



# Speed up your Performance

mgeworldwide  
WITH  
CPA ASSOCIATES INTERNATIONAL

Partenaire privilégié de  
**Level**  
Audit & Fiscal



# WHO ARE WE ?

FTHM Consulting was founded in 1994. Currently based in Antananarivo, Madagascar, it radiates across the Indian Ocean and Africa, with more than a quarter of a century serving performance in business and organizations.

The firm now offers a range of services dedicated to outsourcing, with the creation of a new structure, EQUATION, and its partnership with MGI Qualex

FTHM Consulting assists companies, institutions, and organizations with a wide range of added value services throughout their lives.

A team of 100 professional consultants is ready to serve you.

Our skills are reinforced through our network of domestic and overseas partners.

FTHM Group has currently offices in Madagascar, Mauritius, France, Comoros, Ivory Coast and soon in Cameroon.

## Quality requirement

The FTHM Group's mission is to provide clients with high quality services based on international professional standards. FTHM and Equation and our partner MGI Qualex are ISO 9001:2015 certified.

Our quality concept can be summarized in three words:

- Listening;
- Commitment;
- Results

FTHM Consulting wants to bring its expertise effectively to all its clients and ensure their complete satisfaction.

All of our activities are geared towards meeting our clients' and partners' expectations.

Our partner MGI Qualex is part of the MGI Worldwide network. MGI Worldwide is an international network of independent audit, tax, accounting and consulting firms. For more information, visit [www.mgiworldwide.com](http://www.mgiworldwide.com).



## CONSULTING



- Financial engineering
- Economic Research
- Financial engineering
- Information system
- Humans Resources
- Interim management
- Accounting and financial audit partnership with Qualex)



## OUTSOURCING



- Human Ressources BPO (Equation)
- ACCOUNTING BPO (Qualex)



SPECIALIZED COACHING  
FOR EACH MANAGEMENT LEVEL

## Our expertise

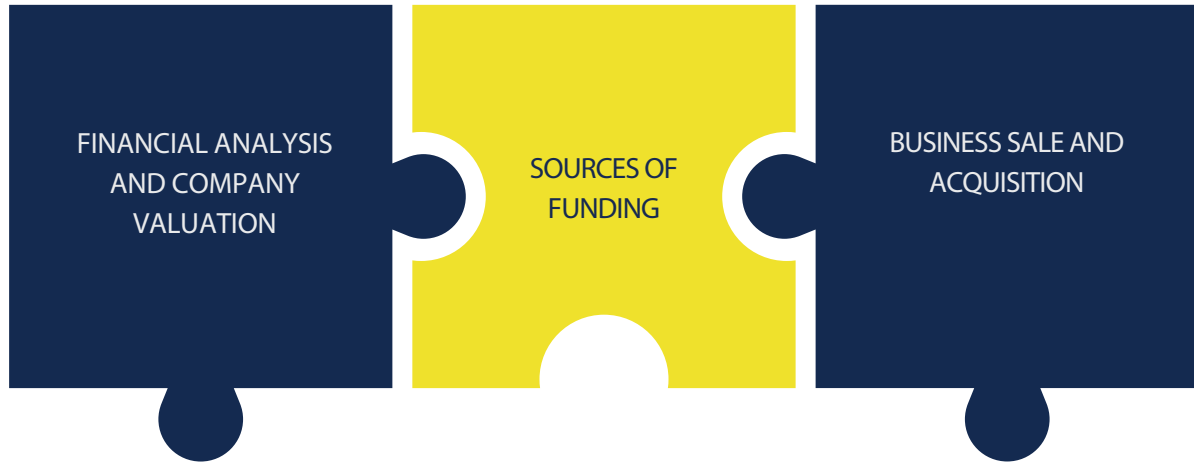
- Audit and strategic planning (diagnosis, workshop, technical assistance, etc.)
- Audit and institutional development (institutional, organizational and individual capacity building, technical assistance, etc.)
- Operational audit and organizational and/or individual capacity building (needs assessment, development of capacity building plans, conducting capacity building, etc.)
- Development of key organizational documents (operational manual, procedures manual, etc.)
- Support in process optimization (implementation of a quality approach, adoption of the Lean Six Sigma method, reformulation of procedures, etc.)



