



GOS

*Global Operations
Solution Service*

GOS Limited
Company Profile



< Biography of the Founder >

Yuichi Watanabe is a born entrepreneur who has contributed in many ways (as an employee or a consultant) to global leading organisations after graduating from Hitotsubashi University in Tokyo. Although his major of Bachelor degree is Law, his expertise are diversified developed through his unique career background:

< Global Companies Contributed >

1990-1998	Mitsubishi Corporation -Business Development
1998-2000	Hilti Japan Limited -Supply Chain Management
2000-2002	Fast Retailing for UNIQLO -Business Development
2003-2005	Nihon L'Oreal -Supply Chain Management
2005-2007	Mars Japan -Supply Chain Management
2008-2010	SSL Healthcare Japan -Process Re-engineering
2010-2015	CP Kelco Japan -Marketing/ Business Development

He has also launched three new companies as the CEO or President being inspired, as an entrepreneur, through his study in the UK for MBA degree (accredited by London City University in 2003).

< Companies Launched >

2007	Centre People Appointment Japan -Recruitment Agency
2008	Watase Corporation -Business Consultancy
2015	GOS Limited -Operation Outsourcing

We are a unique service company founded in July 2015 that undertakes wide variety of office functions across industries. One of our unique features is the one-stop operation outsourcing service that covers wide variety of job areas and levels. Main job areas covered are administrative area such as Finance, Accounting, HR, and General Affairs; strategic area such as Marketing, Strategic Planning, Business & Financial Planning; and operational area such as Supply Chain Management and Logistics. Staffs of the company have high-level expertise and rich experiences in those areas with MBA and USCPA qualifications. **GOS** also provides general supports for those who are intending to start-up a new business in Japan market registering a new company; investigating market and business opportunities; setting up teams and functions; and communicating and negotiating with the local/global partners and customers.

Above one-stop outsourcing is possible in favour of our bilingual staffs' expertise developed through experiences in diversified job areas in multiple industries locally and globally. Such diversified job experiences accompanied with some job changes have also developed high adjustability to the new job environment and project which is one of key success factors as the one-stop outsourcing service provider.

We also have a rich external network with professional business partners such as Tax Accountant and Lawyers, etc., which creates further advanced and deep level of services. We provide the best operational solutions totally combining own experiences and skills with even higher-level external wisdoms.

We are not either a simple temporary staffing company or just a consulting firm. We actually execute what we suggested and work with you as a team either in your office or from our office remote corresponding to your needs flexibly.

The origin of the term "**GOS**" came from "**Global Operations Solution Service**". We name "**Global**" not just for geographical diversity, but also for areas and deepness of our services. "**GOS**" does not simply mean the name of our company itself but also means a new and unique service form that no one else has ever provided. We have prepared a variety of service options easy to choose even for a new client. Please try our "**GOS**" service when you need help.

