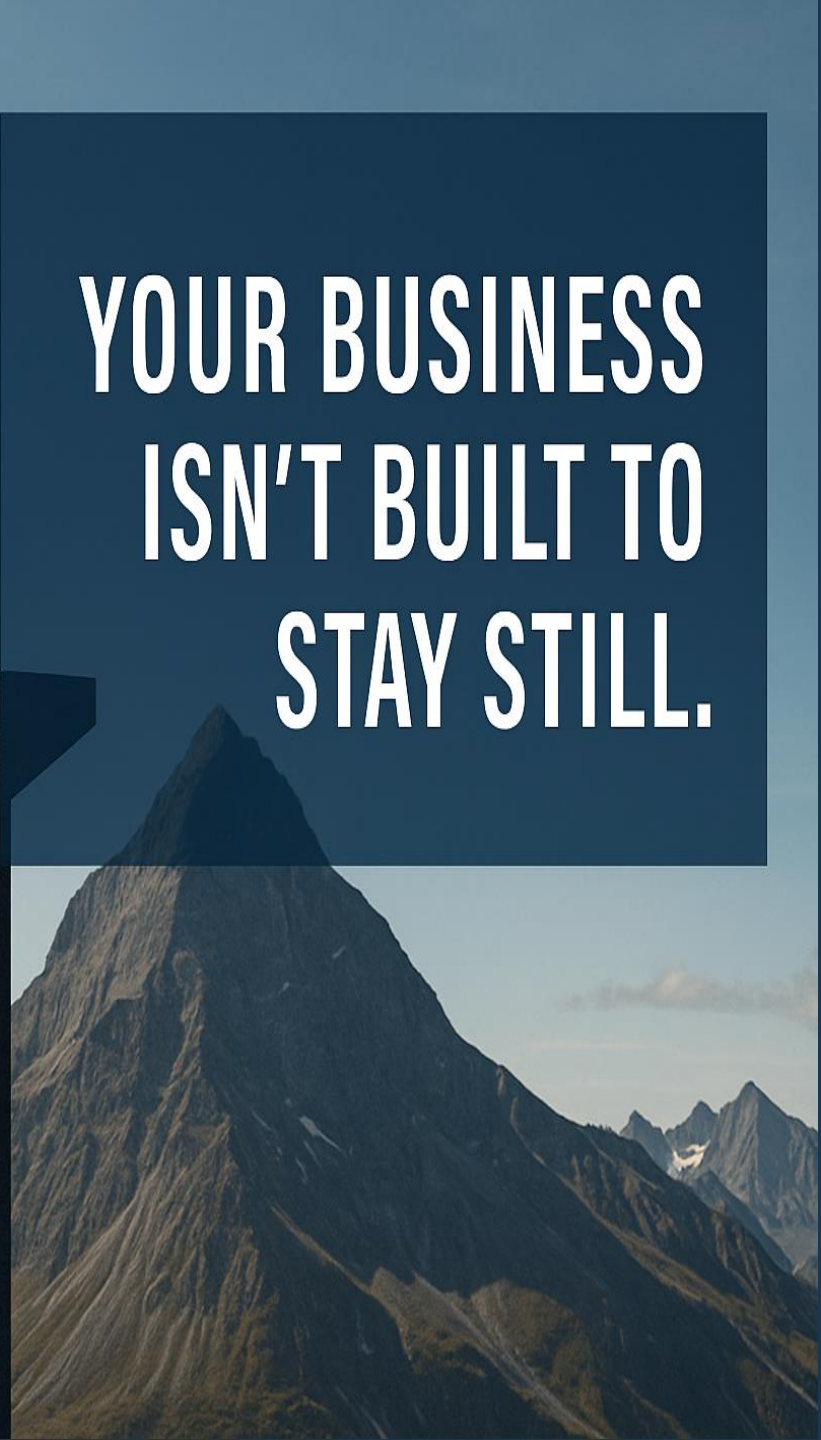


A photograph of three business professionals (two women and one man) in dark suits, carrying briefcases, ascending a large, dark, geometric staircase. The background is a clear blue sky.

**YOUR BUSINESS
ISN'T BUILT TO
STAY STILL.**

A photograph of a rugged, snow-capped mountain peak, likely Mount Everest, under a clear blue sky.

