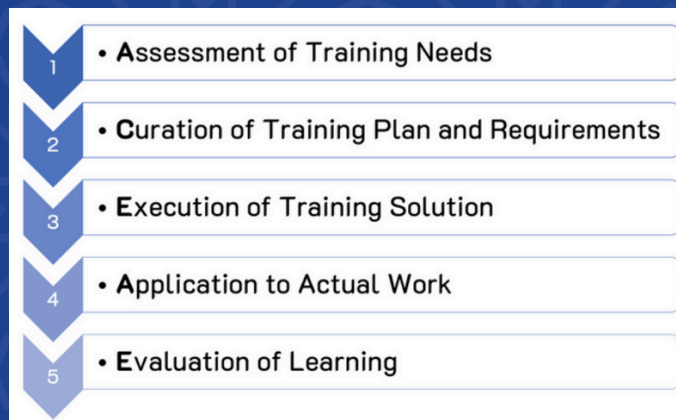
At Mihwariy Consultancy, we specialize in delivering high-quality training programs through both on-site and virtual platforms, ensuring flexibility and accessibility for all participants.

Our on-site training sessions are meticulously designed to immerse participants in a dynamic learning environment, fostering interactive discussions, hands-on activities, and networking opportunities. With experienced facilitators and customized content, we guarantee an engaging and impactful training experience that aligns with your organizational objectives.

In addition to on-site training, our virtual training programs offer a convenient and efficient way to upskill and educate your team members regardless of their location. Through cutting-edge technology and interactive tools, we deliver virtual sessions that maintain high levels of engagement, collaboration, and knowledge retention. Our virtual training options provide the same level of quality and interaction as our on-site programs, ensuring a seamless learning experience for all participants.



How we design Learning programs?



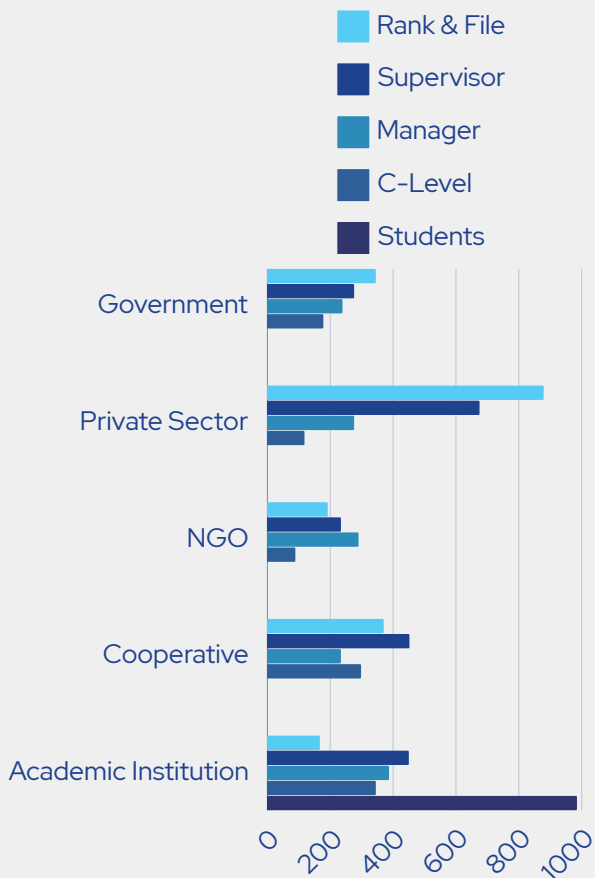
We follow a unique model to ensure learning does not end in the session room. Talk to us about your training needs today so you can find out how we can help you make your training successful.

Outcomes

Distribution of Participants

Below data shows the actual numbers of accomplished participants (participants classification) of the learning programs delivered .

***Data as of November 2024**



Results

Accomplished Learning Projects per Area/Region

| Client Location | Training Projects Accomplished |
|-----------------|--------------------------------|
| Luzon | Virtual : 21 Onsite : 34 |
| Visayas | Virtual: 11 Onsite: 26 |
| Mindanao | Virtual: 18 Onsite: 19 |
| Overseas | Virtual: 4 |

***Data as of November 2024**

This data shows our commitment to learning and development. Understanding the actual numbers of participants per area/region, is crucial in our business for planning and facilitating effective training programs.

