

INNOVERV.

Why is INNOVERV
right for me?



2023

Big enough to MATTER, Small enough to CARE.

www.innovervglobal.com

Who we are

INNOVERV is a European head quartered SAP and AI advisory business with offices in London, Amsterdam and India, specialising in helping clients transform using S/4HANA Public or Private Cloud and AI. We focus on helping Consumer, Technology, Life Sciences & Utilities clients move to the Cloud, and get the best business value out of Cloud investments already made.

Since 2016, there is hardly an organisation that hasn't invested in trying to become 'digital' or 'cloud first'; yet very few have seen the returns from their investments. The organisational agility and change muscle that companies need today to cope with the uncertainties of the present world beset with 'Black Swan' events, has largely proved elusive. Many are wondering how to unlock value from their digital investments. The culprits are often 'data availability/reliability', 'inflexibility' of the old, monolithic ERP system sitting at the heart of the enterprise and our own people struggling to adopt to rapidly changing technology.

With a deadline of 2030 for all SAP clients to move to S/4HANA (SAP has a 72% market share amongst Fortune 2000 and has shifted this deadline twice already), many organisations need help to navigate this technology challenge and make this an opportunity to transform their business, not just complete another costly technical upgrade. Yet, the market is already full of S/4HANA projects gone wrong, with 'horror stories' circulating. This is principally because there are distinct nuances to implementing S/4HANA that many are missing – it's not an 'ERP', it's an orchestrating hub; it has got a such leaner functional footprint than ECC, therefore it cannot be deployed to replace ECC into a business without several cloud apps around it (which requires functional business buy-in, careful end to end design and nifty deployment sequencing).

Companies need to become agile, be able to adapt to change, and continue to innovate using technology, and do so with minimal disruption. We help our clients do this – by leveraging the Cloud to create new capabilities, reduce their overall costs and simplify their business by moving to world class, market standard processes.

Our approach is different – deliberately. We are the honest brokers – not a Systems Integrator (SI), not a Business Integrator (BI), but a new age combination of both. We are 'an inch wide but a mile deep' – we operate in a focused space, but have deep, world leading expertise in that area with our teams containing the very best thought leaders and implementors in S/4HANA, Cloud, AI and Data. We don't have the 'technical debt' many of our 'bigger' competitors carry – a huge bench of ECC developers in India we need to keep busy at any cost, or strategy consultants in Europe who don't really know technology but pretend to, and type questions into Google or ChatGPT, before client meetings. We focus



100% of the Fortune
2000 companies
need to transform

&

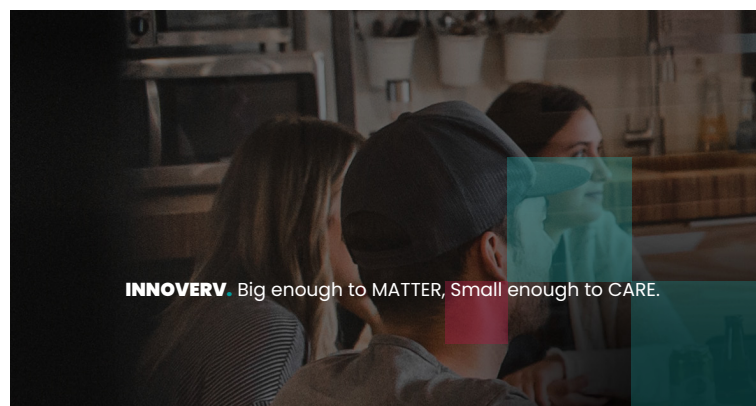
72%

of them
are on
SAP

on doing the right thing for clients to help deliver significant, sustainable savings in the long run. We bring a new-age AI led, data driven, people centric Cloud mantra to all our clients. We focus on delivering our service with a cloud mantra – Service as a Software.

