

Welcome to Mentor, this quarterly newsletter featuring in depth interviews with fascinating, awareness creation and knowledge about the major events and changes happening globally

As you go on reading the newsletter further, you will acquire awareness about everything happening in India this quarter.

Gain an insight from our mentorbi book recommendations

Meet a mentor and their perspectives that initiates advisory and consultancy in the corporate world.



## GLOBAL INSIGHTS

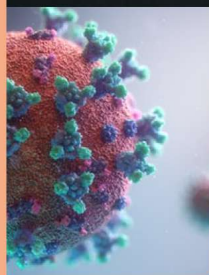
Tax on Electric Company Cars in Belgium

Vietnam Tax Exemptions: COVID-19 Support For Business and Individuals

Mexico Tax Reform: What Changes are Expected in 2022

## INDIA THIS QUARTER

Flashback 2021: The most noteworthy events in India and World

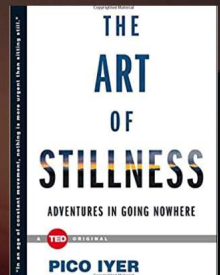


## आपका व्यापर

वर्तमान दशक में व्यापारिक विषमताएं एवं सुझाव

## MENTORBI RECOMMENDS

The Art of Stillness - Pico Iyer



## MENTOR FOR YOU

Our help towards your journey in business growth and transformation

Source - Unsplash

## MEET A MENTOR



**SHRUTI AMBEGAOKAR**  
Partner at CoRE Creators

talks about #co-creation & #coach facilitating organisation & #individualdevelopment

# GLOBAL INSIGHTS

Do you have questions about electric company cars in Belgium? We explain the new rules to you.

- Karine Vandenplas

Business Manager,  
ECOVIS Lindra, Leuven, Belgium

Source- ©ryanking999/stock.adobe.com

**Karine Vandenplas**

Ecovis ,Leuven



## Tax On Electric Company Cars In Belgium

The principle of the company car in Belgium will not be affected for the time being, but there will be drastic changes in the near future. From 2026, employers will only be able to offer electric company cars if they do not want to lose their tax advantage. All cars must then be emissions-free. If this is not the case, businesses will no longer be able to deduct the costs of the company car from tax.

Petrol, hybrids and diesel cars registered up to and including 1 July 2023 will not lose their tax benefit. A transitional arrangement will apply to the period between 1 July 2023 and 31 December 2025.

### The Deductibility of Cars

The government intends to completely stop the deductibility of cars with internal combustion engines by 2028. In 2025, the deductibility will be capped at a maximum of 75% and this will gradually decrease to 0% by 2028.

### What will Change for the Employee?

Employees are taxed on the benefit in kind (BIK) for the private use of their company car.

The amount of BIK is linked to the car's CO<sub>2</sub> emissions and is therefore considerably lower for electric cars than for those with an internal combustion engine. This mechanism will also remain in place under the new rules, which means that the tax on BIK will decrease for people who switch to an emissions-free company car.

### Installation of Charging Stations

Due to the increase in the number of electric cars in the future, more charging stations will be needed. The Flemish government is promising to install at least 30,000 public charging stations by 2025 for people who do not have their own. Companies that install charging stations in their car parks before the end of 2022 will be able to deduct these costs at 200%, provided that these charging stations are also open to the public, explain the Ecovis experts. Employees who install their own charging station before 2023 will be able to deduct 45% of the costs in their personal tax return. After this date, the tax benefit will drop to 30%.



Source- Von huntergol hp / Shutterstock

**Vu Manh Quynh**  
Ecovis ,Ho Chi Minh City



## Vietnam Tax Exemptions: COVID-19 Support For Business And Individuals

On 19th October 2021 the National Assembly Standing Committee issued a resolution (Resolution No. 406/NQ-UBTVQH15) introducing tax exemptions and reductions to support enterprises and individuals affected by the COVID-19 pandemic. These exemptions and reductions are listed below:

### **30% Reduction of Payable Vietnam Income Tax in 2021 (Corporate)**

This reduction only applies to taxpayers who have:

- revenue in 2021 not exceeding VND 200 billion; and
- a decrease in revenue in 2021 compared to revenue in 2019.

Please note that criteria [2] doesn't apply for taxpayers who were newly established, consolidated, merged, divided or separated in the 2020 or 2021 tax period.