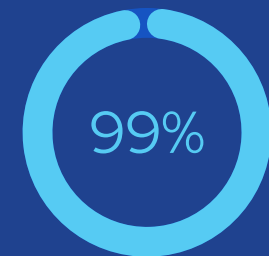
By analyzing this data, you can tailor the training content and delivery methods to better suit the needs and preferences of your audience

Delivered

Our Total Success Rate



Client Satisfaction Rate



Technology Utilization Rate



People & Organizations

WHY DO [^]KEEP ON CONSULTING WITH US FOR EFFECTIVE LABOR & EMPLOYMENT LAW MATTERS?



✓ Seasoned lawyers with in-depth industry experience and knowledge.

✓ Competitive pricing and flexible payment options.

✓ Attention to detail and commitment to client satisfaction

✓ Access to Professional Networks to help you build your business legally

✓ Access to communities where you can continuously learn and grow.

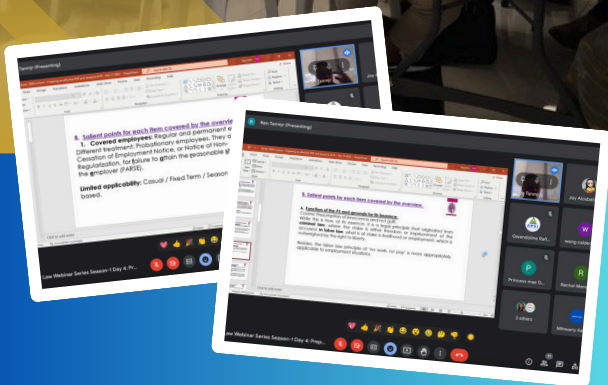
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**LET US HELP YOU ON YOUR
PHILIPPINE LABOR
COMPLIANCE JOURNEY**



**LEARN FROM THE
LEGAL EXPERTS!**

As your business partner, we will provide the support and expertise your business needs to reach your Full Potential.



WHY JOIN OUR LABOR LAW LEARNING PROGRAM?

Labor law is an essential aspect of any business organization, and having a strong understanding of it can greatly benefit both employees and employers.

Our comprehensive program covers the latest updates and changes in labor laws, as well as essential topics such as wages, hours, discrimination, and safety regulations.

- ✓ Compliance with labor laws
- ✓ Ensuring a safe work environment
- ✓ Protecting organization's interests
- ✓ Better employee relations
- ✓ Updates on new orders & court decisions
- ✓ Ensuring fairness and transparency
- ✓ Comprehensive understanding about labor laws and regulations

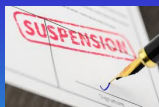
WHAT DO WE DISCUSS?

THE CONCEPT OF LABOR AND MANAGEMENT RELATIONS



LABOR AND EMPLOYMENT STANDARDS

BASICS OF EMPLOYEE DISCIPLINE



PREPARING AN EFFECTIVE NTE & ISSUANCE OF PREVENTIVE SUSPENSION

CONDUCTING AN EFFECTIVE ADMINISTRATIVE CONFERENCE



ISSUANCE OF NOTICES OF DECISION COMPLIANT WITH THE LABOR LAW

MANAGEMENT OF LABOR DISPUTE AT THE DOLE LEVEL



IMPLEMENTATION OF RETRENCHMENT / REDUNDANCY PROGRAMS



DATA PRIVACY IN RECRUITMENT & GENERAL PEOPLE MANAGEMENT PRACTICE

ADDED VALUE SERVICES



We offer full-service labor law training and consulting to add value to your business and help you achieve your strategic goals.

• FULLY CUSTOMIZED LABOR LAW TRAINING

Every organization is unique and has its own set of challenges when it comes to adhering to Labor Law regulations. That's why we offer tailor-made training programs to meet your specific requirements and address the issues faced by your organization.

• FULL-SERVICE DEVELOPMENT OF HR POLICIES, HANDBOOK, & CODE OF ETHICS

We can help you develop a comprehensive, employee handbook, code of ethics, and HR Policies that reflects your company's values and promotes a culture of integrity and ethical behavior. Our team will work with you to ensure that the code of ethics is comprehensive, easy to understand, and reflects the values and principles of your company.

• ACCESS TO GENERAL COMMERCIAL LAW CONSULTING

As a community partner, you will have access to General Commercial Law Consulting with our Partner Lawyers and consultants to assist you achieving your goals.