Made up of the very best experts in the SAP, Data and AI drawn from Big 4, Global SIs and our chosen Industries, INNOVERV is a new boutique start up servicing a real 'gap' in the market. Where did this 'gap' come from? Over the COVID-19 period, most independent, mid-sized SAP transformation consulting houses have been bought by the big players and have since become prisoners of their legacy approach, lack of speed and overhead driven premium pricing models.

The market needs a fresh approach. We have the imagination to create and define the right strategy as well as the experience to execute and implement technology. Time for INNOVERV.



Our beliefs



We combine innovation and verve



We go the extra mile



We handpick our team



We are honest

Is this YOU?



I work for a Big 4 consulting company but have got tired of writing the same PowerPoint slides without ever being able to see the transformation through for my clients.



I am keen to learn more about Artificial Intelligence and Sustainability, but as a SAP consultant, I hardly get an opportunity to work in these areas.



I am a young mum and I am looking for flexible working hours and work from home, but I am ambitious and want to work on amazing global transformation projects.



I'm tired of getting lost in a massive resource pool and being boxed into a narrow role in a complex matrix. I want to free myself, learn new things, and be a distinctive member of a smaller but well-knit team.



My organisation is forcing me to become a people manager to progress in my career and make enough money. I want to be the best consultant in my field and focus on client and technology problem solving. How do I make the money I deserve while doing what I really like doing?



I have been working in SAP for the last 20 years, I have gained deep expertise in finance, logistics, supply chain, manufacturing domains, but I spend most of my time writing functional specifications and executing test scripts – I feel stifled.

If you relate to some of the statements above or those along similar lines, it is time to read on!

The founders of INNOVERV are inspired by the vision of providing an opportunity to you to make a fresh start. They themselves come from the Big 4 consulting firms and Global Systems Integrators. They have vast experience in creating and operating large businesses in the 'Business Transformation with SAP' domain. They

understand what works and what does not work for top class talent like you. With the motto of "Big enough to MATTER and small enough to CARE", the founding team is committed to create a truly unique platform for you that, they hope, will inspire you to greater heights.

INNOVERV is truly for YOU if:

- You are fired up by the desire to be the best in your field.
- You want to work with the best and learn from them directly.
- Being entrepreneurial excites you, you want to try things.
- You are obsessed with creating client value.
- Learning new skills gets your juices flowing.
- You are impatient, disruptive, and like challenging status quo.
- You want to enjoy your work, be part of a happy team, and cut out the politics.
- You don't want to hide in a large resource pool – you enjoy being distinctive.

What can INNOVERV do for you?

Give you great work

With cloud, AI and S/4HANA at the heart of our value propositions, INNOVERV has a clear and compelling offering for our clients. We work for the premier global brands around the world, helping Fortune 2000 companies with high-end technology strategy, roadmap and architecture work. We also implement S/4HANA with a 'SaaS mindset' for clients who are \$10Bn and less in revenue, digitally transforming operating models and business processes. This is cutting edge work and creates learning experience like no other and enriches your professional career. Are you ready?

Innovative & high-quality projects

INNOVERV focuses on Business Transformation work that is strategy / advisory led. We design & build innovative SAP S/4HANA and AI solutions. We don't take up commodity AMS / Support work, and we refuse work on SAP ECC or other legacy technology platforms. We are not interested in becoming a 'technology pure play' provider and only take on projects that come with the desire to truly transform the business.

Working with key decision makers in client organizations

The nature of our work will necessitate close engagement with leaders in the client organizations and help them make key decisions. We engage with senior clients right at the inception of their digital

Are you thinking: yep, that's sort of me? You will find that INNOVERV is the place for you. We will together shake up the 'Business Transformation with SAP' domain. We are heading into an era when our clients need to move to AI, digital and cloud and have to transform their business with S/4HANA at it's core. INNOVERV will be at the forefront of this market transformation as a truly talent-led, distinctive, born-in-the-cloud new-age consulting business.