## ECONOMIC RESEARCH PROPOSED BY FT HM

### Our expertise

- Economic and sectoral studies (industry analysis, value chain studies, etc.)
- Market research and feasibility research (development and/or extension of services, opening of new agencies, institutionalization and formalization of fund management, etc.)
- Data collection and analysis (monographs, benchmarking, etc.)
- Design and/or management of development programs/projects (elaboration of program/project documents, execution, elaboration of ToR, support in the selection of service providers, etc.)
- Evaluation of development programs / projects (mid-term evaluation, final evaluation, ex-post evaluation)



SUPPORT FOR THE DEVELOPMENT OF ECONOMIC MODELS  
AND BUSINESS PLANS

## Our expertise

- Assistance for company mergers
- Financial analysis
- Company valuation
- Establishing the business plan
- Mergers and Acquisitions
- Legal, fiscal and patrimonial due diligence



SUPPORT FOR AN ADAPTED AND EVOLVING SOLUTION

## Our expertise

- Development of information technology master plans
- Producing user's specifications and expression of needs
- Assistance in implementation
- Assistance in user commissioning and starting new applications.
- Change management (user training)
- Information system audit
- Parameterization of information technology solutions

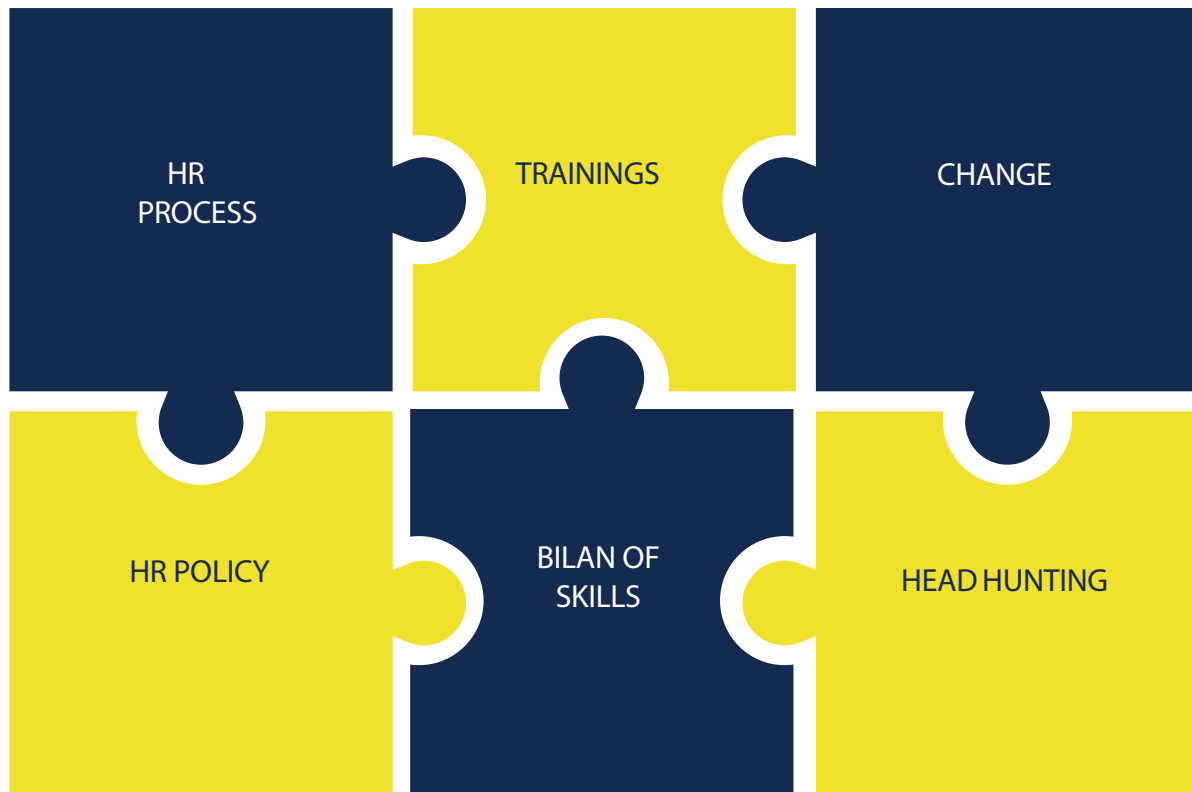


PROVISION EXPERIENCED RESOURCES THAT ARE OPERATIONAL RIGHT AWAY

## Our expertise

- In general management: provision an executive for a fixed or transition period (CEO, Manager, ...)
- In operational management: temporary provision staff resources in the firm's departments (CFO, Sales manager, Accountant, ...)





