

transformeus

TRANSFORMATIONAL STRATEGIES

gigthree
Consult

IVAS
INTEGRATED VISIONS FOR
ADMINISTRATIVE SERVICES

COMPANY PROFILE

Excellence by design. Results by discipline.



TABLE OF CONTENTS

03

WE
PROMISE

06

VISION
MISSION
PURPOSE

07

WHO
WE ARE

10

WHERE
WE WANT
TO IMPACT

11

OUR
PERFORMANCE
DASHBOARD

12

WHAT
WE DO

14

SPECIALIZED
SERVICES
& SECTORS

16

OUR
ENTERPRISE
VALUE MODEL

17

SUCCESS
STORIES

20

OUR
CUSTOMERS

22

WE ARE
MEMBERS OF

23

OUR
SENIOR
TEAM

WE PROMISE

Precision In. Impact Out.

Excellence by design, results by discipline.
We turn precision into excellence and excellence
into sustainable resilient growth, delivered
efficiently and in full compliance.



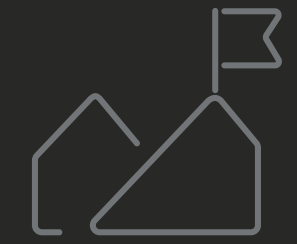
Our method, distilled



Precision:
right targets, no
waste

Patience:
cadence over
chaos

Perseverance:
finish what we
start



Perception:
facts before fixes

Professionalism:
ethics, governance,
craft

Passion: energy
that sustains

Efficient, compliant and sustainable results

POSITIONING

Lebanon born, GCC and MENA focused, We build durable performance that shows up in the numbers, faster time to value, higher efficiency, resilient operations, and audit-ready compliance.



VISION | MISSION | PURPOSE



MISSION

We design and deliver practical strategies, operating models, and capability-building that improve growth, efficiency, and compliance. Leveraging our multi-entity system and partner network, we execute with professionalism and cadence, measure results transparently, and embed resilience and sustainability so improvements last.



VISION

To be the MENA reference firm for outcome-driven transformation, recognized for precision, excellence, and professionalism that compound value across sectors & partnerships.



PURPOSE

We exist to turn precision into measurable progress building resilient sustainable growth for organizations in Lebanon, the GCC, and the MENA region, delivered efficiently and in full compliance.

WHO WE ARE

transformeus - LEBANON TRANSFORMATIONAL STRATEGIES

Lebanon-based, multi-entity consulting firm turning strategy into measurable results across the GCC and the MENA region.

We deploy our proprietary GUIDE & CRAFT method to build operating models, embed financial transparency and controls, and accelerate growth - delivering faster time-to-value, on-time and on-budget execution with audit-ready outcomes.



WHO WE ARE

gigthree - UAE
Consult

Innovation and knowledge management partner designing impact-driven solutions for non profits, public institutions, and mission-led firms across 20+ countries. Three practices: Public Policy & Management, Organizational Learning & Development, and Innovation & Technology Integration translate evidence-based insight into fit-for-purpose action plans and durable capabilities.



WHO WE ARE



Management and implementation boutique serving donors, government programs, BSOs, NGOs, and private clients. We deliver end-to-end program design and PMO, organizational development and capacity building, financial controls (SoD, procurement), and practical digital and process upgrades: bilingual, compliance-aligned, and KPI-driven.



Where we want to IMPACT



g



**PRIVATE
SECTOR**

>200
customers in the
past three years.

**STARTUPS
SUPPORTED**

58 startups
supported moving
from pre to post
revenue stages.

**SECTORS
SERVED**

- . Agro-Industry
- . Chemicals
- . Services
- . Tourism
- . Humanitarian & Development Aid

**NGOs
PARTNERED
WITH**

**25 NGOs
Supported**
in different sectors.

**NUMBER OF
TRAINEES
REACHED**

>1000
entrepreneurs
reached over three
years covering the
Arab region.

**GLOBAL &
REGIONAL
PROGRAMS**

With a national
focus in Lebanon
and Jordan.

TRAININGS

>600
. Workshops
. Training sessions
. Coaching sessions

**GROWTH
REVENUE**

%45 increase
Year on year
starting 2022.

OUR PERFORMANCE DASHBOARD

WHAT WE DO

Practices & Offerings

- **Economic Growth and Competitiveness**
 - Business development and market access
 - Export readiness and internationalization.
- **Sustainability, Water and Energy Efficiency**
 - Resource efficiency audits with costed actions.
 - Circular economy and environmental monitoring.
- **Organizational Excellence and Digital Transformation**
 - Value-chain development, organizational design and restructuring.
 - Quality & digital maturity.



WHAT WE DO

Practices & Offerings

■ **Entrepreneurship & Innovation Ecosystems**

- Incubation and acceleration programs, mentorship, training and access to finance.
- Ecosystem building and investment readiness for startups and SMEs.


■ **Monitoring, Evaluation & Social Impact**

- M&E systems for performance and accountability; impact assessments.
- Inclusive social programs (skills, gender equity, social cohesion).