*We architect your
next leap
with
AI-Augmented
precision,
blending
Human Ingenuity
and
Machine Intelligence.*

*Partnering with
CXOs & Boards,
we embed
Intelligence
and
Transform
People,
Process & Technology*

*Making growth
effortless, scalable, and sustainable.*

What We Solve



! Your Challenges :

- ◆ Inefficient Structures, Disconnected Culture, Strategic Gaps...
- ◆ Delivery Overruns, Offshore Inefficiency, Siloed Execution...
- ◆ Financial Fog, Compliance Friction, Poor Fiscal Visibility...

*We solve complexity by blending AI-powered insight, human strategy, and execution discipline :
delivering measurable outcomes at speed.*

Trusted by Leaders *Redefining Transformation with AI*



We don't deliver decks We deliver transformation

We Step in blending expertise across :

- ◆ Human Resources
- ◆ IT PMO
- ◆ Financial Intelligence

*We compress your time-to-value while hard-wiring scalability,
and embed AI-driven governance without compromising
culture or control.*



We don't just fix HR We make it your growth engine

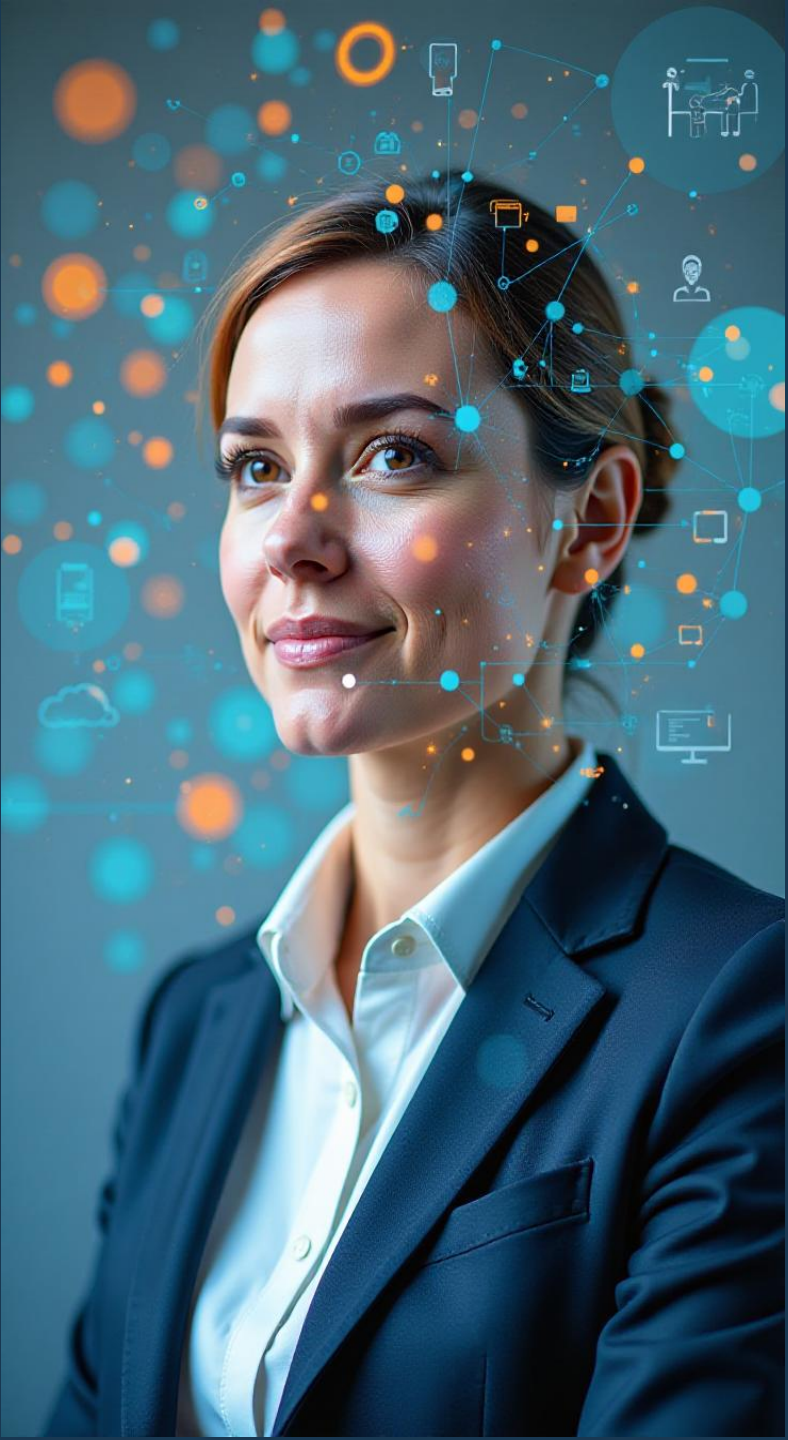
- ◆ AI + Operating Model Design
- ◆ Digital HR Transformation
- ◆ Talent & Learning Architectures
- ◆ Culture Engineering & Leadership Coaching
- ◆ Predictive People Analytics
- ◆ Retention, Career Tracks & ESOP Strategy

