

Gecco Pte. Ltd.

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The Company

Gecco Pte. Ltd. is a business and management consulting company. Established in 2008 in Singapore, project work is focusing on, but is not limited to, the financial services industry.

Gecco Pte. Ltd. offers services based on the clients' needs to regularly reassess and evolve their strategic goals, develop their human capital, and to continually improve their businesses and processes to remain successful in a challenging and dynamic environment.

Thanks to profound international experience, Gecco is able to add value in a range of areas, such as Business Consulting, Project Management, Change Management, Leadership Development, Coaching, and Mediation.

The Management

Dr. Beatrice Herrmann

Managing Director and Owner

Dr. Beatrice Herrmann has been working in the consulting industry for more than 15 years. She has worked across multiple jurisdictions (Switzerland, Germany, Asia, Australia).

Starting her career, she focused on the field of change management while working for Accenture, a global management, consulting, and technology services company. Throughout her career, she continued to consult companies and developed new business relationships in the financial and hospitality industry, adding value for her clients through her broad experience as a project manager, business consultant, and advisor. She also offers coaching sessions, leadership development programs and mediation sessions to individual and corporate clients.

She has managed very diverse projects throughout the financial industry. Recent projects include a business impact assessment, analysing the differences between the core banking platform used by a private bank in Europe and the current platform in APAC; the complete review of high tax risk client accounts for an international bank; setting up and running the program management office for an IT and processes hubbing project as well as setting up a training program for client facing staff based on regulatory requirements.

Dr. Beatrice Herrmann holds a doctoral degree (PhD) from the University of Berne, Switzerland, is a certified professional coach (NeuroLeadership Group) and an associate mediator with the Singapore Mediation Centre.

She speaks English and German fluently and is able to communicate in French and Spanish.

Roland C. Moser, CFA, FRM, PMP

Managing Director

Roland Moser is a hands-on generalist with broad know-how and 20 years of experience in the financial industry (banking, asset management, hedge funds). He has worked across multiple jurisdictions and cultures (Switzerland, Asia, U.S., offshore domiciles) and has more than 10 years experience in senior roles as member of top management.

During his career, he covered a broad range of functions, spanning from operations, compliance, risk management, and finance all the way to general management and strategy setting. He coordinated and managed internal and external service providers and cross-cultural teams across multiple locations.

He successfully led, managed, and contributed to various interdisciplinary projects, such as the design and implementation of strategy, structure, and procedures for a listed investment company, the build-up and relocation of an investment adviser's accounting function from the U.S. to Singapore, the re-engineering of the fund operations of a Singaporean asset manager, the overhaul of the compliance program of a U.S. investment adviser to comply with U.S., Singaporean, and Cayman regulations, the coordination of a complex sales transaction of a single-manager hedge fund business, and the wind-down of the operations and the liquidation of a Singapore based management company.

Roland Moser holds a BBA (major: Financial Reporting and Accounting) from the University of Applied Sciences, School of Business and Administration, Berne, Switzerland. He is a Chartered Financial Analyst Charterholder (CFA), a certified Financial Risk Manager (FRM), and holds the Project Management Professional (PMP) credential.

He speaks English and German fluently and is able to communicate in French.

The Services

Gecco Pte. Ltd. offers services based on the clients' needs to regularly reassess and develop their strategic goals and to continually improve their businesses and processes to remain successful in a challenging and dynamic environment. This requires them to equip their employees and management with all necessary skills. Thanks to profound international experience, Gecco is able to offer value in the following areas:

- Business Consulting
- Project Management
- Change Management
- Leadership Development & Coaching
- Mediation

Business Consulting

Gecco offers profound knowledge as well as a very good understanding of the international banking and hospitality industries and their processes. Through a thorough analysis of the existing processes and current or potential obstacles as well as through asking the right questions and knowledge of industry best practices, many issues can be tackled within a relatively short timeframe. This can be achieved by presenting a clear overview of process disruptions and issues at hand, facilitating goal oriented discussions with all stakeholders and identifying alternative solutions.