President & Founder
GOS Limited

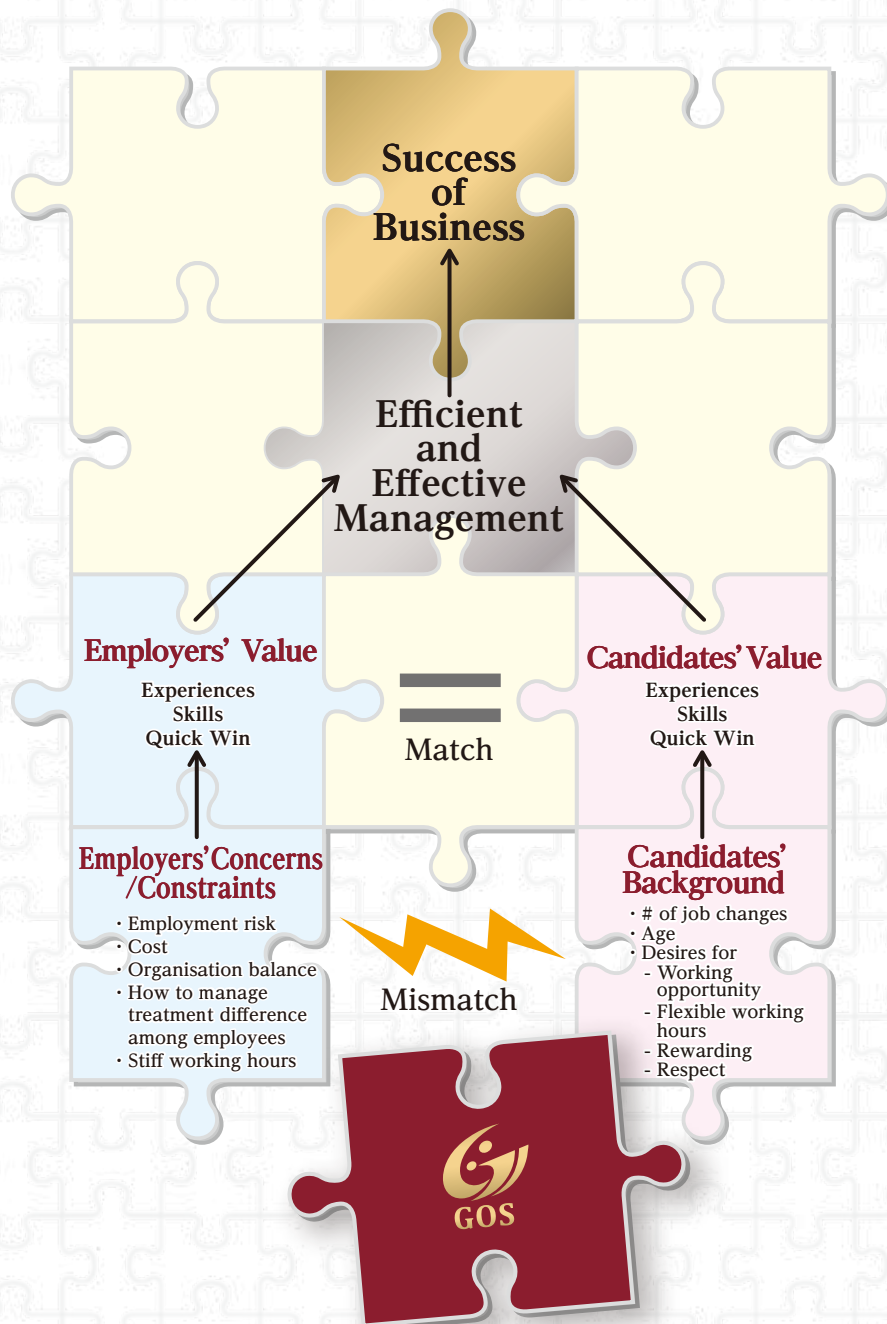
A handwritten signature in black ink, appearing to read 'Yuichi Watanabe', written in a cursive style.

Our Mission

我々の使命

As a consequent of continuous effort and self-development with ambition for better career and higher skill, many talented and capable candidates tend to have relatively frequent job changes and higher age. Although such candidates have skills, experiences and quick adaptation that employers need, candidates and employers are missing the opportunities to succeed together constrained by the concerns of the employers about candidates' background (refer to the figure below). This seems to be a typical example of the "Theory of Constraints*" which Dr. Goldratt advocated.

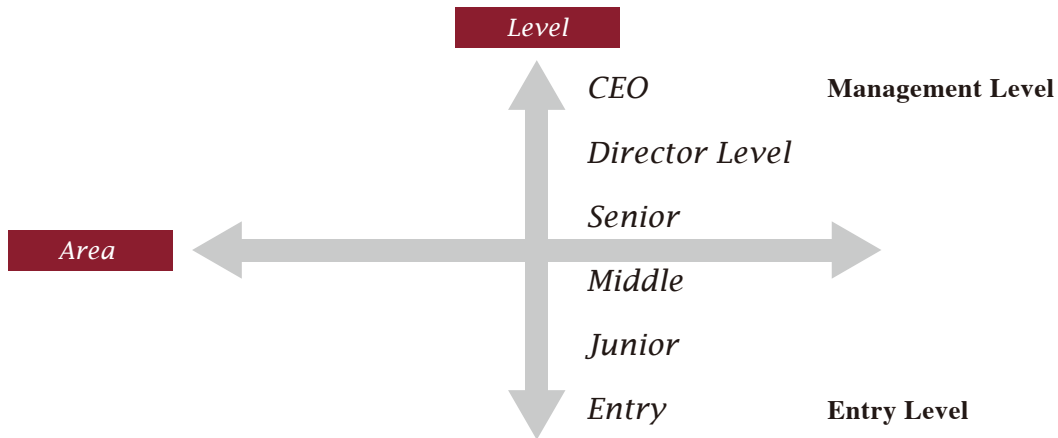
Under such a circumstance, **GOS** employs experienced professionals as permanent employees and provides skilled services for the companies suffering from shortage of quality staffs or skills. Detailed instructions and care in doing jobs are not necessary not like the case for temporary non-permanent staffs. As **GOS** experts are not the employees of the Client, the Client can utilise **GOS** service flexibly for whatever level of jobs simultaneously such as entry level, middle or even executive level if needed. Duration of the service is also flexible. By creating such a new business model, we can contribute to develop flexible management of Japanese labour practice that is relatively stiff based upon lifetime employment culture, and consequently fill the gap between the employers and job seekers. This is the mission of **GOS**.