### **Exempt from Vietnam Income Tax (Personal), VAT and Other Payable Tax**

This exemption applies to households and individuals involved in production and business activities in district-level areas affected by the COVID-19 pandemic in 2021 for the months in the third and fourth quarter of 2021 only. Please note that the district-level areas affected by the COVID-19 pandemic in 2021 are decided by the Chairman of the province-level People's Committee.

This exemption does not apply to income and revenue from software products and services, including digital information content products and entertainment services, video games, digital movies, digital photos, digital music and digital advertising.

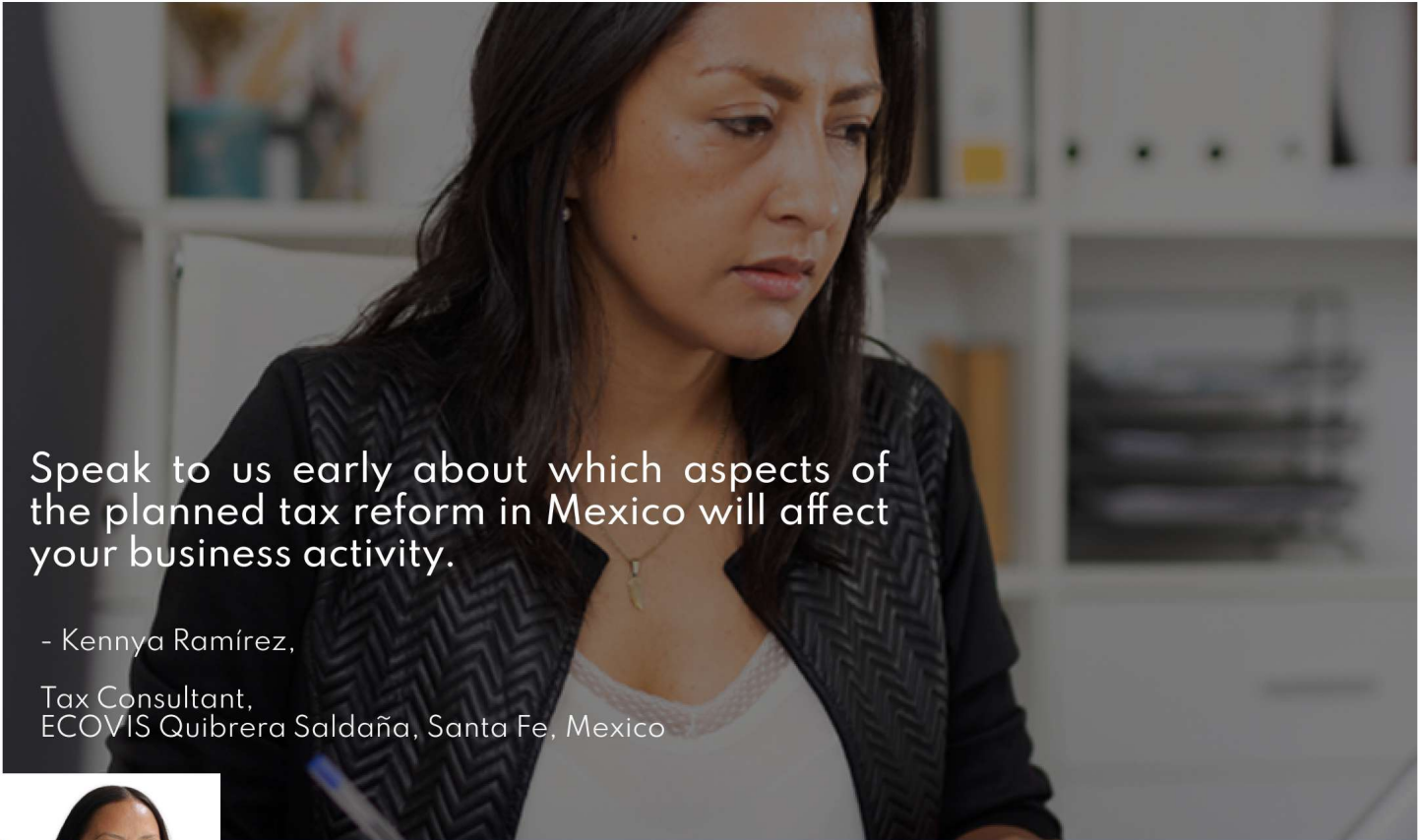
### **30% Reduction of Value-Added Tax (VAT) Until the End of 2021**

From 1 November to 31 December the following goods and services will enjoy a 30% reduction in VAT rate or 30% of the taxable percentage, depending on the tax calculation method. The goods and services this applies to are:

Transportation services; Lodging; Food Service; various tourism services.  
Publishing products and services; cinematographic services, television program production, sound recording and music publishing; works of art and services for composing, art, and entertainment.

