



## **Institutional Presentation**

## About 3G

3G Consulting works along side controlling Shareholders, Administrative and Consultive Councils and Boards of Executive Directors, with a service portfolio that aims to enhance the performance of these governance entities, bringing solid, consistent and sustainable results for the organization.

The solutions offered cover issues related to the proper alignment of the Board's guidelines and the Executive Directors, having all parts focused on the organization's strategy, ensuring high performance and embedding management best practices.



Corporate  
Governance



Management &  
People



Management  
Consulting



Partnerships



## Our differentials

**Taylor made projects** for every company and its business. **We do not work with out of the shelf solutions.**

**Senior team**, with large experience in corporate environments, **who get directly involved** in all 3G's projects.

**Client proximity** and **market knowledge.**

**Follow up process** in all recommended actions, **transferring knowledge** to the company, so that it can carry on in an autonomous way.

All 3G conducted projects are underlined by an **strict non disclosure agreement.**





WE DO WHAT WE DO BECAUSE WE BELIEVE THAT THE CORPORATE GOVERNANCE GOOD PRACTICES CAN CONTRIBUTE TO CREATE THE PROPER ENVIRONMENT TO ACHIEVE CONSISTENT RESULTS, GENERATING WEALTH TO SHAREHOLDERS AND FOR THE CONTINUE DEVELOPMENT OF THE MANAGEMENT, EMPLOYEES AND FOR THE COMMUNITIES THAT INTERACT WITH THE COMPANY.



## Corporate Governance Implementation

One of Corporate Governance's biggest objectives is to ensure the **business continuity**.

Its tools should **enhance and bring to the relationship between Shareholders, family founder members and market professionals** principles, rules and criteria so that its dynamics are as **transparent and predictable as possible**.

Corporate Governance **help avoid and mitigate conflicts**, allowing the business to thrive.

It is important to evaluate the implementation impacts – benefits, challenges and costs – **to recommend the most adequate model for the company and its shareholders**.



# Products and Services



## Board Assessment

The Board Assessment tools aim to assess the actual efficiency of the Board, its contribution to the adoption of governance best practices, principles, values and the Code of Business Conduct, that add value to the organization and the results it objectives to achieve.

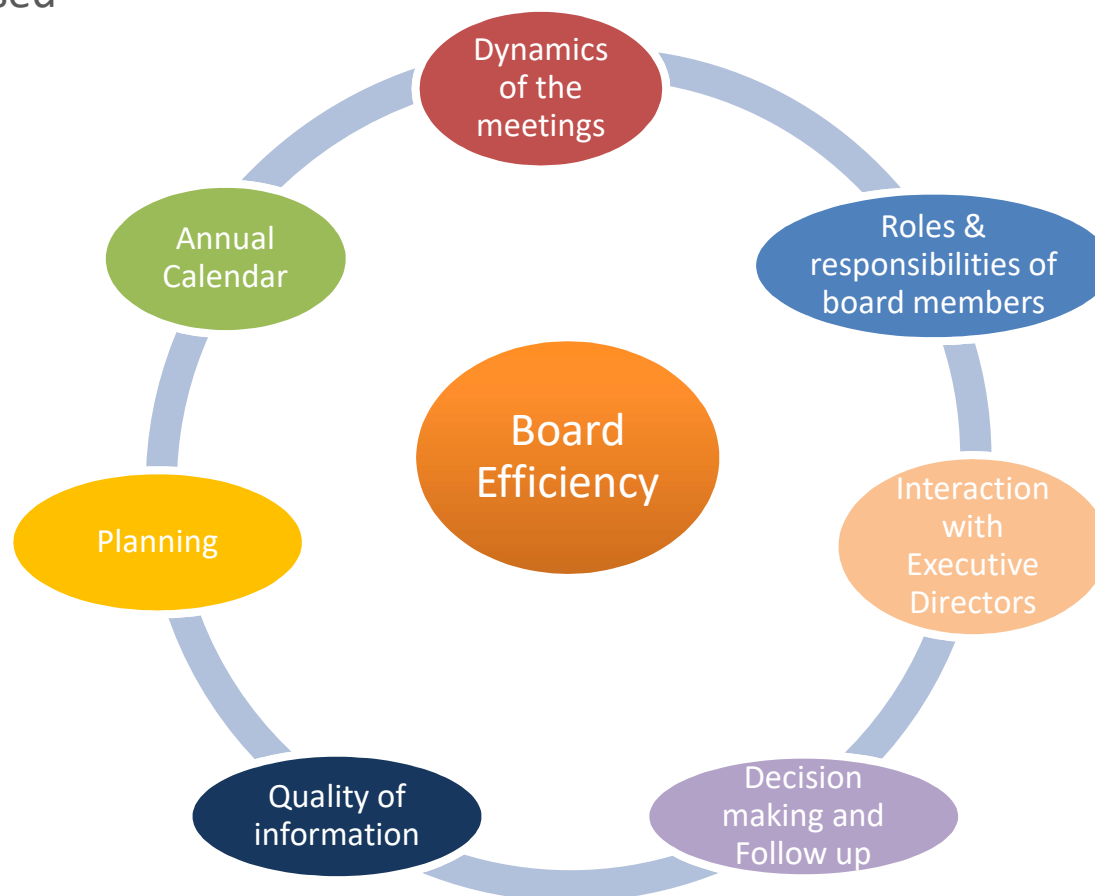
3G Consulting also assesses the CEO and the organization's managing directors, as a group or individually, providing the Shareholders and the Administrative Council a map of the executive's profile – competencies, soft and hard skills – allowing the evaluation of how well they fit in the organization and offering a recommendation report for further development.



