



Technologies
of Trust

Technology Consulting Services

for Chinese investors / exporters and
Russian companies interested in
cooperation with Chinese partners

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At Technologies of Trust (TeDo), our purpose is to build trust in society and help our clients to solve important problems. Our experts have extensive knowledge of Russian regulatory environment, technology landscape and specific sectors coupled with in-depth understanding of cultural context. We draw on this expertise to provide a number of services to Chinese companies intending to enter the Russian market or partner with Russian companies.

Our wide network of subcontractors and partners in China helps us to take a holistic approach to solving challenges both from the Chinese and Russian perspective.

Service offering



Information system and service implementation



Digitalisation in the FS sector



Business process improvement and digitalisation



Risk and controls digital management



Target architecture design



Sustainability process digitalisation



HR function improvement and digital transformation



Master data management

Why TeDo?

Our top priority is to build trust in society and help solve important problems.

We guide our clients in their journey towards the target delivery model to take them to the next level of digital maturity.

Our key goals include helping our clients to adopt emerging technology, increase profitability, embark on a sustainability journey and achieve continuous improvement of their processes and bottom line.

We have a rich and successful track record:

- Analysing As-Is IT architecture of solutions, IT infrastructure and data
- Implementing sophisticated IT solutions tailored for regulatory requirements and user demands
- Optimising business processes
- Ensuring compliance with Russian laws

A cross-functional team made of technical experts in systems and business processes, data analysts, engineers and developers is well-positioned to implement technology projects of any complexity.

Information system and service implementation



SAP ERP / S/4HANA implementation and roll-out

The focus is on digital transformation of key enterprise processes via implementation and/or roll-out of SAP ERP / S/4HANA:

- Collect requirements / examine As-Is processes:
 - Conducting GAP analysis of business processes
 - Compiling a list of organisational changes (gaps) and identifying local requirements necessitating corporate template adaptation
- Design:
 - Developing / customising process maps / design solutions
 - Registering customisations
 - Preparing for and planning data migration and data normalisation
- Execute – Create:
 - System configuring based on the corporate template and local requirements
 - Integration with systems in the loop
 - Implementing custom elements
 - Test migration of standing and transactional data from legacy systems
- Execute – Train & Test:
 - Preparing for and running system tests (functional / integration / user acceptance / regression / load testing)
 - Preparing user guides and user training
- Prepare and launch:
 - Go-live planning
 - Setting up user support processes
 - Data migration to the production environment
 - Go-live
- Support:
 - User support management



Dashboards to manage IT projects

The solution automates monitoring over quality and progress of IT system implementation and roll-out projects (PMO) and includes:

- Templates of information sources (data maps and catalogues) maintained in MS Excel
- Dependencies between key PMO tools (roadmaps, detailed time schedules, logs of risks, open issues and findings)
- Pre-configured dashboard screens with key project health metrics powered by a BI tool with an open source code



Data localisation for compliance with FAS27 - <https://tedo.ru/fas27>

The solution automates data localisation and storage processes to achieve compliance with FAS27/2021 “Accounting documents and records management” and comprises:

- Open software to manage data transfer, storage and visualisation processes
- In-house ABAP development to upload data from SAP
- ETL tool based on open coded software and a suite of in-house developments to download data to a local DWH
- PostgreSQL, Clickhouse DWH used for storage
- Visualisation based on business requirements to file reports with the supervisor

Our team



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Business process improvement and digitalisation



Digital roadmap

- Development of financial and HR process digitalisation initiatives, roadmaps for digital maturity improvement initiatives and projects



Business processes

- Analysis and description of As-Is business processes (Procurement, Finances, HR and IT)
- Recommendations on standardisation, optimisation and automation of business processes, including analysis of current KPIs and data directories, recommendations for standardisation, unification, optimisation, digitalisation and robotic automation as well as development of functional and technical specifications, business requirements and target KPI marts
- Benchmarking of maturity of processes and functions at a SSC (HR, Procurement, Finances and IT), listing metrics for analysis, collecting and processing data and reporting findings, including process improvement initiatives and implementation roadmaps



Reporting

- Developing recommendations for optimisation, digitalisation and robotic automation of end-to-end corporate reporting processes for different purposes, including regulatory, management and shareholder reports
- Developing To-Be reporting processes in line with system and control requirements
- Blueprinting and supporting implementation of predictive reporting tools based on open source products



Data

- Streamlining master data management processes for financial and HR business processes
- Designing corporate DWH and developing ETL procedures
- Building data marts (HR, Procurement, Finances, including consolidated reporting data marts) including description of requirements for data models and data sources as well as role allocation matrices and UX/UI design