### **No Interest on Late Payments Incurred in 2020 and 2021**

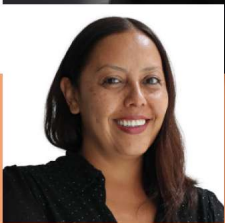
Interest will be waived on late payments made during 2020 and 2021 for tax debts, land use fees and land rental fees for enterprises and organizations which incurred losses in 2020.



Speak to us early about which aspects of the planned tax reform in Mexico will affect your business activity.

- Kennya Ramírez,

Tax Consultant,  
ECOVIS Quibrrera Saldaña, Santa Fe, Mexico



**Kennya Ramírez**  
ECOVIS ,Quibrrera Saldaña

Source - JackF/stock.adobe.com

## Mexico Tax Reform: What Changes Are Expected In 2022

The Mexican tax authority is currently working on a new tax reform. It is expected to be submitted for legislation in September 2021. The tax changes should be incorporated into Mexican federal tax law from 2022.

Various organisations and specialist groups believe that a new tax system is necessary. The aim is to increase tax revenue in Mexico and to achieve these goals (selection):

- Improve public policies to finance public resources
- More progressive income tax
- Combat tax evasion and avoidance
- Promote private investment and savings
- Formalise the economy and increase the taxpayer base
- Tax the digital economy
- Evaluate the profitability of social programmes and public investment projects.
- Rethink the competencies between the federal, local and municipal governments

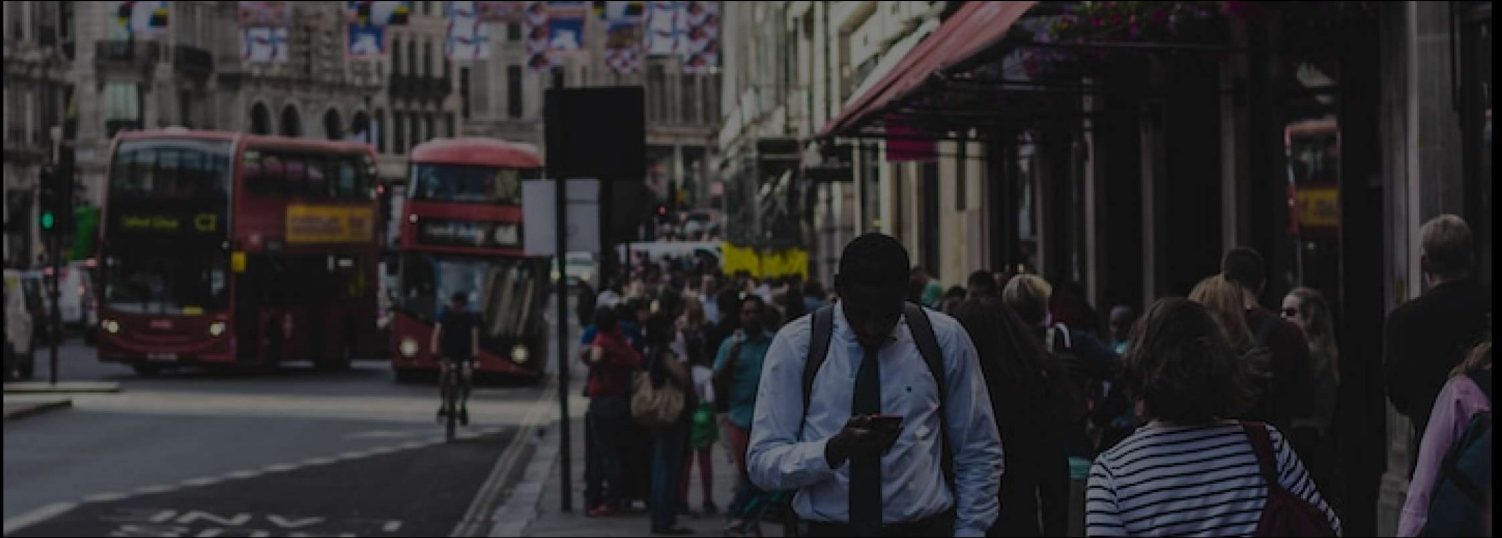
Specific measures of the tax reform in Mexico are still unclear  
It is not yet clear what specific measures the tax reform in Mexico will include.