2x
learning

If you are in the early stages of your consulting career, our commitment to you is to help you learn at 2X velocity at INNOVERV compared to most other established firms

Engage
with
leaders

If you are an experienced practitioner, we truly celebrate your business and technology expertise. You don't need to "manage" large teams of people to get fairly rewarded

transformation journey and advise them in every step of their journey from defining the 'Lean Digital Core' and satellite cloud platforms to implementing the solution. You will pick up experiences of interacting with client CxOs and their Direct Reports; large consulting organisations can't and won't provide you with this access and experience. At INNOVERV you won't have teams of 'partners and directors' taking your work and looking good themselves while denying you a chance to be in the room. That is not our culture.

Working with brilliant and enthusiastic people at INNOVERV

As a start-up in the business transformation space, we are fully focused on building a brand reputation in the market, and that is possible only by having brilliant and enthusiastic people on-board – like you. This is core to our philosophy of being "small enough to care". We will not grow INNOVERV beyond a certain size as we believe that takes away the feeling of belonging to a family.


Therefore, we are not head-hunting people. We are onboarding only through referrals, using our extensive networks in the industry. And you have been strongly recommended by one or more of the founders of INNOVERV since you are brilliant and enthusiastic and fit into the culture we want to create for our own work 'home'. You can be confident that you will find like-minded INNOVERVians here!

Be DISTINCTIVE. Gain personal eminence!

We believe that the eminence of our company is the collective eminence of the us all as practitioners. We want you to be distinctive and visible to our clients and to our market ecosystem. We will invest heavily in helping you learn and get certified in the latest technology, train you in industry best practices, help you innovate and build products and assets, improve your personal digital presence and send you to proudly fly the INNOVERV flag at SAPPHIRE, Tech-Ed and other relevant forums. We want you to create a brand for yourself. When you shine, INNOVERV shines!

GREAT Environment. Positive CULTURE.

We don't agree with the current "get back to office or you are fired" attitude that seems to have gripped the consulting industry. We understand that our employees have lives outside of work and much has changed post COVID. We offer flexible scheduling options, telecommuting opportunities, and put your mental well-being at the forefront. We promote a culture that respects your personal time and encourages you to take meaningful breaks and



We care for you. Even if it means we make less money or grow a tad slower. Client satisfaction, brand reputation and being a happy family together trumps mad money making for us. We've been part of large consulting firms before and have given it up to make a different model work.

'Young Mums' – You are a female consultant with great skills and prefer to work from home and require specific child-care to support your young family – we want you at INNOVERV.

'The Golfers' – if you are a deep subject matter expert who is semi-retired in your mid-fifties and prefer to work flexibly. But you are still intellectually curious, want to share your knowledge and experience with the younger lot and create your own legacy – you will meet others like you in here.

'Keep walking' – if you want to continue beyond the conventional retirement age of 58, 60 or 65, you are welcome at INNOVERV!

recharge your batteries (and have fun at work in between the 'recharge events')!

Our team events are legendary! From boat parties in Amsterdam canals to day-events in 'The Rajbari' outside Kolkata, to a get-together at the top of The Shard – we have it all planned in as quarterly FUN days! We will also organise a monthly 'Innovation Day' at an offsite location to encourage our teams to express their 'out of the box' ideas. We have stuck up an arrangement with a 'flexible workspace provider' to allow our teams to come together in our locational 'hubs' to have a 'day in office + drinks' on specific weeks for those who are up for it! It's time to have some fun at work!

Collaboration, mutual respect, diversity are fundamentally important to us. We want you to feel valued, empowered and having lots of fun even as we strive hard to build an AWESOME business together.

Flexibility

We are a post-pandemic start-up and appreciate your need for flexibility:

#Location: You can choose to work from home, office, onsite client location or a hybrid approach. Your choice!!! This suits us too, as we don't want to be bogged down by avoidable real-estate costs. Instead, we will deck up your home office by investing up to £1000 in branding, work equipment, world-class audio/visual facilities and connectivity for your home workspace. We will even get an expert to tell you how you should set yourself up on video calls from your home office to come across as an 'uber professional' to our clients!