Outsourcing Diversification



Innovativeness of our services locates in their diversity of functions and levels.

We undertake not only specific function or level in the organisation but also cover a variety of functions from the management level to the entry level flexibly.



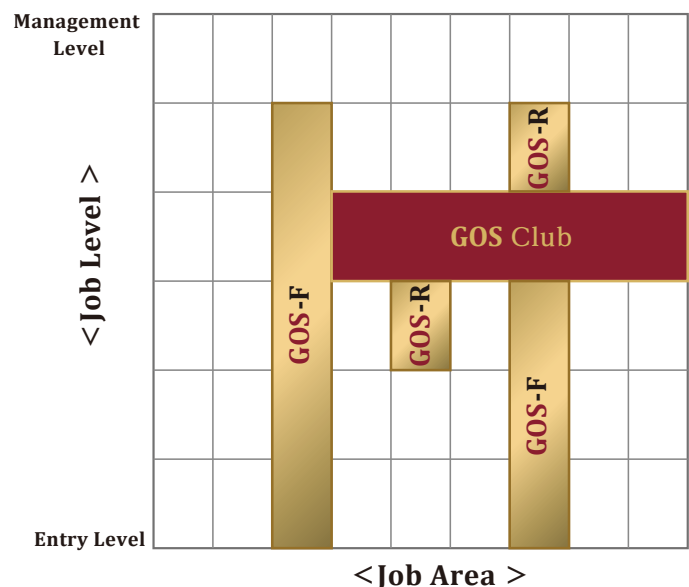
Creative and Flexible Options

A variety of service options are available corresponding to the needs of your organisation.

Category	Plan	Service Definition
GOS Partner* 	Operation	Duration is not fixed. Substitute of a permanent position or a section.
	Project	Duration is fixed. Substitute of a certain project team or its member.
GOS Club 	Trial	Not a substitute of a certain function or a role. A service to supplement skills or expertise widely at ad-hoc basis.
	Minimum	
	Basic	Five fixed plans corresponding to the maximum time per month for service utilisation.
	Standard	
	Extra	

*Two further options are available in GOS Partner corresponding to the coverage of job levels.

Category	Service Definition
GOS-R	Substitute of a certain role or a position. Fee varies corresponding to the job level.
GOS-F	Substitute of a certain team or a section. Fee varies corresponding to the job level and the coverage.



The Original Model of Job Scoping

独自のモデルに基づいたジョブスコーピング

Three Features of **GOS** Services not found in ordinal staffing or consulting services