The current government has repeatedly stated that taxes will not be increased or new ones created. However, this does not prevent the revision of existing tax schemes, such as an inheritance tax, which would be included in income tax.

Likewise, tax bases could be broadened, or the administrative burden could be increased and auditing tightened, as well as eliminating exemptions, deductions and/or credits and limiting benefits, explain the Ecovis advisers. Such measures could include:

- Re-establish the rate and percentage of income tax deductions for individuals
- Full deductibility of social security benefits
- Implement an annual net worth tax, based on the difference between the value of all assets and rights of the person (assets) and the value of their debts (liabilities)
- Eliminate the 0% rate on VAT
- In the Specialised Production and Services Tax (IEPS), measure the existing rates or quotas of excise taxes on products that are currently taxed, as well as new products that will be taxed (cannabis and its derivatives)

# INDIA THIS QUARTER



Source- Unsplash

## Laws repealed, farmers end protest after letter from Govt: 'Historic win'

Three weeks after Prime Minister Narendra Modi announced the repeal of the three farm laws and days after Parliament officially annulled them, protesting farmers brought the curtains down on their year-long agitation at the Singhu border of Delhi on December 9. The protest had presented an unprecedented political crisis for the NDA Government, including the loss of a key ally, and drawn the attention of the Supreme Court. View more on

<https://indianexpress.com/article/cities/delhi/farmers-protest-called-off-7664049/>

## New SEBI Rules for AIF LPS to Co-Invest

In an attempt to regulate offering of co-investment opportunities to investors (or LPs) of Alternative Investment Funds ("AIFs"), the Securities and Exchange Board of India ("SEBI") has recently introduced amendments<sup>1</sup> to the SEBI (Alternative Investment Funds) Regulations, 2012 (the "AIF Regulations")<sup>2</sup> and SEBI (Portfolio Managers) Regulations, 2020 ("PMS Regulations")<sup>3</sup> on November 9, 2021 (referred to as the "Amendment Regulations").

## Ministry of Finance introduces The Chartered Accountants, the Cost and Works Accountants and the Company Secretaries (Amendment) Bill, 2021

The Chartered Accountants, the Cost and Works Accountants and the Company Secretaries (Amendment) Bill, 2021 was introduced in Lok Sabha on December 17, 2021. The Bill seeks to amend the Chartered Accountants Act, 1949, the Cost and Works Accountants Act, 1959, and the Company Secretaries Act, 1980. The three Acts provide for the regulation of the professions of chartered accountants, cost accountants and company secretaries, respectively.

The Bill seeks to strengthen the disciplinary mechanism under these Acts, and provide for time bound disposal of cases against members of the Institute of Chartered Accountants of India, the Institute of Cost Accountants of India and the Institute of Company Secretaries of India.

<https://www.latestlaws.com/latest-news/ministry-of-finance-introduces-the-chartered-accountants-the-cost-and-works-accountants-and-the-company-secretaries-amendment-bill-2021-180692/>

## Tata Group to Acquire 100% Stake in Air India

Salt-to-software conglomerate Tata Sons on October 8 won the bid for acquiring debt-laden state-run national carrier Air India offering Rs 18,000 crore for acquiring 100 per cent shareholding. The company placed a winning bid of Rs 18,000 crore to re-acquire the airline more than half a century after it ceded control to the government. The government will get Rs 2,700 crore cash from Tatas for the sale of its 100 per cent stake

<https://www.oneindia.com/india/flashback-2021-the-most-noteworthy-events-in-india-and-world-3351074.html?story=1>

## Cryptocurrency Bill 2021: Tax on trading, prohibition on use as 'currency'

The Crypto Asset Bill proposes to prohibit usage of crypto asset as currency substitutes or as payment systems for remittances. The bill also proposes to establish a facilitative framework for distributed ledger technology and also lay the groundwork for creation of the official digital currency to be issued by the Reserve Bank of India (RBI) and regulated under the RBI act.

<https://www.latestlaws.com/latest-news/cryptocurrency-bill-2021-tax-on-trading-prohibition-on-use-as-currency-know-details-179972/>

### The Art Of Stillness

- Pico Iyer

Why would Pico Iyer, a lifelong traveller who has travelled from Easter Island to Ethiopia, Cuba to Kathmandu, consider sitting silently in a room to be the ultimate adventure? Because our lives are crowded, chaotic, and hectic in our fast-paced world. There has never been a greater need to slow down, tune out, and allow ourselves to be still.

