



**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

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.



Labor, Employment  
& HR Consulting

Organization  
Development  
Transformation

Training, Workshop,  
& Team Buidling

Academic &  
Community  
Partnership

HR Process &  
Organizational  
Transformation  
(HROT)

Training Process  
Outsourcing  
(TPO)

Executive Search  
and Recruitment  
Outsourcing

Certification and  
Executive Program

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

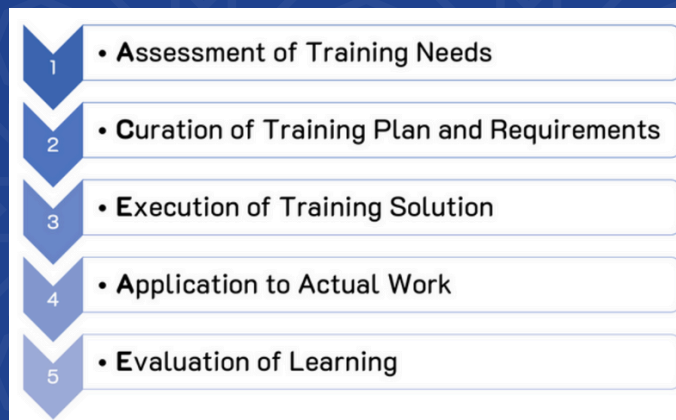
At Mihwariy Consultancy, we specialize in delivering high-quality training programs through both on-site and virtual platforms, ensuring flexibility and accessibility for all participants.

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?



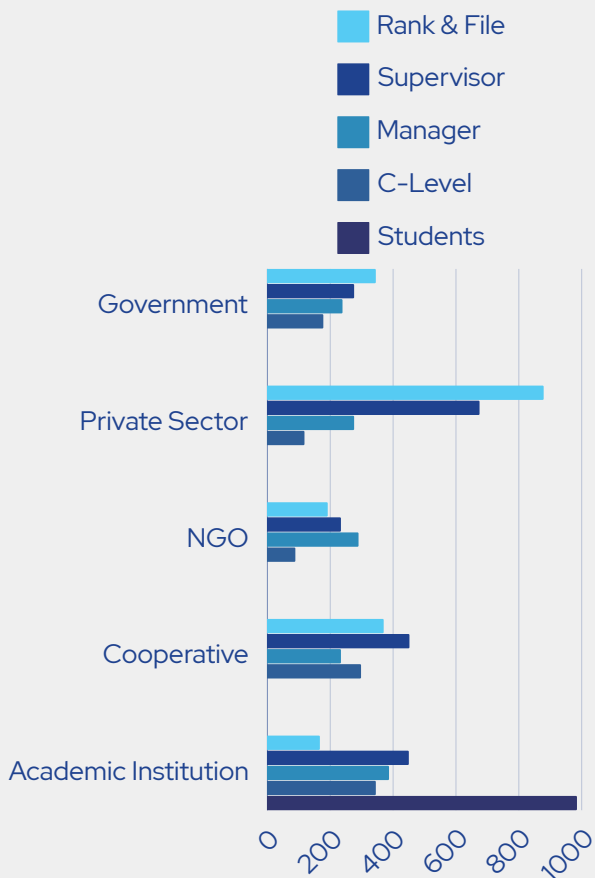
We follow a unique model to ensure learning does not end in the session room. Talk to us about your training needs today so you can find out how we can help you make your training successful.

# Outcomes

## Distribution of Participants

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

**\*Data as of August 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 August 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.

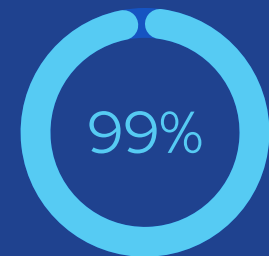
By analyzing this data, you can tailor the training content and delivery methods to better suit the needs and preferences of your audience

# Delivered

## Our Total Success Rate



## Client Satisfaction Rate



## Technology Utilization Rate





*People & Organizations*

# WHY DO <sup>^</sup>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.

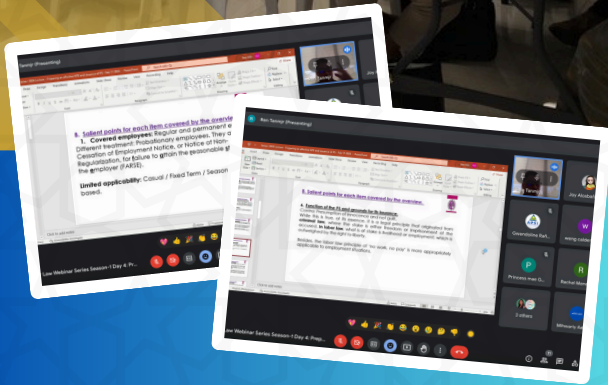
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**LET US HELP YOU ON YOUR  
PHILIPPINE LABOR  
COMPLIANCE JOURNEY**



**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 OUTSOURCING SERVICES

## 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



## 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.

Trust us to bring your vision to life.



**LOOKING FOR AN  
EFFECTIVE**

**ORGANIZATIONAL  
TRANSFORMATION?**

# THE FUTURE OF WORK

We will help and support you align your HR transformation efforts with your current culture, purpose and values – delivering sustainable progress towards your future strategic goals including growth, innovation and sustainability. By outsourcing your HR processes with us, you will gain future-proof capabilities where you can drive performance and improve business results.

**Capability Planning &  
Development**



**Data Science and  
People Analytics**



**AI and Shared  
Services Delivery**



# 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.



### Benefits of Becoming a Certified Professional under Mihwariy Exclusive Certification Program

Upon the successful completion of the certificate program, you will be able to provide your company or clients with HR solutions that are practical and effective. You will also have sufficient skills and knowledge to implement your programs and projects successfully in the workplace.

## 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.



### You will also enjoy the following exclusive benefits:

- Accreditation by Mihwariy
- HR & OD Mentorship Program
- Project Opportunities as Partner Trainer
- Project Opportunities as Partner Consultant

# 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 !**

# DO YOU NEED A RESOURCE PERSON OR SUBJECT MATTER EXPERTS FOR YOUR **PROJECTS** OR **EVENTS**?



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 our professional speakers to deliver a talk on a topic based on your needs.

Join The  
Community of  
Growing Partner  
Trainer and  
Consultants



Scan To Learn More







Our clients & partners are our biggest source of inspiration since 2019

Schools and Universities



Local & Global Companies



Government Offices



Other Organizations



# 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

### MAIN OFFICE:

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**PHILGEPS**  
Philippine Government Electronic  
Procurement System