## Board Assessment Dimensions

The board's efficiency is assessed in 7 dimensions.

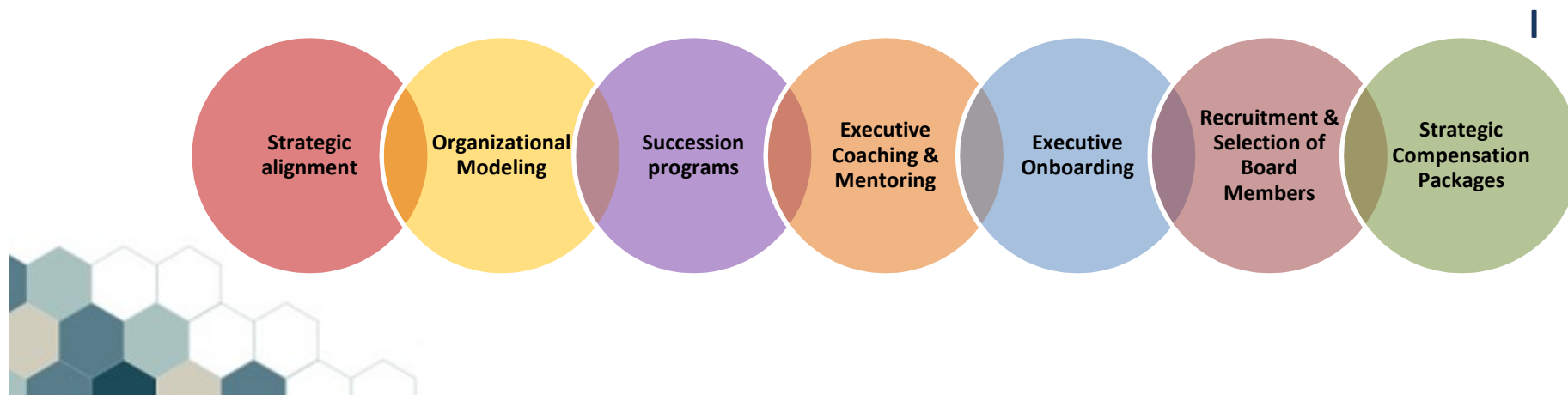
Through different approaches, a report with the current state of the Board is generated, as well as a set of recommendations to address specific points that will help to improve the efficiency of the Board towards the Business.



## Change Management and Business Transformation

Change Management and Business Transformation tools are an important support for Councils and the Executive Direction Board to go through the constant changes lived in the business and corporate environments. These tools support change projects focused on people and processes, monitoring its development and deliverables.

3G supports change management and business transformation projects that seek to mitigate risks and the impact of changes in organizations. Our services encompasses:





## Partnerships

The work conducted by 3G, focused on Governance, Management and People often points organizational needs in different fronts of the business. In order to complement the action plan that results from its assessment projects, 3G counts with a network of partners and referred connections, specialized in subjects such as:

**Strategic Planning**

**M&A**

**Outsourcing**

**Project Finance**

**Turnaround**

**IT**

**Audit**

**Logistics and Supply Chain**



Partnerships



## About us



### Gino M. Oyamada

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Gino has served for 15 years as Managing Partner at FESAP, the controlling holding of FESA Global Executive Search, ASAP Executive Recruiters and FESA Advisory. He was the head of the regional operations outside of the São Paulo area.

Gino has personally conducted hundreds of recruitment processes for C-Level executives, interacting with Shareholders, Administrative Councils, board members and CEOs. Additionally, along side his teams, he has worked on executive assessment projects, succession programs, organizational structure reviews, strategic executive compensation planning and organizational development.

He has previously worked for major financial institutions, such as Chase, Lloyds Bank, BMC and Sudameris, in positions of Regional Director in the South of Brazil, as well as diverse areas such as commercial and credit , recruitment and training & development.

Gino is a board member in organizations of different economy sectors, with focus on Management and People, as well as a facilitator for Family Councils. He has served as a professor at ISAE/FGV.

Gino has a bachelor degree in Business Administration by FEA/USP, with post-graduation in Finance and Business Management (ISAE/FGV), Banking and Leadership by the Manchester Business School (UK). He is certified in Corporate Governance by FDC Fundação Dom Cabral and as a professor by FGV.



## About us



### Viviane Vaz Doelman

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Viviane has alternated periods in executive positions in large multinationals and as executive search consultant in the last 12 years.

She has served as the head of a business transformation area at HSBC Bank, leading teams which conducted transformation projects throughout the Americas. In The Netherlands, she has worked for ABN Amro Bank in a global project for the consolidation of systems and processes for Credit Risk.

As an executive search consultant for FESA Global Executive Search, she has personally conducted several recruitment processes for C-level executives and senior managers for different economy sectors. Her main focus was organizations based in the Brazil's Southern Region. She has expertise in executive assessment.

Viviane has an Executive MBA at Fundação Getúlio Vargas, RJ. She holds a law bachelor degree by Faculdade de Direito de Curitiba and studied Business Administration at Universidade Federal do Paraná. She is fluent in English and Dutch, and certified in Management of Portfolios (MoP®) by the AMPG International in London.



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