Systems

- Target IT architecture development, assistance with the selection of target solutions for corporate data warehouses, accounting, reporting and consolidation systems
- Establishing terms of reference for developing, implementing, integrating and subsequent rolling out / PMO of corporate data warehouses, accounting, reporting and consolidation systems plus planning and budgeting solutions
- Implementing target solutions
- Providing implementation support and quality assurance to make sure best practices, methodology and business requirements are met

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Target architecture design

Target architecture designing continues to be critical and relevant for companies, especially in a modern technology-driven world. There is a number of reasons for that:

- Current technology environment complexity
- Appetite for innovation
- Changing technology
- Looking for ways to cut operating expenses
- Digital transformation



Examining your current architecture

- Analysis and description of As-Is business processes (Procurement, Finances, HR and IT)
- Recommendations on standardisation, optimisation and automation of business processes, including analysis of current KPIs and data directories, recommendations for standardisation, unification, optimisation, digitalisation and robotic automation as well as development of functional and technical specifications, business requirements and target KPI marts
- Benchmarking of maturity of processes and functions at a SSC (HR, Procurement, Finances and IT), listing metrics for analysis, collecting and processing data and reporting findings, including process improvement initiatives and implementation roadmaps



Target architecture development

- Preparing a list of requirements for the target architecture (high-level functional and technical specifications, including a list of 3rd level processes)
- Developing a scoring map to select the best-fit IT solution
- Proposing target architecture options in line with best practices and based on responses from vendors / integrators
- Developing recommendations for the selection of the best-fit IT solution



Defining your target architecture

- Providing client-side expert support to select the target solution
- Estimating impact from current architecture optimisation
- Establishing a roadmap for transition to target architecture



Technology selection

- Providing expert evaluation of requirements for the target architecture to define suitable technology
- Conducting market research to pinpoint available best-fit solutions that meet target architecture requirements
- Comparing and assessing different solutions based on various criteria such as functionality, scalability, productivity, security, cost and integration capabilities

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HR function improvement and digital transformation



Digital roadmap

- Developing HR business process improvement and digitalisation initiatives and establishing a roadmap for digital maturity improvement initiatives and projects



HR process optimisation and automation

- Analysing and describing current HR business processes, including remote work and civil law contracts
- Recommendations on standardisation, optimisation and automation of business processes, including analysis of current KPIs and data directories, recommendations on standardisation, unification, optimisation, digitalisation and robotic automation as well as development of functional and technical specifications, business requirements and target KPI marts
- Benchmarking of maturity of HR management processes and functions at a SSC, including listing metrics for analysis, collecting and processing data and reporting findings, including process improvement initiatives and implementation roadmaps



HR system design and implementation

- Developing target IT architecture and assisting with the selection of target solutions for human resources management
- Writing ToR for development, implementation, integration and subsequent HR management system implementation / PMO
- Implementing target solutions
- Providing implementation support and quality assurance to make sure best practices, methodology and business requirements are met

TeDo Venture Hub brings together technology startups and investors to develop new products and solutions, provide services and implement joint projects. HR processes and HR function is one of our areas of focus.

Solutions / teams that participated in Venture Hub in 2022:

- AutoFAQ, EasyKnow: a system for knowledge management through a single communication interface, i.e., a chatbot;
- Hrlink: a solution for HR records management (eHR)



eHR design and implementation

- Establishing Terms of Reference (detailed methodological and business requirements) for further automation
- Developing test cases and completing acceptance testing
- Developing training materials and conducting training
- Providing implementation support and quality assurance to make sure best practices, methodology and business requirements are met



eHR and HR system implementation quality assurance

- Collecting system error statistics, analysing statistics and identifying most critical errors
- Analysing design solutions and detailed designs in terms of completeness and correctness of configuration descriptions, analysis of development logs and descriptions in terms of completeness and correctness of system customisations as well as potential use of off-the-shelf solutions for implementation
- Analysing system settings / developments and identifying areas for IT solution optimisation
- Developing recommendations for IT system functionality optimisation and their prioritisation

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Digitalisation in the FS sector

The convergence of financial services and technology sectors is putting unprecedented pressures on financial institutions that now, more than ever, need to constantly transform and adapt to the market conditions to achieve long-term success. Many financial services organisations have already launched initiatives to embed innovation; however, to maximise value from the transformation in a rapidly changing marketplace they need to adopt a holistic approach to business digitalisation.



