ABOUT US

Before we were consultants, *we sat on the other side.*

One of us came from the numbers, one from the field, one from the people side. Between the three of us, eighty-six years were spent in the seat that carries the consequences of decisions.



Cem Özkan

FINANCE · BUSINESS CONTROL · SUPPLY CHAIN

30 years, 4 companies: finance, audit and supply chain



Hakan Arı

SALES · MARKETING · OPERATIONS

26 years, 3 international companies: from sales to general manager



Kaan Çağın

HUMAN RESOURCES · ORGANIZATION

30 years, 5 companies: built and led human resources

We do not give opinions on day one.
We ask questions, read the documents, go into the field.

We do not point fingers.
We discuss how the work is set up, not people.

Your name is never heard from us.
We never tell anyone else whom we work with.

We leave a complete set behind.
Every finding comes with its evidence, every recommendation with its rationale.

HCBC

Holistic Change Beyond Consulting

HCBC is the management consulting brand of SEFHA Danışmanlık. © 2026

FIRST STEP

We cannot change tomorrow *without seeing today more clearly.*

We talk about your company's structure and priorities and draw the scope of the work together. The first meeting creates no obligation; what we discuss stays between us.

GET IN TOUCH

info@hcbc.com.tr
hcbc.com.tr
LinkedIn · The Right Diagnosis newsletter

HCBC

MANAGEMENT CONSULTING

The Right *Diagnosis.*

We understand first, then change together.

DIAGNOSIS · DIRECT SUPPORT · TOOLS · TRAINING & MENTORING

Independent management consulting for general managers, boards and family business partners

FAMILIAR SENTENCES

- *We discuss the same issue again in every meeting.*
- *Reports get prepared, but nobody discusses them.*
- *When that person is on leave, work stops.*
- *Everyone describes the company differently.*

The real cause is often *hidden in* another area.

Tension in one area affects decisions in another. We name these tensions and set the balance between them according to the company's reality.

GROWTH

Speed versus control

Control loosens during fast growth; tighten control and speed is lost.

MANAGEMENT

The centre versus authority

The more decisions gather at the centre, the weaker authority and ownership become in the field.

PERFORMANCE

Effort versus results

Everyone works hard; how much of the effort turns into results stays invisible.

HOLISTIC · SYSTEMIC · PRACTICAL

01 · DIAGNOSIS · SEFHA OHC™

Four questions. *One clear picture.*

SEFHA OHC™ examines how the company is managed across eight dimensions: leadership at the centre; around it strategy, organization, processes, finance, supply chain, digital and the future.

MATURITY
Where are you today?

VALUE POTENTIAL
What can you gain?

FRAGILITY
Where could you break?

IMPLEMENTATION
How much can you carry?

8	304	95	3
dimensions, leadership at the centre	core questions	cross-check questions	management levels

01	Scope and preparation	Interview plan
02	Interviews and fieldwork	Field findings
03	Cross-validation	Tested findings
04	Analysis and diagnosis	Root cause
05	Report and results session	Decisions and roadmap

WHAT IS SAID · WHAT IS DOCUMENTED · WHAT ACTUALLY WORKS
We do not rely on a single account.

How does SEFHA OHC™ work?
See it in a short demo: 6 questions on leadership, 2 minutes.

FROM DIAGNOSIS TO IMPLEMENTATION

Where it is needed *we go deeper.*

02 Direct Support

If your problem is clear, we start directly and design a practical solution in the area that will make a real difference.

- Strategy & Performance
- Governance & Decision Structures
- Finance & Business Control
- Digital Transformation
- Organization & People
- Process & Operations
- Supply Chain
- Future Readiness

03 Our tools

Each is a separate product, adopted on its own.

Forecast tool	A month-end profit forecast at mid-month, with the gap to budget line by line.
OKR tool	The company objective down to individuals; progress and confidence on one screen.
Denge	Pay band, raise scenario and cost, with the rationale.

1	2	3
We set it up together	First cycle together	Yours under licence

04 Training & Mentoring

7	5
in-house programmes, tailored to you	one-to-one, six-month mentoring programmes

Where should we start?
With SEFHA OHC™ if you want to see the whole; with Direct Support if your problem is clear. We choose together in the first meeting.