

Corporate Profile

2019

# Overview

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| Permanent Address | Head Office:2nd Floor, Al-Mueed Plaza, PWD Double Road,Sector O-9,IslamabadKarachi Office: House No. C-132, Block-2 PECHS Karachi.Quetta Office:House No. B-2, Malik Afzal Bungalows, Spiny Road Quetta, Balochistan. |
| Website | [www.volosun.com](http://www.volosun.com)  |
| Email | Email: info@volosun.com; volosun.sh@gmail.com |
| Legal Status | Private Limited Company |
| Our Proficiency | * Monitoring, Evaluation and Assessments
* Surveys and Research
* Management Consultancy
* Organizational Development
* Training and Development
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| Experience relevant to the envisioned undertaking | Volosun has over decades of experience in management consultancy. Our core competencies are in Monitoring & Evaluation, conducting research based surveys, Statistical data collection and analysis, Capacity Building and Organizational Development.  |

# Introduction

VOLOSUN is a Management Consulting company extending consultancy services to its clients from Public, Private and Development sector. Keeping in mind the ever-changing consulting requirements of clients, VOLOSUN (Pvt.) Ltd (registered under Companies Ordinance 1984), has elected to choose experienced professionals and gathered them to assist clients in the area of Management, Marketing, Finance, Strategy, Process, Human Capital, Economics, Training and Information Technology. The company has grown progressively and forged a solid reputation in KPK, Balochistan, Punjab and Sindh. VOLOSUN has an excellent and successful reputation of collaborative networking with local and international firms with worldwide experience. Volosun dedicate to build relationships based on mutual trust in order to bring the best services possible to the clients.

The inception of the company was envisaged in 1999 when a team of motivated individuals started working together, complimenting each other’s expertise. In later years this group registered themselves as a firm and eventually as VOLOSUN Private Limited with Securities and Exchange Commission of Pakistan.

Since its Inception, Volosun has successfully executed number of assignments across industry sectors and its professionals have successfully made strategy work for its clients. The professional team and fervent support staff ensures that the clients’ investment has been converted into value delivered. Volosun provides a wide range of advisory services in the areas of Strategy, Legal affairs, Economics affairs, strengthen capacity building trainings, manuals, conducting survey with analysis and Planning.

We at Volosun are high-spirited, amenable and practical and our work culture, depth of knowledge and earnestness to work make us stand out from other consulting firms. Our clients consist of mix of firms/organizations from industry sectors, multinational corporations and the international donors and funding agencies. It is the utmost satisfaction of our clients that is generating repeat assignments.

## Management Structure

Volosun with a decentralized structure manage its operations.



Board of Directors

The members of the BoD representing private sector, communities and academia mainly entrusted with policy level functions for need based support to Volosun management in implementing its aims and objectives.

Operational Core

The level of management comprises consultants and operational team who provides overall technical assistance and guidance to the clients’ team to facilitate them in the quantitative and qualitative achievements of objectives

# What We Do

Volosun is a fast-growing consulting firm providing advice and a variety of services to its clients in Pakistan on various issues and opportunities.

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| Monitoring & Evaluation  | Feasibility Studies |
| Surveys & Research | Benchmark & Socio-economic Surveys |
| Project Management | Human Resource Management |
| Impact Assessment  | Capacity Building / Trainings |
| Organization Development Plans | IT Based Solutions |

## Monitoring & Evaluation

Transparency, accountability and investor/donor confidence are the key factors for the success of any organization and these can be fostered through successful monitoring and evaluation. We have expertise of analyzing qualitative and quantitative data collected through questionnaires, interviews and focus-group discussions which helps our clients in assessing policy options, cost-saving measures, improved delivery of services, improved management performances, etc. We have a long-standing experience of monitoring and evaluation in developing sector. We take pride in our rigorous performance monitoring and quality assurance procedures that are in line with international standards. We also build capacity of our clients on monitoring and evaluation practices and tools.

## Surveys & Research

To grow products, brands and businesses, we offer focused and result oriented marketing research services. For this we adopt an approach and methodology that best suits the clients’ needs which includes Survey Research, Business-to-Business Research, etc.

## Project Management

We guide and assist our clients in project Development, coordination, communication and budget management. We help in defining business and project objectives and the means to deliver. We get involve with our clients from the stage of inception and provide control, governance and transparency till completion of the project. In short, we help our clients’ business grow with qualified project management services.