Iyer investigates the lives of people who have made a life seeking stillness in *The Art of Stillness*, a TED Books release, from Matthieu Ricard, a Frenchman with a PhD in molecular biology who left a promising scientific career to become a Tibetan monk, to revered singer-songwriter Leonard Cohen, who traded the pleasures of the senses for several years of living the near-silent life of meditation as a Zen monk. Iyer also draws on his own experiences as a travel writer to investigate why technological advances are causing us to retreat.

He speculates that this is why many people, including those with no religious affiliation, appear to be turning to yoga, meditation, or silent retreats. So, these aren't New Age fads. These aren't so much New Age fads as they are ways to rediscover the wisdom of a bygone era. Observing a "Internet Sabbath"—turning off online connections from Friday night to Monday morning—highlights how desperate many of us are to unplug and bring stillness into our lives.

The book portrays the story of why so many people have found richness in stillness, from Marcel Proust to Mahatma Gandhi to Emily Dickinson. Finally, Iyer demonstrates that, in this age of constant motion and interconnection, staying in one place may be a more exciting prospect and a greater necessity than ever before.

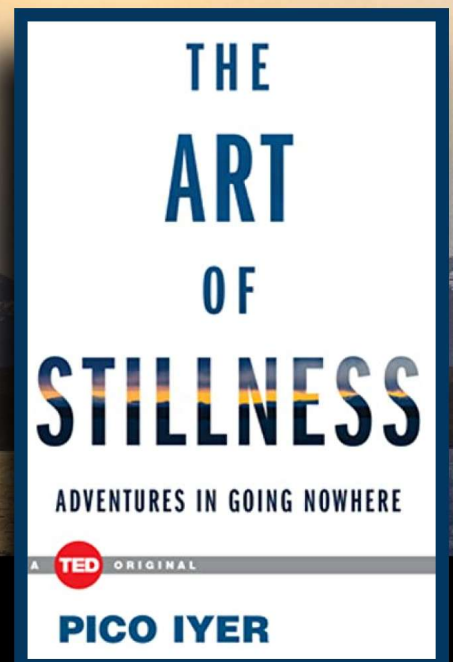
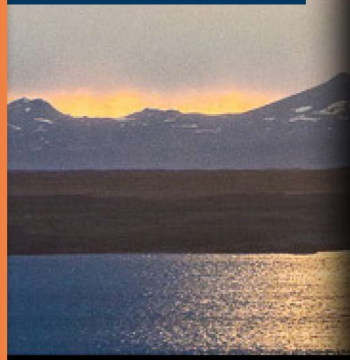
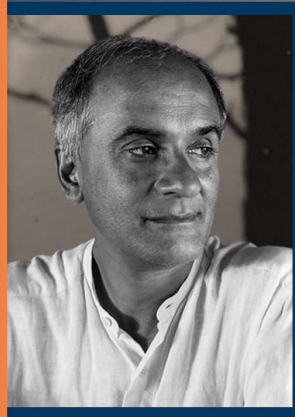
The key message:

When we go to a place of real quiet, we gather direction and refresh our lives with new energy, perspective, and joy. Many writers and spiritual practitioners who have pursued stillness were rewarded with lasting insights. You needn't be intimidated by the idea of practicing stillness – even just a few minutes of sitting quietly every day can help you feel more present in your life.

“At some point, at the horientat trips in the world stop compensating for the need to go deep, into somewhere challenging and unexpected; movement makes most sense when grounded in stillness.

In an age of speed, I began to think, nothing could be more invigorating than going slow. in an age of distraction, nothing could feel more luxurious than paying attention. And in an age of constant movement, nothing is more urgent than sitting still.

”



Source-Eydís Einarsdóttir - THE ART OF STILLNESS

# MEET A PARTNER



**SHRUTI AMBEGAOKER**

EXPERTISE:

**ORGANIZATION  
DIAGNOSTICS** TALENT ASSESSMENT,  
ENGAGEMENT & DEVELOPMENT

**ORGANIZATION DESIGN**

**PERFORMANCE MANAGEMENT**

**CULTURE BUILDING**

**FACILITATION**

Talks about #healthtech, #leadership,  
#accelerator, #fundraising, and  
#fintechstartup

## SHRUTI AMBEGAOKER

Partner, CORe Creators India

### About

Based in our Mumbai office, Shruti leads client engagements across diverse industry segments and anchors product development for our consulting practices.

Shruti is passionate about helping organizations develop sustainably by embedding structure, talent, systems, culture capabilities and uses ToPTM facilitation & co-creation methodologies to involve clients in building these capabilities. She believes people are the key differentiator for an organization and enjoys supporting them develop personally and professionally through coaching and other talent development interventions.