SPECIALIZED SERVICES & SECTORS

SPECIALIZED CONSULTING SERVICES




Business Strategy & Market Expansion.




Program Design and Project Management.




Financial Planning, Investment Readiness, Capital Structuring.




Quality Management Excellence (EFQM, Baldrige, Kaplan BSC).



Development Aid Management.




Quality Management (ISO/GRI).



Organizational Design, Restructuring, Change Management.



HR Development, Training, Capacity Building.



ESG Advisory, Sustainability Reporting, Carbon Crediting.

SPECIALIZED SERVICES & SECTORS

Sectors We Serve

Agrifood & Agriculture

NGOs & Non-Profit
Organizations

Water & Environment

Industry & Manufacturing

Education

Cultural Industries

ICT & Digital Transformation

Banking & Finance

Retail & Consumer Goods

Renewable Energy

Logistics

Textiles & Apparel

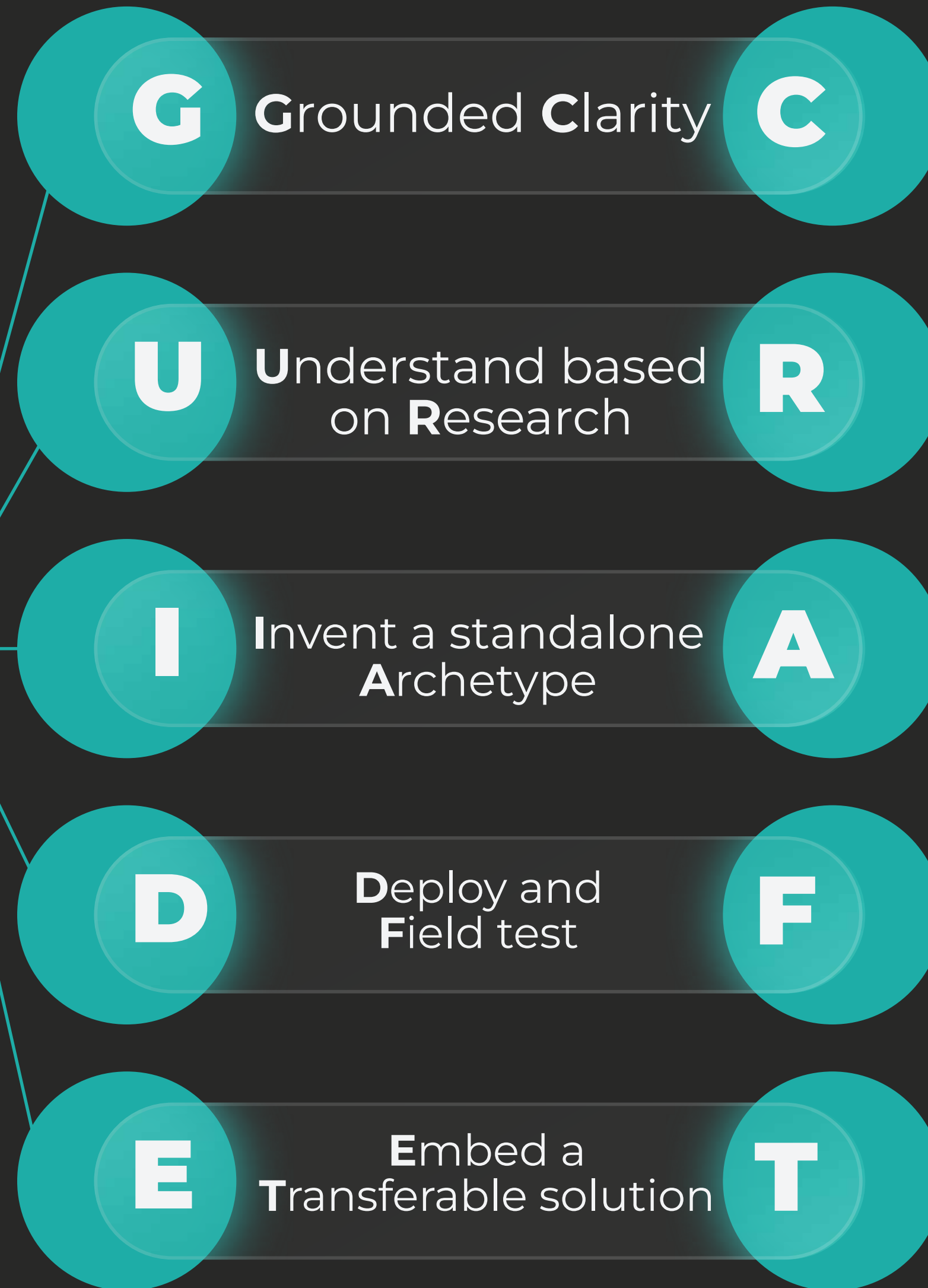
Tourism & Hospitality

Construction
& Infrastructure

Automotive, Chemicals
& Petrochemicals

OUR ENTERPRISE VALUE MODEL (EVM)

GUIDE & CRAFT



Align on the problem, value targets, scope, and access so every decision traces back to a shared definition of success.