1. Complimentary Consulting Service

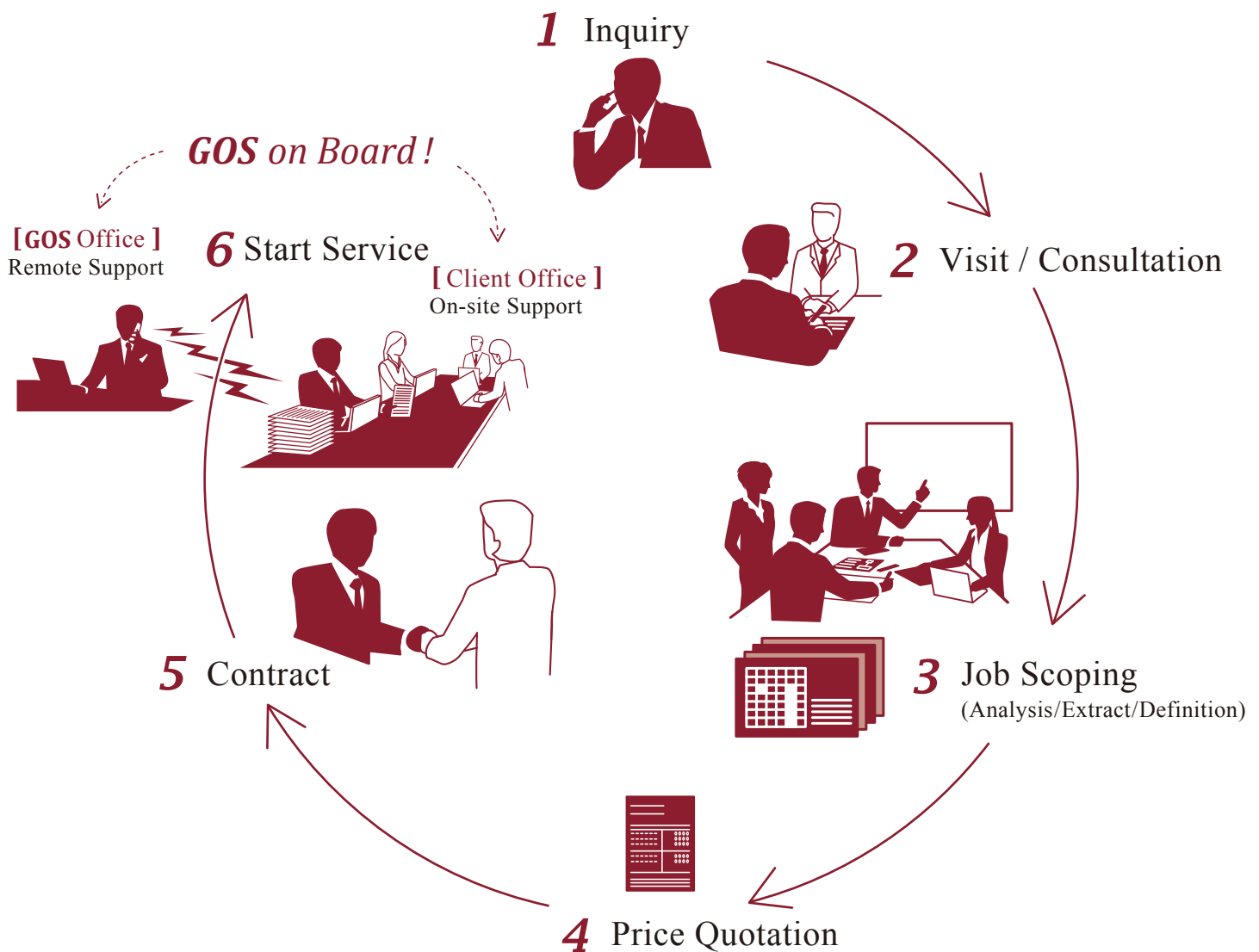
Initially visit the client for interviewing about the current issues and support needs. We then provide consultation on process improvement opportunities as well as organisation and resource plan – complimentary service up to two visits.

2. The Original Model of Job Scoping

Analyse what we have learnt in the interviews in line with originally designed GOS Job Scoping Model, then come back with Job Definition including process improvement proposal if necessary as well as price quotation.

3. Execution of Operations in line with the suggested Job Scope

Start providing services in line with the final Job Definition agreed with the client.



Utilisation of GOS Services

サービスの活用例

“MIND THE GAP”

This is the famous announcement at London Tube station reminding the gap between the train and the platform. Let us recall this announcement to remind the gap between what you have and what you need in your organisation.

Application Example1

Company A



Management Level Entry Level	< Job Level >	Management Level	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	
		Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
		Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
		Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
		Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
			Fin/Acctg	HR	GA	Strategy	Biz Plan	Marketing	SCM	Purchasing	Order Taking	< Job Area >							

A starting up company with clear business plan led by the management who has thorough business insight. However, lacks resources in supporting functions such as Finance, Accounting, HR, General Affairs, Logistics, and Customer Support.