## INTERDEPENDENT COMPONENTS FOR OPTIMAL HR

FTHM Consulting engages with companies that want to get the most out of their human capital, and supports them in developing their skills.

### Our expertise

- HR diagnosis of the company and assistance in the implementation of HR processes: Evaluation process, establishment of training plans
- Benchmarking of remuneration
- Team evaluation and skills assessment
- Support in HR and GPEC policy
- Customized training and team coaching
- Development and implementation of HR tools
- Salary scale, internal regulations, DP elections...
- Support for change
- Recruitment of executives and managers.



FOR OPTIMUM COST AND TIME MANAGEMENT

## Our expertise

- Administrative management of the personnel (for the wage portage and optional for the outsourcing of the payroll)
- Payroll management
- Tax and social declarations



FOR OPTIMAL COST AND TIME MANAGEMENT

## MGI Qualex expertise

- Management of the accounting on behalf of third parties:
  - Bookkeeping
  - Inspecting account
  - Preparation of financial statements and returns ;
  - Administrative and financial management (establishment of transfer orders, direct debit).
- Accounting and financial audit

# A GROUP OF PROFESSIONAL TEAM READY TO SERVE YOU



Thierry RAJAONA  
Associate and Managing  
Partner

He has 30 years of experience in the banking sector (BPCE), industry (BOLLORE TECHNOLOGIES) and organization consulting (ACCENTURE).  
He has been working for multinational companies and international organizations both in Europe and Madagascar.  
He is graduated from HEC Business School in Paris, has a Master degree in banking and financial institutions management and a Master degree in International law.



Xavier MICHEL  
Managing Director

He has over 25 years of experience in finance and consulting in J8'rance, Mauritius and Madagascar (CIC, CCF-HSBC banks, Accenture Consulting and LOM Consulting). As a partner at FTHM Consulting, he has significant experiences in project management of development, optimization, and restructuring assignments.

His main expertise is in banking, mobile banking, microfinance, outsourcing and functional architecture. He holds a Master degree in Business law and Tax systems from the law school of Nancy II and a Master in Management and Administration from IAE of Nancy.



Alain Pierre Bernard  
Partner

He has over 30 years' professional experience in banking, strategy, organization, change management, governance, industry and international trade. He was a Trade Policy Advisor with the UNDP in Zambia, then with the UNDP Regional Center in Dakar, Senegal, before joining FTHM Consulting. He is a graduate statistician from the Institut de Statistiques de l'Université de Paris (ISUP). He also holds a degree in economic engineering from the Institut Français du Pétrole (IFP).



Fidelis RANDRIANIRINA  
Partner General Secretary

He has more than 20 years of professional experience in the financial and consulting sectors. He is an expert in corporate finance, banking, microfinance and inclusive finance, organization and project management. He is certified in Microfinance from the Frankfurt School of Finance and Management in Germany, and graduated from the Technical Institute of Banking (ITB) of the Centre de Formation de la Profession Bancaire in Paris, but also has a degree in Higher Studies in Business Administration (DHESAE) and a Higher Specialized Diploma in Business Administration (DSSAE) from the National Institute of Accounting Sciences and Business Administration (INSCAE) in Madagascar.



Marc-Henri BOUGER, graduated from the Ecole Supérieure de Gestion (ESG) of Paris and holder of a Master of Business Administration (M.B.A. – New York), has more than 30 years of experience in organization and strategy. After several years with major auditing and consulting firms (Ernst & Young, Deloitte, CGI), in France and Africa, he now supports companies in their transformation and organization projects, as well as in the evolution of their information systems.

He has worked mainly in the financial services sector (banking and insurance) and industry (pharmaceuticals, construction, gas and oil).

As a partner at FTHM Consulting, he is in charge of strategy and organization consulting activities.