Build an evidence-based baseline and “truths that matter” using interviews, data pulls, and rapid diagnostics.

Design a feasible, testable solution that can operate as a self-contained model before scaling.

Prove value in a controlled slice, measuring speed, quality, adoption, and compliance.

Transfer ownership with SOPs, dashboards, and governance so results persist beyond the project.

SUCCESS STORIES



UN ESCWA | ECAP Program

MENA Region

Designed and delivered a blended curriculum to support over 300 MSMEs across the Arab world through training and coaching sessions to enhance their growth and e-commerce capabilities.



UNIDO | Country Program Framework

Lebanon

Supported the Ministry of Industry to implement an Inclusive and Sustainable Industrial Sector Recovery and Development including Industrial Policy and Strategy; energy efficiency and circular economy; Agro-industry value chains and industrial zones; Competitiveness of Industrial SMEs; and Technical and Vocational Skills.



IFC (World Bank Group) | Care Arabia

Jordan

Equipped 60 nurseries with business development and scaling capabilities through targeted training and coaching for strategic focus and financial readiness.



SUCCESS STORIES



WE4F | Carbon Sequestration Strategy

Africa

Partnered with High Atlas Foundation to assess the afforestation, reforestation, and quantified capture potential, delivering Measurement Reporting Verification (MRV) certification and monetization roadmap to generate verified credits.



EBRD | SleepComfort Company

Lebanon – Qatar – Egypt

Implemented ISO 9001 QMS and factory restructuring, delivered export studies for the three countries with project outcomes of higher throughput, quality consistency, and audit-ready files.



BeryTech | Annahar Newspaper

Lebanon

Prepared the Go to Market strategy for the creation of an online end to end bilingual e-learning academy including the creation of a monetization plan and a tailored curriculum for a launch ready academy.

SUCCESS STORIES



WHH (Welt Hunger Hilfe) | Business Plan

Syria – Lebanon

Conducted two consecutive projects in Bekaa, Lebanon and Arfin Syria, to support the WHH foundation to map opportunities for the development of agricultural value chains, the establishment of agro-incubators, and enhance the livelihoods of farmers in the two communities.



NAMA & The Big Heart Foundation | Sharjah

Human Development Forum, UAE

Gigthree Consult ideated, planned, and coordinated a multi partner launch (The Big Heart Foundation, NAMA women advancement Establishment, and the University of Sharjah) of a professorship chair of Palestinian Studies by Her Highness Sheikha Jawaher Al Qasimi, an ensuing Center of Palestinian Studies, and a Palestine legacy fund for scholarships at an inaugural event in Sharjah in 2025.



EU | Euro Funding

Lebanon

Provided targeted financial, strategic, and technical support to agro-industry MSMEs to enhance their environmental sustainability and economic viability. This included strengthening financial management, improving resource efficiency, conducting on-site energy, water, and waste audits, performing ROI and payback modelling, and identifying suitable financing options.

OUR CUSTOMERS

International and Local Organizations



OUR CUSTOMERS

Private Sector Clients



WE ARE MEMBERS OF



CERTIFICATIONS



OUR SENIOR TEAM



Dr. MAURICE MOUAWAD
MANAGING PARTNER, TRANSFORMEUS

- *Transformeus Certified Management Consultant (ICMCI)*
- *PMP-certified*
- *EFQM Assessor*
- *15+ years leading strategy, MSME development, and digital transformation across MENA*



ZEINA ASFAR
MANAGING PARTNER, TRANSFORMEUS

- *Finance and management consultant with 20+ years of experience.*
- *Leads strategy and business planning*
- *Provides capacity-building for SMEs and innovators across MENA*



Dr. FARID KARAM
SENIOR WATER & ENVIRONMENTAL GOVERNANCE EXPERT

- *Water resources & environmental engineer with 35+ years across MENA*
- *Former Head of Sanitary Engineering Service at Lebanon's MoPH*
- *ISO 14000 & ISO 22000 internal auditor*
- *Led EU (ESFD) and USAID LWP water/wastewater programs*



DR. HANI R. SHAMMAH
SENIOR ADVISOR, SUSTAINABLE DEVELOPMENT & INVESTMENT

- *Economist-lawyer with 33+ years in destination development, corporate/project finance, and impact investing*
- *Former Head of Private Equity & Project Development at NBAD*
- *Founding CEO of Bloom Properties*
- *PhD in Economics & LL.M. from Columbia University*



BRIGITTE KHAIR MOUNTAIN
BUSINESS DEVELOPMENT LEAD, TRANSFORMEUS

- *Director, Gigthree Consult*
- *Development and communications leader with 27+ years across the UN, government, NGOs, and private sector*
- *AUB-trained in public health & nutrition*
- *Drives business development and partnerships*

CONTACT US

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Thank you
FOR GROWING WITH US