EXECUTIVE SEARCH AND RECRUITMENT SOLUTIONS

WE DELIVER

QUALITY HIGH-PERFORMING WORKFORCE



We are here to support any stage of your recruitment strategy.



We are here to provide you good data and report to aid your master plan.



We are here to champion your recruitment process by providing you quality talents.

INDUSTRIES WE SUPPORT

- Agriculture
- Automotive
- Banking
- Financial Services Insurance
- E-commerce
- Engineering
- Fast-Moving Consumer Goods
- FinTech
- Food and Beverage
- Gaming
- Hospitality
- Information Technology
- IT-Business Process Management
- Logistics and Supply Chain
- Manufacturing & Construction
- Media and Entertainment
- Oil and Gas
- Pharmaceutical
- Health Care
- Power and Utilities
- Real Estate and Properties
- Retail
- Shared Services

Trust us to bring your vision to life.

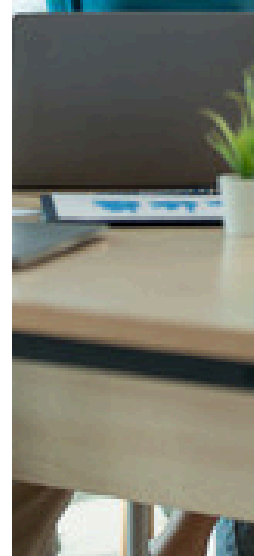


SMALL, MEDIUM OR LARGE ENTERPRISES

WE ARE TRUSTED PARTNER FOR *RECRUITMENT AND CAREER DEVELOPMENT*

Recruitment is a critical component of organizational growth, and finding the right talent in a timely and efficient manner is essential for staying ahead in today's competitive environment.

We understand this importance and have built a strong structure and strategy to support our client companies' recruitment process outsourcing needs.



Mihwariy Exclusive Certification Program

- Certified Human Resource Generalist
- Certified Organization Development Generalist
- Certified Workplace Trainer
- Certified Performance Management Partner



Scan To Learn More About The Program

Learning new skills mean you can expand your job abilities and responsibilities. You will be equipped and prepared to handle aspects of your business or career besides whatever you are used to doing. Another one of the huge benefits of certifications is the edge it gives you over your competition. When you have professional certifications to back up your knowledge, you are already miles ahead of people who do not have the same qualifications.

These will also help you gain skills to succeed in a business-focused role. With a business in-demand certifications, you can become more globally competitive in the industry.



Certified Human Resource Generalist

The HR Generalist Certificate program gives you the knowledge, tools, and templates you need to succeed in managing day-to-day HR Operations.

You will gain skills from setting up frameworks to managing performance, this course helps you build and execute key HR processes such as recruitment, employment, training, compensation employee discipline & relations.



Certified Workplace Trainer

CWT is a Certification Program that aims to train and prepare aspiring and new Professional Business and Corporate Trainers to develop and deliver their training programs.

It is an upgraded Train-the-Trainer program for technical and soft skills trainers, training officers and managers, and human resource and personnel managers who want to assess the training needs of their people, choose the best methods, and design and evaluate relevant and appropriate programs. trainers.

Certified Organization Development Specialist

The Organization Development Specialist Certification Program (CODS) provides participants with formal training in the field of OD.

Participants gain the skills and experience necessary to lead change using OD's Change Model other OD applications that support the change management and transformation process. Obtain access to OD models, tools, and practical guidelines to help you provide your clients with sustainable results.



Certified Performance Management Partner

The CPMP provides participants with formal training in the field of Performance Management, giving them the tools to lead and promote individual and organizational goals.

You'll gain the knowledge and skills necessary to set high performing objectives and achieve them.