- Business & Process Analysis
- Organizational Design
- Operational Improvement
- Risk Identification & Issue Management
- Solution Assessment and Validation
- Strategic Planning

Project Management

Project management continues where business consulting finishes in terms of bringing the concepts defined into action. This is an essential step, which is frequently overlooked or ignored, often due to lack of time and resources. Thanks to the long experience in project management, Gecco is in a position to offer excellent support for complex, international projects, even taking the role of ad interim project manager, if desired.

Project management is not only about the right tools and methods, such as project reports, issue lists, and regular team meetings. It first and foremost requires very good communication and relationship management skills as well as a deep desire to work closely with people.

- Project Planning & Goal Setting
- Requirements Analysis & Planning
- Project Management
- Project Reporting, Monitoring & Controlling
- Project Leadership

Change Management

Change management deals with all aspects of helping people deal with change and therefore developing an organization from the present into a new desired state. Gecco has extensive experience within this field, starting with raising awareness about the change, involving all stakeholders and getting their understanding, acceptance, and commitment. This process is supported by creating comprehensive and focused training and communication plans as well as implementing such plans while creating the necessary materials to really make the change happen, in reality and in the minds of people.

- Stakeholder Analysis and Sponsoring Cascades
- Organizational Development
- Training & Communication Concepts
- Training & Communication Planning
- Development of Materials
- Education and Training

Leadership Development & Coaching

Leadership Development must go hand in hand with change management. Not only do leaders need as much support as their personnel in order to deal with a new environment and a changed strategy, they need to be able to help their employees adjust quickly as well. In addition, leaders are often forced to take decisions based on insufficient information.

Gecco can act as a sparring partner for leaders in their current role and development or offer coaching support to enhance the quality of necessary capabilities, such as decision making skills, personal, emotional, and social skills. With its international experience, Gecco is also in a position to advise on and build up cultural skills in diverse environments, helping leaders adjust and enable them in a foreign culture.

- Leadership Development
- Team Building & Motivation
- Coaching
- Cultural Development

Mediation

Mediation is an effective way of conflict resolution, offering the parties involved a high degree of participation and involvement and therefore the feeling of control over the process and the outcome. This method works with a low level of external intrusion, making the process minimally invasive. A neutral third party is required to facilitate the process with the intention of guiding the parties to finding an amicable solution.

- Conflict Resolution
- Structured Process
- Private & Confidential
- Efficient and Sustainable Solutions
- Improved Team Dynamics

The Interdependencies

Although these areas can and often need to be improved independently, the Gecco philosophy strongly suggests looking at them as interdependent topics, which influence each other.

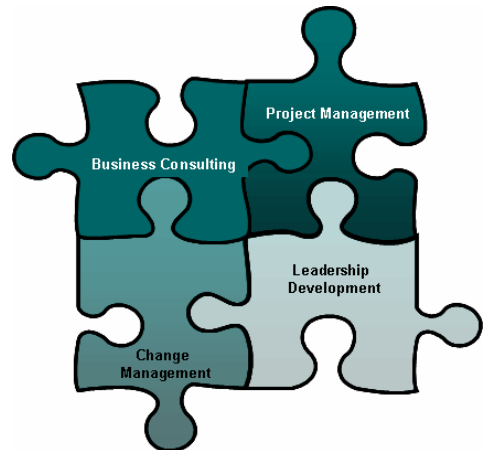
Business Consulting offers the basis to identify the strategic focus, issues, and areas for improvement in a whole organization or business area.

Project Management facilitates the implementation of improvement and change through the right tools and measures, taking all aspects and stakeholders into consideration.

No project can be successful without the right amount of *Change Management* in place, as people are naturally averse to change and need the right amount of guidance and support to deal with it.

Finally, for any company to be successful, its leaders must be equipped with the right tools and mindset, making *Leadership Development* an essential part of success.

In any human interaction, conflict will naturally occur and require appropriate resolution. Especially in a fast paced business environment, where efficient problem solving is essential, *Mediation* can offer an effective way to resolve issues.



Contact us now!

If you are interested to learn how Gecco can help your organization to develop and improve, if you require some external expertise, or simply need the time to implement change or to drive a project, please do not hesitate to contact us.

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