Shruti has over 22 years consulting, advisory, facilitation, organization development and governance experience in India and Asia Pacific. Shruti works with clients across diverse industries to co-create & implement structures and systems to build organization and talent capabilities to enable the organization to achieve its growth aspirations.

Prior to joining CORe Creators, Shruti has worked for two international consulting firms leading their office practices in Mumbai and headed organization development & governance for a leading fast-moving Indian multinational consumer products company.

“I believe organisations grow when people and organisations have a symbiotic relationship. This relationship is fostered when the organisation’s environment and culture enables its people to bring out their best, which in turn, contributes to the growth and development of the enterprise. I am passionate about creating this relationship between people and organisations.

I work with organisations to help co-create such an environment and culture by embedding structure, talent management & development systems, and culture capabilities using ToP facilitation & co-creation methodologies. And I enjoy working with people to help them develop personally and professionally through coaching and other talent development interventions”

## वर्तमान दशक में व्यापारिक विषमताएं एवं सुझाव

आर.एल.काबरा  
CA



लोकडाउन एवं कोरोना जैसी महामारी ने पुरे विश्व की अर्थव्यवस्था बिगाड़ दी और इससे भारत अछूता नहीं रहा। भारत की दो डेसिमल GDP ग्रोथ अब घट कर शून्य से दो प्रतिशत के बीच आंकी जा रही है। लोकडाउन के बाद मजदुर का नहीं मिलना तथा स्माल ट्रेड्स का अस्थिर भविष्य जैसे घटनाकर्म इस महामारी के बाद होने की सम्भावना है। देखना यह है की सरकार के एक्शन प्लान एवं छोटे बड़े उद्योगों को संजीवनी राहत देने के बावजूद हम सभी को नए अवसर खोजने के लिए तैयार रहकर अपने आपको एडजस्ट करना भी सीखना होगा। माहेश्वरी समाज देश की अर्थ व्यवस्था में हमेशा महत्वपूर्ण भूमिका निभाता आया है अतः इस लेख के जरिये आइये समझे की इस विपदा के समय कैसे अवसर ढूँढ कर इस महामारी के पश्चात् आने वाले समय का हम मुकाबला कर सके।

यह तो समय ही बताएगा की लोकडाउन 20 अप्रैल 2020 से आंशिक एवं 4 मई 2020 से पूरी तरह से खुलने के बाद क्या अर्थव्यवस्था पटरी पर लौटेगी तथा किस तरह की परेशानियां बढ़ेंगी। व्यवसाय करने वालों को दुकान का किराया और काम करने वाले वर्कर्स की सैलरी तथा पेमेंट करना पड़ रहा है, जबकि बिजनेस ठप्प हो गया है तथा छोटे ट्रेडर्स की कमर टूट गई है। लोकडाउन खुलने के बाद भी लोग जरूरत के सामान पहले खरीदेंगे तथा इलेक्ट्रॉनिक सामान, कपड़े, फर्नीचर, ड्राई फूड्स, मकान, मनोरंजन, प्लेजर ट्रीप, विदेश यात्रा एवं लक्जरी समान को खरीदने की महत्वता कम देंगे एवं इस अगले वर्ष के लिए टाल देंगे। इससे सीधा अर्थव्यवस्था पर प्रभाव पड़ेगा। जैसे की आप को विधित होगा कि सिर्फ भारत में ही लोक डाउन के प्रथम चरण में आठ लाख करोड़ रुपयों का घाटा अनुमानित है एवं आज के समय किसी को भी इसकी गहराई तथा थमने का अंदाजा नहीं है। आइए निम्न बिंदुओं पर ध्यान दें:

1) अभी तक आपने अपने व्यवसाय एवं उद्योग को चालू करने की प्लानिंग कर ली होगी। सोचना तो यह है कि इस महामारी के पश्चात हम कैसे व्यवसाय को मजबूत एवं तीव्रता से नई ऊंचाइयों पर ले जाएंगे यह समय शायद चिरकाल तक याद रहेगा और इससे हमें काफी कुछ सीखने को मिलेगा जो शायद हमारे जीवन को अलग ही मोड़ पर ले जाएगा। बिजनेस को जारी रखने के लिए आपका इंटरनल एवं बाहरी चैलेन्जो का आंकलन करना होगा तथा Liquidity को ध्यान में रखते हुये स्टाफ, कर्मचारियों, ग्राहकों एवं उत्पाद की पॉलिसी तय करनी होगी। यदि जरूरत पड़े तो आपको वेतन एवं किराये में कटौती तथा खर्च में किरायात करनी होगी। स्थिति सुधरने में एवं गाड़ी पटरी पर आने के लिए शायद यह वर्ष निकल जाये। उदाहरणतः बीग बाजार एवं फ्यूचर ग्रुप ने यह सोचना चालू कर दिया है कि कैसे उनके रेन्ट के खर्चों में कटौती होवे जहां पूरे देश भर में उनके करीबन 1700 स्टोर है तथा लगभग 1500 करोड़ रुपये का किराया देते हैं।