Benefits of Mihwariy Exclusive Certification Program

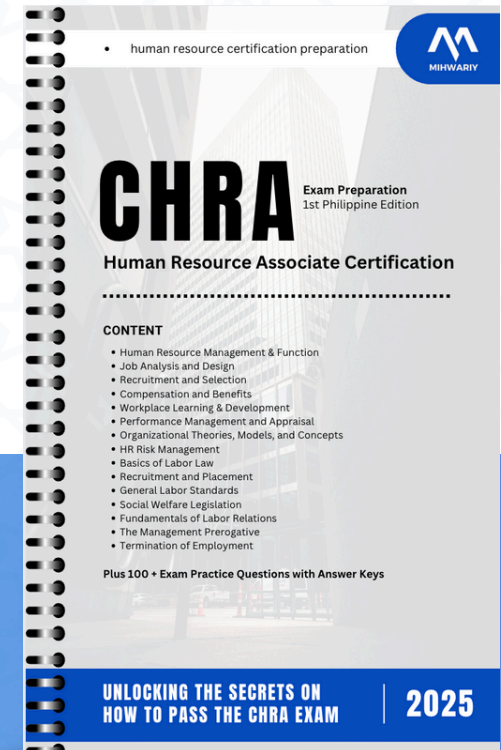
Upon the successful completion of the certificate program, you will be able to provide your company or clients with Human Resources and Organization Development solutions that are practical and effective.

You will also have sufficient skills and knowledge to implement your programs and projects successfully in the workplace.

Get the Premier CHRA Reviewer 2025 1st Edition!

Whether you're pursuing a career in Human Resources, preparing for the HR Certifications/Exam, or aiming to become a Certified Human Resource Associate in the Philippines, Mihwariy Consultancy has you covered! Get your premier CHRA Reviewer 2025 1st Edition, designed to help you excel in your chosen path.

Digital Copy will be available starting **January 20, 2025. Reserve your copy now!**



JOIN THE COMMUNITY OF ACCREDITED PARTNER EXPERTS



Gain the benefits of inspiring and providing relevant and up-to-date information to your audience to help them grow professionally and personally.

Connect with us now!

Join The
Community that
Transform
Businesses and
Communities



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FOCUS ON GROWING YOUR BUSINESS WHILE WE TAKE CARE OF THE PERMITS

- Registration
- Renewal
- Closure
- GIS Preparation

SEC



MAYOR'S PERMIT

- Registration
- Renewal



- Registration
- Renewal
- Closure

DTI



- Registration
- Renewal

PEZA



- Registration
- Renewal
- Closure

BIR



OTHER SERVICES

- DOLE
- Philhealth
- PagIBIG
- TIN

**GET YOUR BUSINESS REGISTERED,
HASSLE-FREE !**

OUR BEST PERFORMANCE, DELIVERED.



On Business Strategy & Planning

- Developed a **5-year strategic plan** for a local manufacturing company, resulting in a **35% increase** in revenue.
- Created a **comprehensive market analysis** for a local food business in **Mindanao**, identifying key opportunities and threats in the food sector.
- **Restructured the operations** of a business organization based in **Visayas**, improving efficiency by around **15% reduction in operational costs**.
- Developed a **go-to-market strategy** for **MSME's** new product, leading to a successful product launch and exceeding sales targets.
- Created a **financial model for local businesses based in Mindanao**, projecting future growth and profitability.
- **Designed a competitive analysis** for a start-up company based in **Luzon**, identifying key competitors and their strengths and weaknesses.
- **Developed a business continuity plan** for a local construction company, ensuring business operations remain uninterrupted during crises.
- **Many more....**



On Operations & Process Improvement

- Conducted **value stream mapping** for a local company, identifying and eliminating bottlenecks, resulting in a **10% reduction in lead time**.
- **Facilitated Kaizen events** of a manufacturing company, resulting in significant process improvements and cost savings.
- **Implemented 5S methodology** in an engineering firm, improving workplace organization, efficiency, and safety.
- **Implemented Six Sigma methodology** in a manufacturing company in **Cebu**, reducing defects and improving process quality.
- **Re-engineered key business processes** for a **Migration and Recruitment company** improving efficiency and reducing costs.
- **Optimized workflows** for a local organization, improving efficiency and reducing bottlenecks.
- Successfully managed **organizational change for a BPO Company**, minimizing disruption and maximizing adoption of new processes.
- **Established a PMO for a HR Shared Company**, improving project management processes and ensuring projects are completed on time and within budget.
- **Many more...**

OUR BEST PERFORMANCE, DELIVERED.