Your People Strategy is your Business Strategy.

We design IT PMOs that deliver outcomes - not just reports

- ◆ Hybrid Agile & Waterfall Project Management
- ◆ AI-powered Portfolio Planning & Risk Forecasting
- ◆ Setting up GCC & Offshore Delivery Teams
- ◆ SCRUM & Agile Coaching with data-led insights
- ◆ Portfolio Visibility & Predictive Dashboards

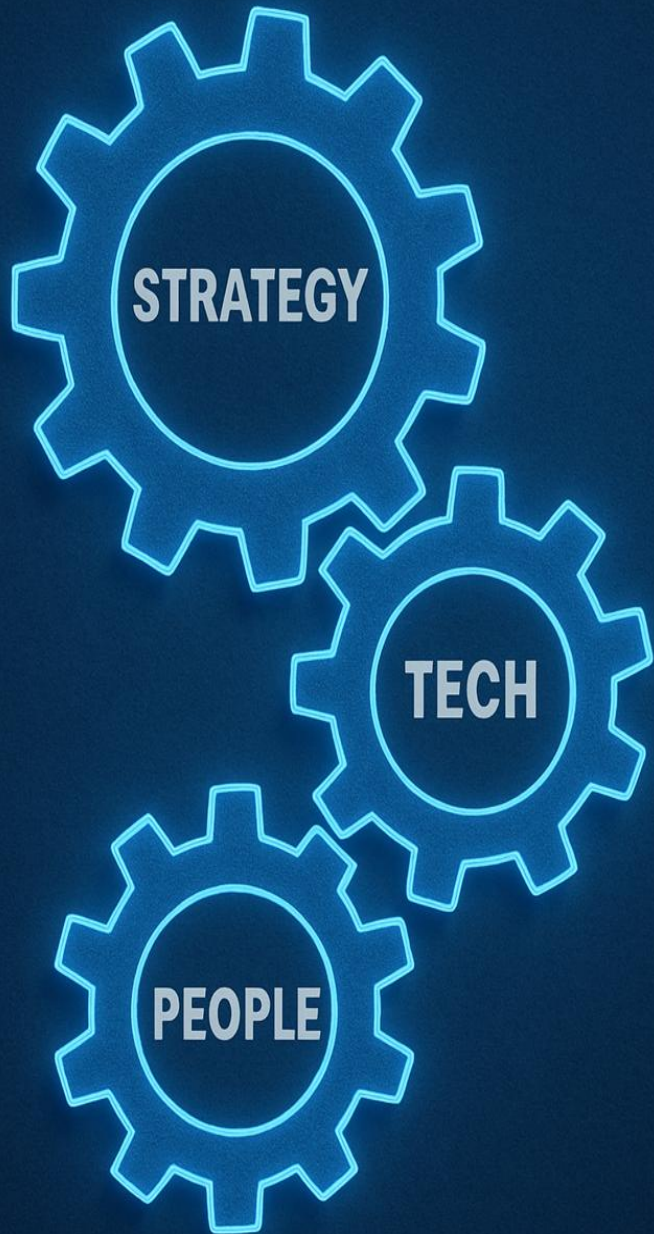
Execution is where Strategy lives or dies.

A portrait of a woman with brown hair, wearing a dark blazer over a light blue shirt. She is looking slightly to the left with a gentle smile. Overlaid on her face and the background are various digital icons and a network of blue and orange dots connected by lines, suggesting a high-tech or financial theme.

Every decision you make has a number behind it

- ◆ Finance & Accounts Outsourcing
- ◆ Strategic & Corporate Finance Advisory
- ◆ Fund Structuring & Profitability Enhancement
- ◆ Commercial & Tax Compliance
- ◆ Restructuring & Reporting

We build a financial backbone designed to scale – globally.