Marc Henri BOUGER  
Partner

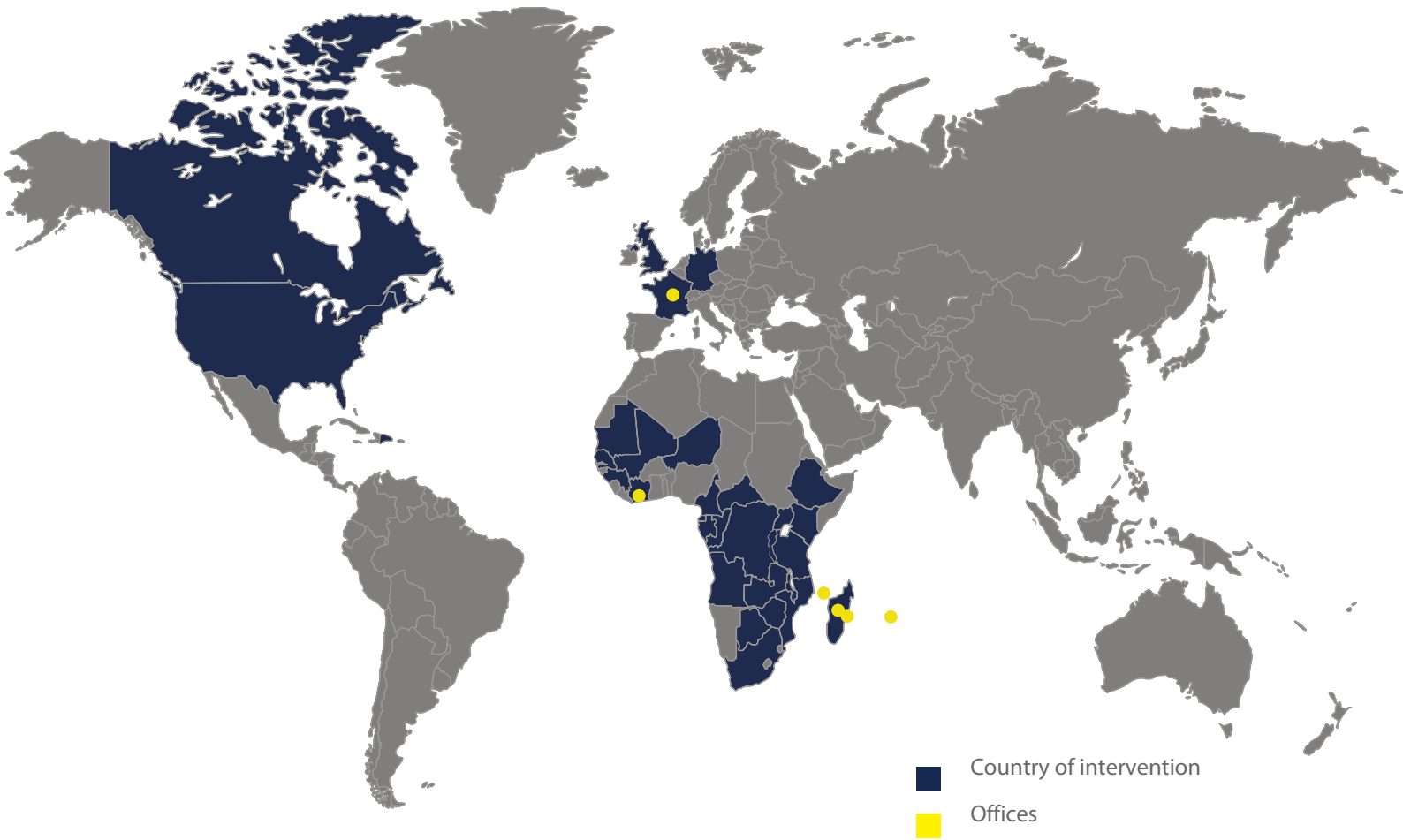
Our 7 departments organized by specialty and Multidisciplinary teams-projects :

- Strategy and Organization Consulting
- Corporate Finance Consulting
- Humans Resources Consulting
- Information Technology Consulting
- Interim Management
- Economic Research Consulting
- Humans Resources BPO

- Major business schools (INSCAE, ISCAM, HEC Paris, EM Lyon, New York University, Coventry University...);
- Major engineering schools (IFP, École Nationale de l'Informatique ENI Fianarantsoa, ISPM, École Centrale de Paris, École nationale d'Agronomie de Paris...);