#Hours: Depending on your role, you can choose to work full-time, part-time or on-demand at INNOVERV. You can pursue other interests without the fear of moonlighting consequences. We also encourage you to undertake professional learning courses that are relevant to your work at INNOVERV and will consider co-funding this for you.

Collaborative & Supportive

Our success in the market will be determined by how we work as a team. Agility, resilience and teamwork in times of need and adversity will make us successful together. We are not competing against each other and there are no bonus points for outperforming other team members. We want you to be the best you can be and would evaluate you in absolute terms. We believe in fostering a culture of collaboration, support, and mutual respect, where you feel valued and empowered to contribute your ideas and insights. Information exchange will be horizontal and viral, we will use digital social media tools (WhatsApp, Twitter et al.) to be hyper-connected with each other and come together with agility to have market impact.

Purpose

In case you truly care for community, diversity, sustainability or another worthy cause, we do too. We

will invest time, expertise and money into the right cause that you can help us select and make a real difference.

We already contribute a certain percentage of our client billing to children's charities in the UK and sponsor education for needy young girls in rural India. We are in talks to sponsor "Woman in Tech" scholarships with certain educational institutes in North of England and in Kolkata. We are passionate about giving back to the communities we are part of and do more than just become another money-making machine. If that thought makes you feel energized, then INNOVERV is the place for you.



Your financial benefits

Money is not the only thing. But it is important. INNOVERV is a premium business. Our compensation and benefits packages are more than just competitive for best-in-class talent. We want you to feel you truly belong here and when INNOVERV makes money because of your hard work, you should too.

We pay to get the BEST to work with us.

We hire the best and the brightest (You); and our pay structures are commensurate with your abilities. Our salary scales will be above the market median. We will provide flexibility in terms of how you would like to structure your compensation to be tax efficient. The package will include a base compensation, performance-based incentives, and opportunities for pay progression. For those of you who are 'first movers' we will award equity to you in terms of company shares – an opportunity for wealth creation that is 'once in a lifetime'.

We are committed to the well-being of our team members and their immediate families. We will provide a comprehensive benefits package that includes health insurance, retirement plans, paid time off, flexible work arrangements etc. We will provide best-in-class medical insurance to you and your family members.

Wealth creation opportunities

A key founding principle for us is to offer a significant wealth creation opportunity for key team members such as you. We will do this in two specific ways:

1. We will create a direct link between the revenue/profit you generate for the company (through your sales or delivery work) and your own bonus payments.
2. We will award significant equity to our key team members who create business impact and value. We have provisioned for a significant amount of the company's equity base for ESOPs.

We believe over the next 3 to 5 years, INNOVERV will create unprecedented wealth for those team members who help make it successful. We want you to be one of us, because we believe you are in that group. And this sort of wealth creation opportunities don't come knocking that often these days in consulting.

Growth and development opportunities

The best part of working in a startup company is that as the company grows, you grow with it. And unlike large companies, which grow in the range of 5-10% annually, we are projecting a CAGR of 45% for INNOVERV over 5 years. This will not only provide a great opportunity to grow and learn and develop new skills as the company expands into new service offerings in SAP, AI, Data and beyond.



If finding your next job in own your skill area scares you, then stay where you are. INNOVERV wants practitioners who know they will always have market value and are unafraid to be entrepreneurial and take reasonable risks in exchange of accelerated learning, growth and financial rewards.

We are committed to making this work for you financially. We don't have the overheads of a large organization. We don't need to report quarterly / annually to the street. We can take decisions in our combined financial interest. Our North Stars are to do the right things for our people and our clients.

INNOVERV will be an AWESOME business and will redefine the Industry. We want YOU to be part of that journey. We believe in YOU and want you to be with us.

Are you ready for
INNOVERV.?

Big enough to
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Get in touch



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