2) महामारी से भारत का लगभग काफी एक्सपोर्ट प्रभावित हुआ है तथा अब आपके उद्योग में मार्केट का बदलाव आयेगा। जहां तक हो सके आप अपना माल देश में ही बेचकर आत्मनिर्भर बनें। महामारी की समाप्ति पर आपको हर तरह की सोच रखकर अपने बिजनेस मॉडल तैयार करने होंगे तथा आपको अपने तजुबे, अपने निवेशको, आप ही के बराबर उद्योग की, समाज की, राष्ट्र की एवं विश्व में हो रहे परिवर्तनों की सँज्ञावाना लेनी होगी। यह जरूर सच है की लोकडाउन के कारण कई समस्याओं का सामना करना पड़ रहा है लेकिन इसके समाप्ति के पश्चात आपकी ऑफिस कार्यप्रणाली शिक्षा स्वास्थ्य एवं बिजनेस मॉडल गेम चेंजर साबित हो सकते हैं अतः आपको समय अनुसार कदम उठाना है।

यह जरूर सच है की लोकडाउन के कारण कई समस्याओं का सामना करना पड़ रहा है लेकिन इसके समाप्ति के पश्चात आपकी ऑफिस कार्यप्रणाली शिक्षा स्वास्थ्य एवं बिजनेस मॉडल गेम चेंजर साबित हो सकते हैं अतः आपको समय अनुसार कदम उठाना है।

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3) आपको अपने ग्राहकों को कुछ हटकर आकर्षित करना होगा जैसे कि आपके माल की कीमत सबसे कम है या आप उसी कीमत में कुछ वैल्यू एडिशन कर रहे हैं जैसे कि किराना व्यापारी उसी कीमत पर दुकान की जगह घर पर फ्री डिलीवरी दे सकते हैं या प्रोफेशनल अपनी रेगुलर सेवाओं के साथ कुछ नई सेवाएं किरायाती कीमतों पर देवे या आइसक्रीम कंपनियां अपना बिजनेस चेंज करके दूध वितरण का कार्य तथा घर पर फ्री डिलीवरी दें। आप अपना व्यवसाय एवं सप्लाय चेंज को डिजिटल प्रणाली से जोड़ें।

4) ऐसा मानना है कि विश्व मंदी के बावजूद भी भारत महामारी के बाद सबसे तेजी से विकास करेगा, सरकार की सकारात्मक सोच को देखते हुए कुछ विकशित देशो ने अपना मैनुफैक्चरिंग बेश चाईना से हटाकर भारत में लगाने की सोच रखी है, इससे प्रधान मंत्री के पांच ट्रिलियन इकोनॉमी की सोच में यह कदम एक मिल का पत्थर साबित होगा।

भारत की सीमाओं से लगे दूसरे देशों का निवेश अब सरकारी मंजूरी मिलने पर ही संभव होगा। सरकार ने अपने एक्शन प्लान में उद्योगों के लिए कई तरह के कदम उठाये है, बैंको को कुछ हद तक कंपनियों के वर्किंग केपिटल पर ब्याज कम करना, प्रोविडेंस फण्ड सरकारी मदद से जमा करना, लोन इंस्टालमेंट एवं ब्याज को आगे बढ़ाना नई इंडस्ट्रीज को बढ़ावा जैसे कई फायदे कम्पनियां ले सकती है अतः आप सोचे एवं सलाह करे की क्या आप भी अपने बिजनेस में इसका फायदा ले सकते है।

5) आपको जानकर यह ताजुब होगा कई विश्व मंदी से अमेरिका में अपने लिए बैंको के लोन अथवा निवेश में काफी नुकसान हुआ है जो और भी बढ़ने कई सम्भावना है।