Why CXO's Choose Us...



Strategy × Technology × People - One Spine, One Scorecard.

- ◆ **Architected for Value** – Every initiative links to board-level metrics (profitability, resilience, speed-to-market).
- ◆ **Hybrid Depth** – HR + IT PMO + Finance aligned by one AI Spine
- ◆ **Operate What We Design** – We embed fractional leadership, agile coaches, and governance engines.

*ASCENDARA = Accountability + Agility + Global Perspective :
Powered by AI*

ASCENDARA Value Grid



Capability	Boardroom Outcome	Capability	Boardroom Outcome	Capability	Boardroom Outcome
HR Consulting	↑ Productivity ↓ Cost per hire ↑ ROI on payroll	Agile & Waterfall Project Managemnt	↑ On-Time Delivery ↑ On-Time Outcomes ↓ Risk	Finance and Accounts Outsourcing	↑ Forecast Reliability ↑ Cash Discipline ↓ Leakage
HR Transformation	↑ HR service cost ↑ Retention ↓ Manual overhead ↑ HR agility	SCRUM & Agile Coaching	↑ Client Satisfaction ↑ Release Velocity ↓ Waste	Strategic and Corporate Finance	↑ Profitability ↑ Growth Investments ↓ Financial Risk
Organization Culture	↑ Employee effort ↓ Attrition ↑ Alignment ↑ Speed of execution	Offshore Delivery Teams	↑ Global Scale ↑ Delivery Timelines ↓ Waste	Commercial & Tax Compliance	↑ Investor Trust ↑ Compliance Confidence ↓ Penalties
Operating Model	↑ Cost to Operate ↑ Decision Speed ↑ Accountability	Project Portfolio Management	↑ Transparency ↓ Project Failures ↑ ROI per \$ Investd	Restructuring and Reporting	↑ EBIDTA Margin ↑ Board Confidence ↑ Financial Fog
Learning & Talent Architectures	↑ External hiring ↑ Innovation readiness ↑ Succession risk	Agile Transformation	↑ Speed to Market ↑ Innovation Throughput ↓ Decision Latency	Fund Structuring	↑ EBIDTA Margin ↑ OpEx ↑ Global Scale



Case Study Snapshots



- ◆ Unified HR + PMO for manufacturing client - 50% faster deployment + Talent Density + Talent Marketplace
- ◆ Engineered workforce transformation models, achieving \$5M+ annual cost savings + operational agility + scalability
- ◆ Helped cross-border trade compliance organisation scale across 5 countries with HR & Agile Transformation

One strategy. One partner. Total transformation

Leadership that thinks across boundaries. And delivers across markets



Anuj Kathuria

**Managing Partner
& Co-founder**

- ◆ Visionary HR strategist with 21+ years across IT, BFSI, Consumer Durables, Telecom, Oil & Gas, and Consulting
- ◆ Executive Council Member of Hacking HR
- ◆ Editorial Board of Machine Leadership



Gurpreet Kaur

Co-founder

- ◆ Globally experienced IT Program Leader with success at HP, UBS, HSBC
- ◆ Scrum Master and Agile Coach.
- ◆ Delivered \$100M+ project portfolios, embedded agile globally.

Advisory Board



Eric Nicolaides

Chairman & Group CEO,
Wildcat Equity Partners



Dr. David Swanagon

Founder & Chief Editor,
Machine Leadership



Vivek Srivastava

CEO – India Business, Suzlon Energy
Global Board Director, Norfund

Engagement Models



Models :

- ◆ Full Scale Transformation: AI-augmented re-architecture
- ◆ Fractional Leadership: HR, IT PMO
- ◆ Build – Operate – Transfer (BOT) : AI-powered accelerators
- ◆ Retainership
- ◆ Sprint-Based Accelerator: AI-enabled diagnostics & design

*Because transformation isn't one-size-fits all.
It's one-size-fits-you.*



Let's Talk Outcomes



If you're a CXO ready to turn challenges into acceleration, Ascendara is your next move.

 info@ascendara.org

 www.ascendara.org

 [@ascendaraglobal](https://www.instagram.com/ascendaraglobal)

Reach out to our founders :

anuj.kathuria@ascendara.org | gurpreet.kaur@ascendara.org

Let's commence your journey of Ascent