



Company Profile

Management Consulting | HR Advisory | Assessments | Capability Building | AI & Digital Enablement

Maximizing Performance. Fostering Capabilities.

www.maxfosterglobal.com



Executive Snapshot

Strategy. People. Capability. Execution.
Built for Measurable Performance.

MaxFoster Global (MFG) helps organizations make better people decisions and build stronger capability through management consulting, HR advisory, rigorous assessments, practical capability programs, and research-driven diagnostics - delivered onsite, online, or blended.

Rigor

Multi-source, competency-based assessment methods and validated tools.

Practicality

Decision-ready outputs leaders can implement quickly.

Impact

Proven scale across industries with measurable outcomes.

Management Consulting | HR Advisory & Governance | Talent & Leadership Assessments | Capability Building | AI & Workflow Enablement | Organizational Research





About MFG

Since 2011, MaxFoster Global (MFG) has partnered with organizations to unlock potential and drive sustainable performance. We are a progressive HR & OD consulting firm delivering consulting, assessments, capability building, and research diagnostics for local and global clients.

Our strength lies in our people—seasoned consultants, master facilitators, psychometric experts, and HR professionals who work as strategic partners to deliver practical, results-driven solutions.



What We Do

End-to-End People & Organization
Solutions



Management Consulting

Strategy execution, transformation, operating model, governance, organization effectiveness.



HR & Talent Advisory

HR governance, policies, performance, rewards, org design, succession planning.



Assessments & Diagnostics

Assessment centers, psychometrics, recruitment selection, talent mapping, surveys.



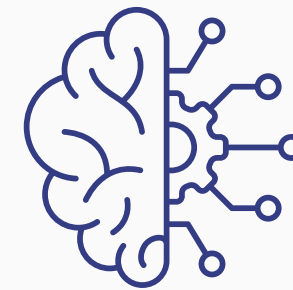
Research & Organizational Diagnostics

Engagement/climate, org diagnosis, customized surveys, labor market research.



Capability Building (Corporate)

Leadership and management programs, learning journeys, academies/LMS enablement.



AI & Digital Enablement

AI strategy, AI-enabled workflows, HR analytics, digital tools and automation.

Management Consulting

We help leadership teams align strategy, structure, culture, governance, and execution, so transformation sticks and performance improves.

Services

- Strategy execution & organizational alignment
- Transformation and change management (enterprise / functional)
- Organizational effectiveness and operating model design
- Governance and accountability balance (RACI, decision rights, committee structures)
- Culture and values rollout / relaunch
- Organization redesign, restructuring, role clarity, and span-of-control analysis

Typical Deliverables

- Operating model blueprint
- Governance & accountability maps
- Org structures + role descriptions + competency requirements
- Transformation roadmap + KPI scorecards

HR Advisory & Governance

We help CHROs and HR leaders build modern HR systems that enable performance, fairness, compliance, and capability.

Services

- HR strategy and HR transformation & strategic alignment
- HR policies, procedures, manuals, and governance
- Performance management systems (role-based, measurable, behavior + outcomes)
- Total rewards advisory (grading logic, pay structures, incentives alignment)
- Job families, job descriptions, competency frameworks
- Succession planning and leadership pipeline design

Typical Outcomes

- Clear standards and governance
- Stronger performance culture
- Improved retention and leadership continuity



Capability Building

Capability Building That Improves Performance (Onsite / Online / Blended)

Value Proposition

We help organizations create competitive advantage from capability building by starting with business needs and delivering structured learning journeys that translate into execution.

Our Training Methodology

MFG provides courses, workshops, certifications and facilitations for individuals and organizations. Our training services are especially designed to strengthen the managerial and organizational capacity required to perform effectively (to achieve set objectives) and efficiently (at optimum costs). In addition to the open- enrollment programs, we also offer bespoke solutions. These workshops and courses are often multi-disciplinary and are geared to the specific needs of our clients.

Delivery modes: Fully online | Fully onsite | Blended

Our Philosophy: Learning Journey

Online, Onsite and Blended





Assessments & Diagnostics

Decision-Grade Assessments for Hiring,
MTO Intake, and Leadership Decisions

Value Statement

We improve selection quality, reduce decision risk, and strengthen leadership pipelines using objective, multi-source evaluation.

Our Assessment Method

MFG assessment centers use a three-tier evaluation approach:

- Online or paper-based tests
- Competency-based assessment exercises
- Structured behavioral interviews This multi-source design improves objectivity, reliability, and insight—at scale.

Delivery modes: Fully online | Fully onsite | Blended

MTO Program Assessment Centers

Scale, Consistency, Decision
Clarity for: Graduate intake |
National talent pipelines | High-
volume selection



Role-based competency model
and scoring guides.