On Human Resources, Talent Management, and Organization Development

- **Developed a talent acquisition strategy** for BPO clients, improving the recruitment process and attracting top talent.
- Created a **comprehensive employee training program** for a **local food company**, enhancing employee skills and knowledge.
- Improved **employee engagement** for an **NGO based in Mindanao**, increasing staff satisfaction and retention.
- Developed a **performance management system** for a construction company, improving employee productivity and performance.
- **Created a succession planning program** for an **energy and utilities company**, ensuring business continuity and leadership development.
- **Developed a comprehensive talent management strategy** for a retail company, improving talent acquisition, development, and retention, resulting in a 10% reduction in employee turnover.
- Provided **communication skills training to hotel and resort employees**, improving internal communication and collaboration, leading to a **15% reduction in misunderstandings and conflicts**.
- Facilitated **strategic planning sessions** for a local food company, resulting in the development of a clear strategic plan with measurable goals and objectives, leading to a **12% increase in revenue within the first year**.
- Provided **change management consulting services** to a multi-national **medical company** during a major organizational restructuring, minimizing employee resistance and ensuring a smooth transition. **Employee satisfaction remained above 80%** throughout the process.
- Implemented a **new performance management system** for a **technology company**, improving employee performance and accountability, leading to a **5% increase in overall productivity**.
- Delivered **customer service training** to hotel employees, resulting in a **20% increase in customer satisfaction scores** and a **5% increase in customer retention**.
- Conducted **diversity and inclusion training for BPO employees**, promoting a more inclusive and equitable workplace, leading to a more diverse workforce and higher employee morale.
- Developed a **succession planning program** for a **construction company**, identifying and developing high-potential employees to ensure leadership continuity and organizational sustainability.
- *Many more...*



More and more clients & partners - our biggest source of inspiration since 2019

Schools and Universities



Local & Global Companies



Government Offices



Other Organizations



Make every transaction and service experience rewarding.

Join the Mihwariy VIP Community

and unlock a world of exclusive benefits!

Become a Member

Access to Exclusive Freebies and Special Offers

Get ready to treat yourself! As a valued member of Mihwariy VIP Community, you have access to exclusive freebies and special offers that are only available to our most loyal clients and partners.

Earn Star Points

Earn start points for every successful transaction with Mihwariy. These points can be redeemed for a variety of amazing rewards, including Discounts, Rebates, and Special Gifts.

Get Exciting Service Discounts

Get ready to experience Mihwariy like never before! Through our VIP Community membership, we're thrilled to offer you exclusive discounts on our amazing services and programs.

Scan To Learn More



LOOKING FOR THE BEST, EXCLUSIVE, AND UNIQUE MIHWARIY BENEFITS FOR LIFE? THIS PLAN OFFERS YOU MORE.



DESIGNED FOR INDIVIDUALS WHO ARE LOOKING FOR REWARDING COMMUNITY VIP BENEFITS WHILE ENJOYING MIHWARIY SERVICES.



PREMIER PLAN DESIGNED FOR INDIVIDUALS WHO WANTS MORE REWARDING EXPERIENCE WHILE CONTINUOUSLY LEARNING.



BEST FOR THOSE WHO ARE LOOKING FOR MORE ADVANCE BENEFITS WHILE MAXIMIZING MIHWARIY SERVICES.



PREMIER PLAN CURATED TO GIVE YOU MORE ACCESS TO SPECIAL EVENTS, LEARNING PROGRAMS, AND MORE.



BEST FOR INDIVIDUALS THAT SUPPORTS HIS START-UP DEVELOPMENT AND CAREER JOURNEY.

Service Coverage Areas in the Philippines

LUZON

- Albay
- Bataan
- Batangas
- Benguet
- Bulacan
- Cagayan
- Camarines Norte
- Camarines Sur
- Cavite
- Ilocos Norte
- Ilocos Sur
- Isabela
- La Union
- Laguna
- Metro Manila
- Nueva Ecija
- Nueva Vizcaya
- Pampanga
- Pangasinan
- Quezon Province
- Rizal
- Tarlac
- Zambales

VISAYAS

- Aklan
- Bacolod
- Biliran
- Bohol
- Cebu Province
- Iloilo
- Leyte
- Metro Cebu
- Negros
- Palawan
- Romblon

MINDANAO

- Bukidnon
- Cagayan De Oro
- Davao del Sur
- Davao del Norte
- Gen. Santos City
- Iligan
- Metro Davao
- Sarangani
- Siargao
- Surigao del Norte
- Surigao del Sur

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Philippine Government Electronic
Procurement System



Securities and
Exchange
Commission
PHILIPPINES

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