## Impact Assessment

Volosun has been involved in various national level surveys. We are proficient in designing and implementing qualitative and quantitative survey in Pakistan. In this regard a specialized team of statistician, database and data processing, thematic experts and report writing experts are on panel to undertake impact assessment studies.

## Organization Development Plans

We build the capacity of our clients based on the assessment of their needs to strengthen their institutional capacity. For this we conduct desk review of the systems and strategic plans of the organization and based on our experience and knowledge, assess and understand organizational dynamics, future outlook, achievements, core areas of operations, policies and procedures, internal control structure and organizational culture. This approach helps us in developing the OD Plan with expected budgetary requirements, if any.

## Feasibility Studies

Preparing Feasibility Study is one of our core functions. Our feasibility studies offer smart, insightful and comprehensive advice to our clients. We have the ability to develop vibrant tools to gather relevant information to create the basis of our feasibilities. Through our knowledge and expertise, we make our client understand whether or not a specific project or venture is feasible.

## Benchmark & Socio-Economic Surveys

Volosun has experienced staff to conduct effective Benchmark and Socio-Economic Surveys. We adopt a methodological approach to conduct socio-economic field surveys to examine how the social and economic factors influence our clients’ business/organization/need. We extend wide range of consultancy services to diversified socio-economic sector.

## Human Resource Management

We also provide our clients with Human Capital Solutions which results in improved employee and organizational performance. We advise our clients in the field of HR Policy which includes:

* HR Strategy
* Job Evaluation
* Salary Processing
* Staff Training Needs Assessment
* Capacity Building

## Trainings

Volosun has a team of certified trainers who are proficient in developing, conducting and monitoring trainings in Public, Corporate and Development sector organizations. The core areas are as follows;

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| Project Management | Monitoring & Evaluation |
| Right Based Approaches | Community Skills Development |
| WASH & EFSL | Banking & Finance |
| Gender Empowerment | Health & Nutrition |
| Organizational Development | Protection and Human rights  |
| Rule of law and Human trafficking  | Advocacy & Communication |

## Quality Assurance

Volosun has an in-house system of “quality assurance” for all assignments including general editing of all reports, double checking of all field work, strict data control, detailed scrutiny of research methodology and in-depth evaluation of all reports by a panel of experts before delivery to clients.

## Available Facilities

Data Processing Facility

Volosun has well equipped data processing facility which is regularly updated based on changing IT environment. This facility can process and analyze small and large size data.

Office Equipment

Volosun is equipped with modern office equipment which is helpful in reproduction of reports, communication and other support functions.

Library Facility

Volosun has its own library consisting of previous consulting reports, government publications, books, newspaper clippings, selected journals and magazines. This collection helps consultants in gathering first-hand information related to assignments in hand.

# Consulting Team

## Syed Shah Haroon

Syed Shah Haroon has over 18 years of experience in program management, monitoring & evaluation, designing and conducting surveys in Pakistan. Over the period, he has worked in thematic areas such as child Labour elimination, Nutrition and Health, non-formal education, environment protection, disaster response; rights based approach, disaster risk reduction and cash compensation with leading international organizations and donors.

Mr. Shah Haroon has been working with Citizens’ Damage Compensation Program as The World Bank’s Consultant for M&E. He has conducted national level M&E surveys and managed international survey teams. He has ample experience in developing, implementing and monitoring humanitarian response project with Oxfam GB and ActionAid Pakistan. He has managed humanitarian projects in KPK, Punjab Sindh and Northern Areas. His core competencies are in the areas of Project Management, Monitoring and Evaluation, Project Appraisals, Disaster Preparedness & Management. He has a master’s degree in Project Management and MBA.

## Dr. ayaz mustafa

Dr. Ayaz Mustafa Bukhero is centre incharge at Pakistan Medical Research Council. He holds a Phd from Baqai Medical University in Bioethics. He has over 15 years of experience in the fields of biochemistry, pharmacology, bioethics and public health.

Mr. Ayaz Mustafa has over 25 to 30 publications in themes such as biosafety perspectives of clinical laboratory workers, liquid antacids, exposure to risk factors for hepatitis B & C among primary school teachers in Karachi, synthesis and characterization of amino acids etc. He is a consultant with SMART RESEARCHERS on nutrition related projects. He has been a research fellow at Bilkent University in Turkey and a research fellow with Pakistan Medical research council for more than a decade. As a researcher he has command over software for data analysis such as SPSS.

