



SHOLIHIN HR CONSULTANCY & ADVISORY SERVICES

INTERIM HR • HR CONSULTANCY & ADVISORY • TRAINING & DEVELOPMENT
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WHO WE ARE

SHRCAS was founded out of a passion for sharing extensive industrial know-how and expertise in **Human Resource practices** with organisations, communities and the public. We help organisations build engaged, capable and compliant workforces — backed by **27 years of hands-on HR leadership** across unionised and non-unionised environments in MNC, public-listed and privately owned companies. Every engagement is delivered personally by our principal consultant, supported by our pool of HR professionals and Affiliated Partners.

OUR SERVICES

1. HR Consultancy & Advisory HR strategy, policies, industrial relations, C&B and employment-law compliance.	2. Interim HR Services Seasoned HR leadership on temporary, part-time or project basis.	3. OD Intervention Structure, culture and change management; engagement action planning.
4. Retainers Option On-call HR support at a fixed monthly cost — HR function without overheads.	5. Talent Search Competency-based recruitment & selection for managerial and specialist posts.	6. Coaching & Mentoring One-to-one development for leaders, new managers and high-potential talent.
7. Training & Development TNA, induction, competency-based programmes, leadership development, HRDF.	8. Project Assignments Transformations, restructuring, succession planning, HRIS, engagement surveys.	9. Budget Preparation & Auditing HR/training budgeting, benefits management, HR&IR compliance audits.

WHY CHOOSE SHRCAS

- 27 years of hands-on HR experience** — executive to senior-management level in corporate HR, business partnering and specialist roles.
- Unionised-environment track record** — collective bargaining, domestic inquiries, employee relations and engagement.
- Multinational exposure** — Korean, Dutch, UK, Japanese and German employers across Manufacturing, Oil & Gas, Banking & Financial Services, and Retail & Services.
- Senior leadership scale** — led HR for workforces of up to ~2,000 employees across MNC, PLC and private companies.

YOUR PRINCIPAL CONSULTANT



Mohamad Sholihin Abdul Aziz
MBA · CAHRI · MMIHRM · Founder & Principal Consultant

An HR practitioner since 1999, Sholihin has served as **Sr. Manager, Organisation Development at Dongwha Malaysia Holdings (Korea); Sr. Manager, Group HR at Chemical Company of Malaysia Berhad**; ER & Engagement Manager and HRBP Manager at AkzoNobel Paints (Netherlands); and IR, Training & Security Manager at Ramunia Holdings Berhad. Earlier roles at ICI Paints (UK), Showa Denko HD (Japan), CS Opto Semiconductor and Berjaya Cycles — plus **strategic HR achievements at Baerlocher (M) Sdn. Bhd (Germany)**. Notable work spans succession planning & talent retention, employee engagement & bonding, performance-based reward, learning-organisation initiatives and compliance management.

MULTINATIONAL COMPANIES & COUNTRY OF ORIGIN

- Baerlocher (M) Sdn. Bhd — Germany
- Dongwha Malaysia Holdings — Korea
- AkzoNobel Paints (M) Sdn. Bhd — Netherlands
- ICI Paints (M) Sdn. Bhd — United Kingdom
- Showa Denko HD (M) Sdn. Bhd — Japan

CORE EXPERTISE

- Industrial Relations & Collective Bargaining
- OD, Change & Talent Management
- Training & Development, Coaching
- C&B, Payroll, HRIS & HR Budgeting
- Employee Engagement & HR Business Partnering

CREDIBILITY — CERTIFIED & ACCOUNTABLE

MEMBER Australian Human Resources Institute CAHRI · No. 300308	TRAINER HRDC — Accredited ID No. 52676	MEMBER Malaysian Institute of HRM MMIHRM · 104742 / 0625	ACADEMIC MBA UiTM · BBA USM · Dip. HR 2016 · 2007 · 2002
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Let's start a conversation.

"Engaging with our HR professionals and Affiliated Partners ensures that you will not regret your decision — thanks to our commitment and vast experience in the market and industry."

CALL
(+60) 12-4880117

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Reply today.