The company needs to put the business on the track as soon as possible supported by the experts of those areas.

Many things uncertain and anxious about company management, therefore, needs suggestions of someone experienced.

Application Example2

Company B



Management Level Entry Level	< Job Level >	Management Level	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	
		Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
		Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
		Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
		Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
			Fin/Acctg	HR	GA	Strategy	Biz Plan	Marketing	SCM	Purchasing	Order Taking	< Job Area >							

A few executives are leading the company as well as directly looking after major supporting functions such as Administrative, Strategic, and Operational areas.

Whereas with well-equipped entry to medium level staffs in Finance, Accounting, and Logistics sections, no senior management is strategically overseeing these functions to assist CEO.

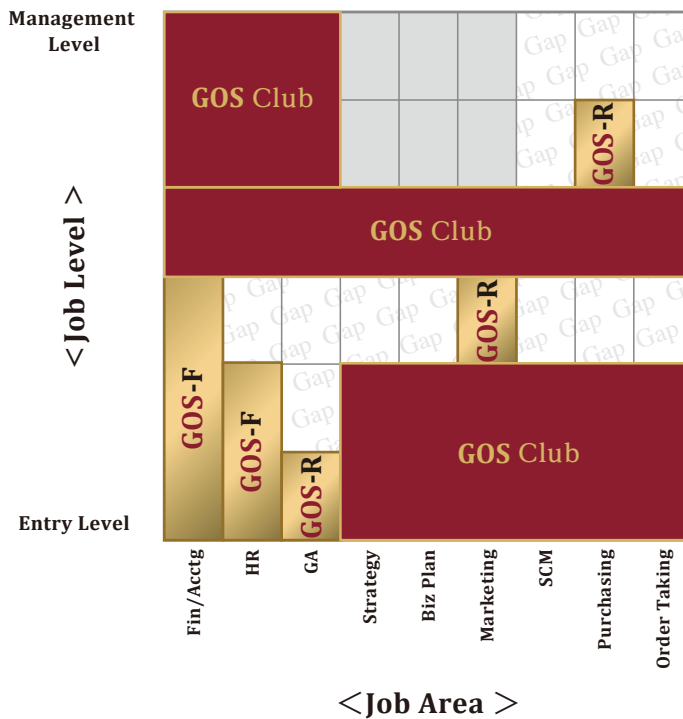
HR is predominantly managed by senior managements and there is no expert in recruitment, personnel evaluation, and people development areas.

CEO is always having headache on shortage (thinness) of quality staffs and development of the successor.

How to Fill the Gap

Each organisation has their unique set of needs. We, **GOS** support clients with tailor made solutions corresponding to each unique set of needs on duration, timing, the way of support, and budget, etc. Please ask us for further details.

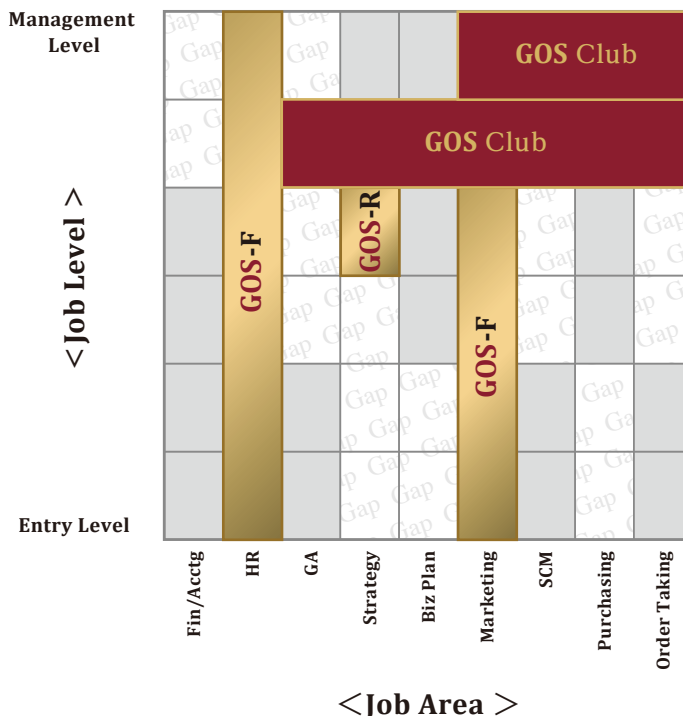
Solutions



In this case, combination of **GOS** Partner and **GOS** Club would be effective.