Trained assessors and
calibrated evaluations.



Decision-ready outputs (rankings,
risk flags, development insights)



Candidate experience design
and communication templates.

Succession Planning & Leadership Pipelines

Succession Planning & Leadership Pipeline -
Readiness, Fit, and Development Focus

**Role-specific
competency
frameworks** aligned to
business strategy



**Personality profiling +
leadership potential
indicators**



**Multi-source
assessment outputs -
readiness mapping +
targeted development
recommendations**

Recruitment & Selection Assessments

Better Hiring Decisions, Lower Risk

**Psychometric /
behavioral
assessments**



**Structured interviews
and competency
validation**



**Functional /
Role-based
assessments**



**Assessment centers
for mid-to-senior
hiring**



AI & Digital Enablement

AI, Innovation & IT Consulting - Practical Adoption with Governance

Value Statement

We help organizations adopt AI in a way that improves productivity, strengthens decision-making, and supports governance and change management.

Services

- AI transformation advisory (use-case identification, value sizing, roadmap)
- AI-enabled workflow development (process redesign + digital enablement)
- HR digital enablement: HR analytics, talent dashboards, capability analytics
- Digital tool selection advisory (LMS enablement, assessment delivery platforms)
- Innovation & AI research, readiness diagnostics, and adoption enablement

Typical Deliverables

- AI use-case portfolio + prioritization matrix
- Workflow maps + target-state designs
- Governance guidelines (roles, controls, data and adoption measures)
- Change and capability plan for adoption

Research & Diagnostics

Research and Diagnostics for Better People
Decisions

What We Deliver

- Engagement & climate surveys
- Organizational diagnosis and root-cause analysis
- Psychometric assessment design
- Customized surveys and pulse checks
- Labour market research (role/sector insights as required)

Outputs Leaders Value

- Heatmaps and dashboards
- Priority interventions and action plans
- Leadership readouts and facilitation sessions
- Tracking metrics for improvement over time

Experience & Impact

Our Global Track Record

100+

Clients Served Across Industries

20+

Thousand

Individuals Assessed

100+

Customized Assessment Instruments Developed

200+

Competencies Assessed

50+

Customized Capability Programs Delivered

3+

Thousand

Professionals Trained

Industries Served

Energy

Oil & Gas

Chemicals

Pharma

FMCG

Aviation

Logistics

Aviation

Financial Services

Telecom

Tech

Healthcare

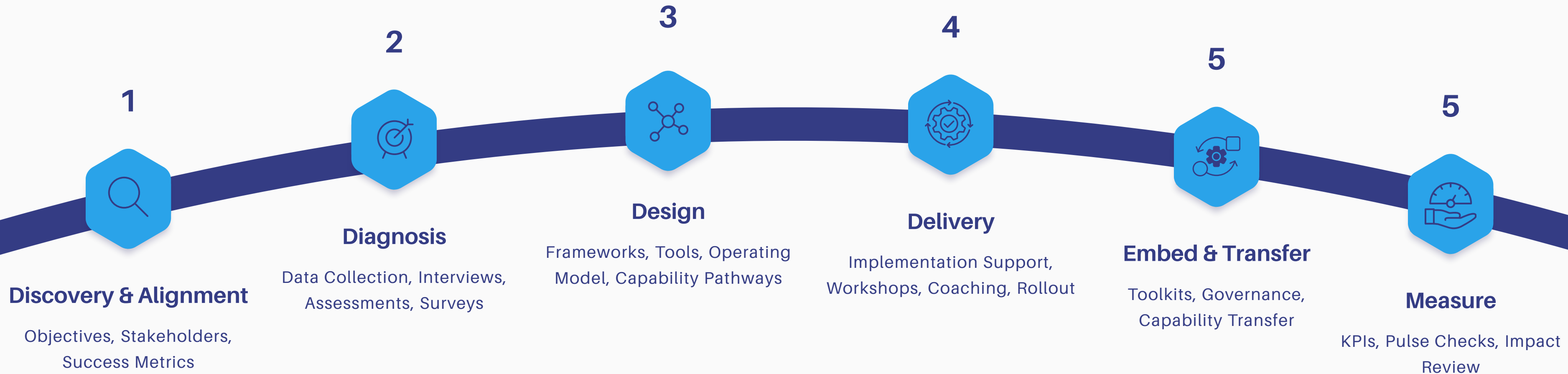
Education

Hospitality

NGO/INGOs

How We Work (Engagement Model)

A Practical Model - Diagnose → Design → Deliver → Embed (4 to 6 Stage Process)



Why Clients Choose MFG?