Partenaire privilégié de

**Lexel**  
Juridique & Fiscal



## America

- Canada
- United States
- Haïti

## Europe

- United Kingdom
- Netherlands
- Germany
- France
- Switzerland

## Indian Ocean

- Comoros
- Mauritius
- Madagascar
- La Réunion
- Mayotte

## Africa

- |               |                |              |              |            |
|---------------|----------------|--------------|--------------|------------|
| • Congo       | • Angola       | • Mozambique | • Ethiopia   | • Gabon    |
| • Brazaville  | • Malawi       | • Tanzania   | • Kenya      | • Niger    |
| • Ivory Coast | • Zambia       | • Uganda     | • Zimbabwe   | • Senegal  |
| • Cameroon    | • South Africa | • Rwanda     | • Guinea     | • Djibouti |
| • RD Congo    | • Burundi      | • Mali       | • Mauritania | • Botswana |

# OUR PARTNERS

A network of domestic and international partners to provide extra specific know how :

- MGI Qualex, audit and accounting firm based in Madagascar
- LEXEL, based in Madagascar, specialized in legal and tax work.
- EXPERTISE FRANCE, an international technical expertise agency.
- ERNST AND YOUNG CONSEILS, one of the world's leading strategic consulting firms, No. 2 in auditing worldwide
- ICF INTERNATIONAL, based in the United States, specialized in air transport, tourism and airport management.
- CHEMONICS INTERNATIONAL, based in the United States, specialized in development.
- NATHAN ASSOCIATES, based in the United States, specialized in economic and financial studies and infrastructure privatization.
- PRICEWATERHOUSECOOPERS, specialized in audit, certification of accounts and consulting.
- HPC, based in Germany, specialized in the port sector, N°1 in Europe.
- GFA, based in Germany, specialized in socio-economic and environmental missions.
- MGI World wide, member of the MGI network.
- NODALIS CONSEIL, a consulting firm specializing in infrastructure, public services and cities in emerging and developing countries.





# MULTI-SECTOR REFERENCES

We have many references from all our lines of business . Leading firms in Africa and the Indian Ocean renew their trust in us on a regular basis, as do international organizations.

## Public Administration

Government of :



## Finance



## Energy and Mining



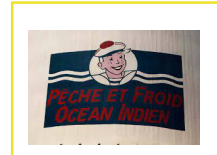
## Environment



## Customer Relationship Management (CRM)



## Industry



## International Institutions



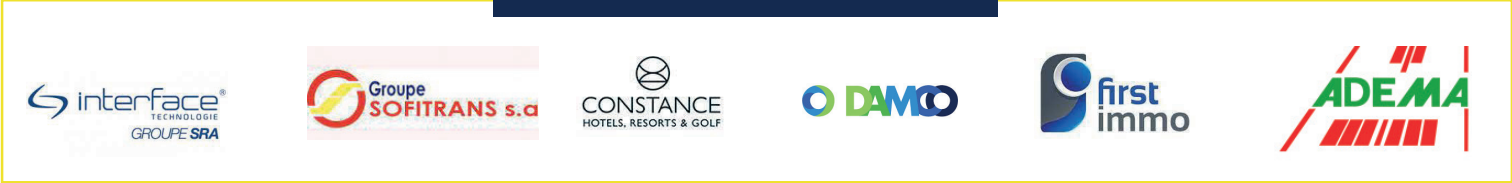
## Health



## International Solidarity



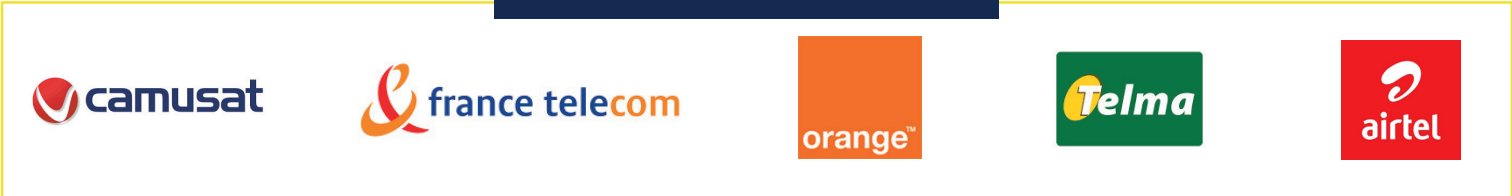
## Services



## Transport and logistics



## Telecommunication



## Media and communication



## Distribution





apiqa  
Group



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