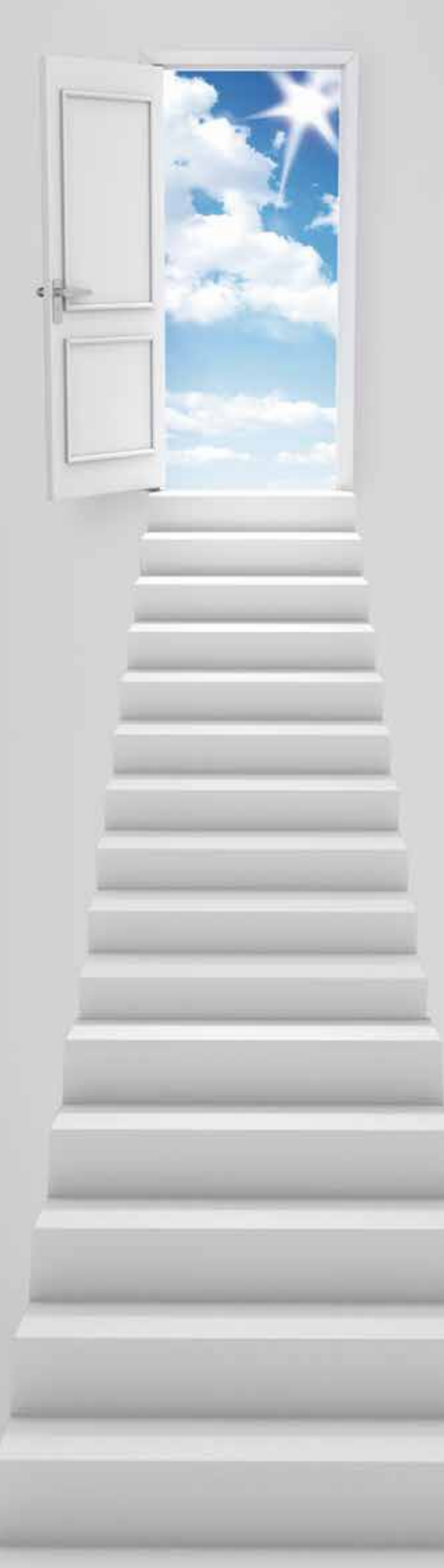
Whereas outsource some missing functions or positions to **GOS**, prepare with **GOS** Club for expected but uncertain issues.

Solutions



Combination of **GOS** Partner and **GOS** Club would also work for this case.

Outsourcing entire HR sections to **GOS** would strengthen those functions quickly, and medium to entry level Marketing function outsourcing would be a good help for executive decisions and future business development. Furthermore, it would be useful and supportive to have occasional guidance and information share with **GOS** Club for the future organisation improvement and development.



From Project to Movement

The “**GOS Project**” is an attempt to decrease the mismatches in employments, which is greatly meaningful for the society.

We would then call **GOS “Project”** as the **GOS “Movement”** and invite participations of wide variety of individuals, organisations and companies.

The **GOS “Movement”** is what whoever can participate and become a driving force of changing the society.

Main Business Domain

- 1 Undertaking of outsourcing for the following areas:
 - Marketing
(Research, Analysis, Strategic Planning, Promotion, Advertisement etc.)
 - Business and Corporate Planning
 - Finance, Accounting, General Affairs
 - HR(Recruitment, Labour Management, Training, Staff Welfare, Office Administration etc.)
 - Supply Chain Management
(Forecasting, Inventory Planning/Management, Import / Export)
 - 2 Consultation and undertaking external director roles for the above areas
 - 3 Business development/launch support in Japan for foreign companies (advisory, proxy of negotiations)
 - 4 Overseas business support for Japanese companies (advisory, proxy of negotiation)
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GOS Limited

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