भारतीय बैंको में भी आने वाले समय में दिये गये ऋणों को समय पर नहीं चुकाने से NPA बढ़ने की सम्भावना है। देखना यह है कई आप ऐसी परिस्थिति में नहीं उलझे

निष्कर्ष -

आप यह मान के चलिये की महामारी एवं लोकडाउन की समाप्ति के पश्चात् आर्थिक मंदी तो है ही और कल क्या होगा यह कहना मुश्किल है। किसी ने ऐसा समय आज तक नहीं देखा है। आपदा है, परिवर्तन होगा लेकिन मायूसी की बात नहीं है। हमें स्थितियों को स्वीकार करना होगा। चिंता मुक्त रहकर ही हल खोजे जा सकते हैं। वर्तमान परिस्थितियों को देखते हुए मैं तो समाज बंधुओ को यही राय दूंगा कि कुछ कार्यों में जैसे कि विदेश यात्रा, बाहर खाना, अनावश्यक यात्रा, सोशल डिस्टेंस, मास्क का इस्तेमाल, भीड़-भाड़ से बचना इत्यादि से सावधानी बरतें। यह सोचे कि व्यवसाय के लिए एक नया मोड़ आया है और इसमें क्या अवसर मिल सकते हैं ताकि आप देश, समाज एवं अपने परायों की देखभाल करते हुए भी नई ऊंचाइयों पर पहुंच सके। कुछ समय के लिए अपनी तरल पूंजी बनाये रखें। वेतन भोगी लोग रोजगार के नए तरीकों में ढलने की सोच बनाये जैसे कि वर्क फ्रॉम होम, डिजिटल व्यवस्था तथा मित व्ययी रहे। आगे पीछे अवसर हमारी तरफ जरूर आयेगे, इसी आशा के साथ अभी हाल फिलहाल आप घर पर रहें, सुरक्षित रहे एवं सरकारी आदेशों की पालना करें। जयमहेश



ENGAGING WITH TALENT

# Embedding Co-created Values

# MENTOR FOR YOU



Watch the full video here - <https://www.youtube.com/watch?v=z3cbqexuujj>



- High variability in behaviours of the leadership team
- Identity of the organisation is unclear

## BUSINESS CHALLENGE



- Diagnostic**
  - 1-1 conversations with diverse stakeholders
  - Team responses to the Value Dynamics Diagnostic
- Co-creation Workshop**
  - With Senior Leaders
- Implementation Support**
  - Partnering in review & re-design of organisations systems, processes & structures
  - Assessment of the practice of values through periodic feedback.

## OUR APPROACH



- Shared clarity & ownership of organisational values
- Experience of organisational values "Engaging with Talent". Structure & Roles and

## THE OUTCOMES

The culture of an organisation can be its competitive advantage if it helps channelise energies of the team for business delivery. It takes conscious effort to build the culture of an organisation that determines and defines the identity of an organisation. A shared set of values that are entrenched within the organisation creates the culture of an organisation. This is the focus of "Embedding Co-Created Values"

**"Embedding Co-Created Values"** is one dimension of the element "Engaging with Talent". mentor-bi Consultants partner with you to build this or the other dimensions - Structure & Roles and Responsibilities Clarity, Enhancing Effectiveness of Selection & Induction Processes, Enabling HR Policies. Effective Remuneration Approach. Institutionalising Talent Development. Embedding Employee Recognition & Enhancing Leadership Team Effectiveness of Engaging with Talent and strengthen any of the other 4 elements relevant to your business.



In a world defined by constant disruption, there is a growing need to impact business on multiple dimensions to ensure sustainable growth. No one person has all the answers. In this context, it becomes imperative for leaders to leverage the wisdom of many to find the solutions. It is this expertise of that mentor-bi consultants bring to partner businesses & leaders to deliver the required business impact. We call it “Co-creating Business Impact”.

## Co-Creating Business Impact

Contact Us  
[info@ecovisrkca.com](mailto:info@ecovisrkca.com)

Website  
<https://ecovisrkca.com/>

# OUR VISION

mentor-bi is an offering developed by two international consulting firms that have consulted with well-known organisations. Each firm brings expertise in building key elements that strengthen an organisation's DNA for growing sustainably. The offerings are built on strong frameworks & technologies that help co-create business impact with ownership of the organisation team.

## Our offerings



Strategy & Performance Consulting



Onshore & Offshore Advisory



Legal Risk & IPR Practice



Business Support & Financial Reporting



Litigation, GRC Transaction Advisory



Financial & Capital Services



Digital Transformations



Cross Border & Merchant Banking Advice