## aYESHA ZAHEER

Ms. Zaheer is a corporate professional with nearly 12 years’ of multi-faceted and multi-dimensional experience in diverse businesses, industries and sectors revolving around corporate business development & sales, fundraising & donor liaison, market research & trade marketing across the board.

With her experience in companies like Shell Pakistan Ltd., NIB Bank Ltd, Descon Engineering Ltd, The Citizens Foundation, Ithaca Capital Ltd., her key competencies focus on partner capability assessment and development, training & coaching activities, trade marketing initiatives and effective & result oriented internal and external communication for aligning the partners and their teams towards a shared vision, that to pursue and achieve sustainable business growth. In the social sector she was able to add value by monitoring partner charities through KPI evaluations & capacity assessments, creating partnerships with corporations to align outreach deliverables with the CSR objectives, designing, structuring and implementing Outreach strategies by setting up new segments and donation streams in order to outperform growth aspirations.

## MR. SIKANDAR ABBASI

Mr. Sikandar Abbasi holds an MBA from Centre for Business Studies Greenwich College, London. He has over 23 years of experience in the fields of Financial and Management Consultancy, Capacity Building, Budgeting, Investment Banking, Development Banking and Commercial Banking.

Prior to his association with Volosun, Mr. Abbasi was working with leading Islamic Bank at Senior Management position. During mid 2000’s he has managed a consulting firm which was primarily involved in financial management consulting. Mr. Abbasi has worked as Country Manager, Financial Deepening Challenge Fund, a project of DFID, Govt. of UK for 4 years, the fund was part of the international program aimed towards reducing the poverty by 50% by year 2020. This grant from the Govt of U.K. was channelized to the non-banked low income groups through the local banking channels.

Prior to FDCF Mr. Abbasi worked for a local DFI for 13 years. At the DFI, as an active member of the corporate’ Think Tank, he was involved in re-engineering of business process, designing of new product & services, recruitment, selection and training of staff. As a result of implementation of Think Tank’s strategies, the organization turned from red to blue and eventually emerged as strong financial supermarket.

Being Management Consultant he remained involved in developing numerous Market Studies, Feasibility and Techno-economic and financial feasibility studies for various types of products/organizations. He has extensive experience of Market Studies, Financial Evaluations and Transaction Structuring as well. His experience with PICIC and later with EGBIL has given him deep inroads into the Financial Institutions and Banking Sector and their requirements for market information.

Zahid Jamal

Zahid Jamal is “Strategic Management Ph.D. Scholar” with 15 years’ professional experience in public, education, health, social development and marketing sectors. Designed, executed and reported Population Census of Pakistan (1998), Paint shops census Pakistan (2009) and Shops Census Pakistan 2006.

He has successfully completed numerous baseline, Impact evaluation and operation audit assignments for the World Bank, Asian Development Bank, Europe Union, USAID, JICA, Children First, Relief International, Care International, WFP, FAO, Save the Children, British Council, National Commission for Human Development, Planning and Development Commission of Pakistan, ICI Pakistan, Muslim Commercial Bank, Pakistan Tobacco Company, Telenor Pakistan etc. As a research and data analyst worked with Price Water Cooper UK, IPSOS Pakistan, Deloitte Pakistan, Middle east marketing research bureau, Winning solution, H & H consulting, Apex consultant, EBDM, DECH, Mac Global, Protribe. As senior M&E manager developed complete mastery of monitoring evaluation framework design, implementation and evaluation. Monitor project performance and process to track intermediate and expected outcomes as per result framework. Developed performance and process monitoring plans and tool to map outcomes. His core competency is in statistics and analysis.

## Sarmad Iqbal

Mr. Iqbal is a senior level advocacy & programs leader with more than 14 years’ experience in policy reforms, coalition building, campaign mobilization, and high-level outreach. As an advocacy professional i specialize in promoting government reforms while empowering civil society. He has experience of working with leading civil society organizations such as world vision, Save the Children Pakistan and Islamic Relief Pakistan.

He is creative, a strategic thinker, able to fuse ideas and engage others in creating new, more exciting, effective and equitable systems. He is particularly interested in understanding, measuring, articulating and celebrating non-financial value(s). This helped in the conceptualization, development& Implementation of innovative programs on the Debt Situation of Pakistan “Unlocking the Chains of Debt”, “Children/youth led Education and Child Protection reforms”, “Child Protection Reporting mechanism “Tahhafuz” project from EU, Revitalizing Anti Trafficking mechanism in Kasur with support of Labour department and IP.

