



neuland

Corporate Services * Management Consulting * Executive Search

Established in Hong Kong in 2002
Over 20 Years in Business!

Neuland's Value Propositions

If doing something new or in an unfamiliar territory – Team NEULAND offers support.
Tailor-made service solutions for small-to-medium sized MNCs' activities in Asia.

Neuland's objectives to assist foreign owned SMEs located in Hong Kong are:

To save fix cost for business admin management during start up or growth/crisis

To improve efficiencies and effectiveness of process management as well as implementation of change

To maintain smooth and problem-free post-merger integration or family business management transition

To find excellent managers with professional and cultural fit



Dr. Daniel Gruszynski, Managing Director of Neuland

Outsource your
business admin
management
completely to
us
– and save fix
cost

“Focus on what you can do best and outsource the rest! – To NEULAND!”

- Neuland’s team members take care of a broad range of business admin tasks, such as **accounting & reporting, HR management, shipping management, company secretarial services, business registration, bank account opening, work permits, insurances, recruitment, and other upon request.**
- Additionally, some of Neuland’s clients delegated **routine payment management as well as cost planning and control** to Neuland.
- The advantage of **outsourcing the whole range of business admin tasks** to Neuland (licensed service provider) is that it does not require any permanent full-time or part-time staff. Neuland’s pricing is based on the volume, complexity and value rather than on salary.

Let us help you
find a suitable
process design
for start-ups or
re-design
solutions during
crisis

**“Processes are not written in stone.
Evaluate alternative scenarios!**

**But do not underestimate the
implementation!”**

- Neuland’s consultants are **management practitioners with rich experience in structuring/ re-structuring processes, evaluating different strategy and value chain scenarios.**
- No matter, if an electronic or fashion manufacturer or a customer service center or trading company or an animal hospital or a holding company, Neuland provides team members with relevant experience in process design and implementation.
- Not only planning but also **implementation (“change management” and “resistance management”)** are some of the strengths of Neuland.

Let us
manage you a
problem-free
post-merger
integration or
family
business
management
transition

Statistically, a lot of cross-border/ cross-cultural M&A and JVs, fail to achieve the expected results!

- Resistance to cooperate or to change due to corporate culture as well as national culture differences is often not recognized on time.
- Neuland's team members' **expertise in pre- and post-merger (as well as international JVs) integration management** reduces the potential of problems from cross-cultural management differences.

Problems of family business managers to delegate to outside managers are often underestimated!

- Family looks at family interests, trust and relationships. Outside managers look at efficiencies and profitability.
- Neuland has experienced consultants & mentors helping to **develop a smooth transit and reducing conflict potential.**

Appoint us to
hire you
managers who
fit and have
potential to
contribute to
the success

Besides educational and professional past, fit of personality to company culture and involved national cultures as well as performance potential are to be considered.

- Neuland's 100% subsidiary "G&S Hong Kong - Executive Search" (licensed recruitment agency) has successfully delivered candidates that have it all.
- **Expertise in recruiting for Managing Director, Sales Manager, Project Manager, CFO, Financial Controller, Internal Audit, etc positions for multinational companies' subsidiaries in Asia.**

Core-Team Members of Neuland in Hong Kong

Daniel Gruszynski, DBA, MBA, VD Industrial Mgt Assistant
Managing Director & Lead Mgt Consultant & Interim-CFO

Calvin Chan, MBA, HD TM
Executive Director & GM Admin Support Services

Michael, BBA Finance
Manager Financial Reporting Services

Anson, BBA Accounting and Finance, associate HKICPA
Senior Auditor & Accounting Services

Ken, CFA, ACCA, HKICPA, BBA Finance
Senior Consultant & Due Diligence Auditor & Interim-CFO

David, BSC Physics, HP Black Belt, cert. Coach
Senior Consultant & Change Management Specialist

Kolan, MBA, BA IB, Dip Cn Law
Senior Consultant & Market Research/ Sales Mgt Specialist

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