Strategic Partnership Model

We work alongside leadership and HR teams to deliver outcomes - not presentations.

Rigor Without Complexity

Reliable tools, clear methods, decision-ready outputs.

Flexible Delivery

Online, onsite, and blended models for multi-location teams.

Capability Transfer

Frameworks and learning that strengthen internal maturity and reduce dependency.

Evidence-Led Execution

Diagnostics and measurement built into engagements.

Meet Our Team



DR. HASSAN RASOOL
Chief Executive Officer



HUMA HAMEED
Executive Director



SYED AMMAD ALI
Director



MALIHA ALAM
Manager Business
Development

More About Our Team



Dr. Hassan Rasool

Chief Executive Officer

25+ Years of
Experience

6,000+ Individuals
Trained

3,000+ Individuals
Assessed

Hassan Rasool is PhD. in Management and has more than twenty five years of experience in organizational development, training and HR consulting. He is the author of many accredited articles & research papers on strategic management and nurturing human well-being. His research on leadership development earned "Distinguished Research Award" from Academy of Strategic Management USA. He has facilitated many organizations from different sectors of the economy like Reko Diq Mining Company, GSK, Unilever, PSO, Wizdaa.com, S&P Global, MTBC, Bank Alfalah, Civil Aviation Authority, NBP, ABL, PTCL & UFone, Khushali Bank, NRSP-IRM, UNDP, World Bank, UNFPA, Shaukat Khanum Hospital, Kay & Emms, MaxCare International and many more.

The scope of his consulting covers Governance, strategic planning, HR Systems, Psychometric Assessment Design, Results Based management, development of leadership pipelines and organizational development.

More About Our Team



Huma Hameed

Executive Director

30+ Years of
Experience

10,000+ Individuals
Trained

3,000+ Individuals
Assessed

Huma Hameed has an MBA from IBA, and a psychology graduate. She has been a human resource practitioner with over 30 years of comprehensive HR experience in Policy Making and Implementation, Recruitment, Training & Organization Development. Experienced in developing human resource service manuals, job descriptions and competency development framework, psychometric assessments and assessment center design & administration as well as conducting over 400 management courses related to HR, OD, Strategic Planning and Execution, Gender and Ethics Policy Framework and Sensitization, Leadership and Talent Development in various capacities from in house courses in Standard Chartered Bank to public courses in Pakistan Institute of Management and AASA Consulting to International courses in Singapore, and Middle East. Proven experience in collaborating with senior management in conducting Strategic Planning in order to support and further corporate goals. Demonstrated experience in conducting buyer side due diligence for a number of organizations. Expansive ability and proven experience to address and implement strategic plans for talent acquisition, retention, capacity building and succession planning.

She has facilitated many organizations from different sectors of the economy like Reko Diq Mining Company, GSK, Unilever, PSO, Wizdaa.com, PTCL, UNFPA, UNAIDs and many more.

More About Our Team



Syed Ammad Ali

Director

10 Years of
Experience

15,000+ Reports
Generated

1,500+ Individuals
Assessed

Syed Ammad Ali is a technology strategist, analytics architect, and systems consultant specializing in designing scalable digital and data-driven solutions for organizations across industries. With multidisciplinary expertise spanning technology development, analytics engineering, product strategy, and enterprise systems, he brings a unique ability to translate complex business challenges into structured, executable solutions.

Ammad's professional background combines enterprise auditing, financial analysis, data analytics, and software architecture - enabling him to approach organizational problems from strategic, technical, operational, and financial perspectives simultaneously. This integrated viewpoint allows him to design solutions that are not only technically robust but also aligned with measurable business outcomes. He has worked on projects involving system architecture design, analytics dashboard development, automation frameworks, business intelligence systems, AI-enabled tools, and enterprise software platforms. His experience includes collaborating with startups, corporate teams, and leadership stakeholders to develop scalable solutions that support growth and operational maturity.



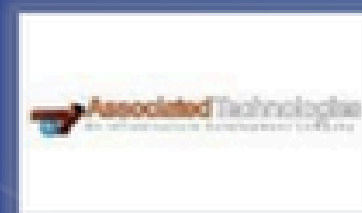
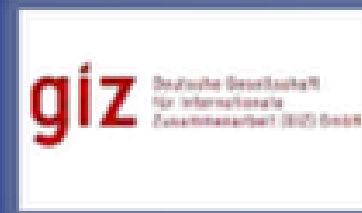
Clients We Have Served

Details on next page

Our Clients



Our Clients



Our Clients





Contact Us

Share your objective and context. We'll recommend the most practical next step—discovery call, proposal, or an assessment / capability-building route.

 +971 52 184 7756

 info@maxfosterglobal.com

 www.maxfosterglobal.com