Mr. Iqbal has developed a citizens-led advocacy for systemic reforms on the state of malnutrition, Pakistan’s National Debt situation apart from many other where his role was spearheading the awareness by launching communications pieces as well as the advocacy with legislators based on evidences. The passing of Child Protection, Infant & young child nutrition ordinances as well as the establishment of Debt Audit Commission in Pakistan are a few of the many policy level successes.

## Usman Qazi

Mr. Qazi has more than 10 years of experience in Project Management, Monitoring & Evaluation, Research, Report Writing, pre-program database development for receiving survey data, MIS development, web development, monitoring and evaluation. His experiences include development of M&E plans, M&E systems as well as implementation of monitoring and evaluation of activities for different projects in addition to development of different MIS systems like Community Empowerment Information Management System, Doxx.info (a financial database), management and collection of GPS data, development of Geographical Information Systems, and proposal writing. He has, in various capacities, supervised data entry and adopted tools to clean the data in line with designed reliability checks as well as manage and analyze large quantities of data obtained from the field for research and reporting purposes. After successfully completing training on result based management, He played a key role in implementation of result based monitoring techniques at the organizational level.

Mr. Qazi is adept in using the latest tools (like Result Based Monitoring including Result Chain, Result Framework and others) for monitoring and evaluation of project activities and also developing and deploying database tools. He is also well versed in developing front and back end development tools and languages (Tools: Visual Studio, Adobe Dreamweaver- Languages: C#, VB.net, ASP.net, Java script- Database tools: Sql Server, My-Sql).

# Completed projects

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| 1 | Developed training manuals for “aurat foundation” for their protect on women protection and legal rights.  |
| 2 | Designed and conducted “conflict sensitivity analysis” for Islamic Relief UK in former Khyber Agency – KP. |
| 3 | Designed and conducted an impact evaluation survey using OECD-DAC criteria in Tharparkar-Sindh for DWHH. |
| 4 | Designed and conducted Pre KAP-baseline & TNA survey of government departments involved in DRR/DRM in KP and FATA with CARE international Pakistan. |
| 5 | Designed and conducted Post KAP end-line evaluation of CBDRM/DRR projects for Pakistan Red Crescent Society in KP. |
| 6 | Lead a program and financial audit for TEAR Fund Australia in Sindh. |
| 7 | Technical lead for Third Party Monitoring & Evaluation for Nutrition Support Program in Sindh. |
| 8 | Leading Technical Assistance and Capacity Building for Balochistan Nutrition Program for Mothers and Children. |
| 9 | Developed an Operations Manual for One Window Operations of Social Protection Schemes for Government of KP by GIZ. |
| 10 | Developed and conducted a comprehensive “Trainings on Enterprise Establishment & Entrepreneurships” for ICMC. |
| 11 | Conducted mapping exercise for social protection actors (government departments) in KP for GIZ.  |
| 12 | Developed and conducted a comprehensive training - II on “Labor Laws & Enterprise Development” for LLC members in KP funded by ICMC. |
| 13 | Conducted a Literature Review of Existing Data for SDC Pakistan Hindukush Program 2017-2020 Covering SDC’s Beneficiary Target Group - Refugees and IDPs |
| 14 | Developed M&E and MIS system design for social protection departments in KPK funded by ILO. |
| 15 | Trained 25 government officials to undertake M&E role in social protection projects at district level in KP. |
| 16 | Conducted KAP survey (baseline) and TNA on CBDRM in KP funded by CARE International Pakistan. |
| 17 | Developed and conducted comprehensive training on “Labor Laws & Enterprise Development” for LLC members in KP funded by ICMC. |
| 18 | Developed annual reports for the year 2013-14 and 2014-15 for Community Resilience Initiative, Pakistan. |
| 19 | Conducted “performance evaluation- phase I” and “baseline survey – phase II” for Dairy Development Project in Punjab funded by USAID. |
| 20 | Prepared end of project report for UNHCR funded “Secure Card for Afghan Refugees – SCAC” project. |
| 21 | Conducted baseline survey for EC funded WASH project (PACE-PD) in south Punjab. |