Market and emerging technology research

- Defining promising areas for market and innovation research
- Developing a vision for research
- Conducting surveys and interviews of the target audience to obtain insights and validate hypotheses
- Analysing data collected, articulating conclusions and findings
- Marketing research outputs (events and publications)
- Preparing recommendations and roadmaps for entry to new markets / new technology adoption



Digital financial assets and digital currencies services

- Assessing opportunities for DFA issuance and adoption
- Developing an in-house platform to issue and trade in DFA
- Transition to the use of digital currencies
- Digital asset risk management, including analysis of regulatory compliance and assessment of DFA issuances and application
- Developing a methodology to account for digital assets and providing assurance over correctness of accounting for DFA



End-to-end automation of your company investment collegiate bodies

- Analysing the financial technology market, selecting most relevant innovations for implementation in a specific business context
- Developing a business digitalisation strategy enabled by financial technology
 - Robotic automation
 - Payment function transformation
 - Remote identification
 - Adoption of digital assets
- Assessment of opportunities for financial technology implementation
- Estimation of impact from innovation implementation
- Building business models



Innovation adoption process assessment and optimisation

- Diagnostics of the current process of innovation implementation
- Analysing most and least successful innovation implementation projects, their selection criteria, process steps and roles
- Holding workshops to analyze cause-and-effect relationships of project success and validate hypotheses
- Developing recommendations for process optimisation and developing a To-Be process vision

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Risk and controls digital management

Recently, we have seen an increased focus on establishing well-balanced corporate governance and risk management frameworks alongside robust and optimised internal controls.

Modern technology has made it possible to exercise digital control over the company management and risks.

Our team specialises in linking strategy, methodology and technology in these areas and helps clients with end-to-end automation of corporate governance, risk management and internal controls.



Digital transformation of risk management and internal control systems

- Examining risk management and internal control processes
- Assessing maturity of As-Is processes and preparing functional requirements and technical specifications for their automation
- Supporting the selection of a target IT solution, analysis of architecture and functionality of possible alternative solutions
- Developing target risk management and internal control business processes and design solutions for their automation
- Developing key risk indicators and their automatic quantification methods based on your company data from information systems
- Designing algorithms for automation of controls testing



End-to-end automation of your company investment collegiate bodies

- Examining investment decision-making processes, workflows, controls and key roles
- Analysing data used to support decision-making, data preparation methods and potential sources
- Benchmarking best practices in investment management methodology and technology
- Articulating hypotheses on potential automation of data collection and preparation, built-in checks for data completeness, consistency and integrity
- Analysing architecture of existing systems for potential re-use of functionality
- Consolidating requirements for automation and supporting the target solution selection
- Designing target processes, algorithms, visual interfaces and reports



Robotic automation of corporate controls

- Designing robotic controls over powers of executive bodies of subsidiaries
- Integrating a robot with portal solutions, records management systems, scanning and recognition solution, HR and administrative systems
- Implementing tools to produce and process input documents and metadata, including scanning and recognition, and prepare analysis results



Internal audit process automation

- Implementing the continuous auditing concept with the help of integrated solutions and online monitoring systems
- Screening the market and supporting the selection of automated solutions for audit, including technical, project and investment audits
- Automating internal audit programme planning and delivery
- Creating seamless links with risk management and internal control automation systems
- Developing IT audit programmes and strategy

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Sustainability process digitalisation



Environment and climate

- Overview of a climate change regulatory framework in Russia
- Developing an internal carbon pricing methodology
- Developing a roadmap for supply chain decarbonisation and GHG emission calculation methodology
- Mapping climate change risks and opportunities in Russia
- Analysing your company for compliance with environment and climate change regulations currently in effect in Russia
- Preparing a roadmap for implementation of climate change abatement projects in Russia
- Benchmarking climate change abatement and environmental policies broken down by industry, region and country
- Devising a strategy and a roadmap for putting in place a green technology and ESG management system
- Developing requirements and/or prototypes of data marts to monitor climate change and environment related indicators
- Consulting on GHG emission disclosures, specifically based on CDP and TCFD requirements
- Overview and analysis of your company carbon footprint reduction technology



Corporate governance

- Overview of sustainable development strategies and priorities broken down by industry, region and country
- Developing requirements for automation of ESG metrics collection and processing, including development of a list of indicators and their calculation methods, requirements for data sources, changes in the level of detail and controls
- Writing business requirements, functional requirements and technical specifications, terms of reference for development / implementation support PMO and/or data mart prototypes for monitoring of ESG disclosures
- Developing target IT architecture for automation of ESG processes, including a roadmap, scoring of IT systems and IT vendors, preparing business, functional and technical requirements for implementation
- Analysing global and Russian market trends and helping to articulate ESG-compliant supply chain transformation strategy
- Analysing suppliers based on sustainability criteria, analysing supplier operations for compliance with sustainable development requirements, providing recommendations for the Supplier Code development
- Developing a roadmap to enter Russian sustainability rankings
- Benchmarking approaches to stakeholder engagement management on ESG topics, including in Russia
- Diagnostics of your corporate governance framework and developing recommendations for improvement



Social responsibility

- Developing a methodology to digitalise impacts from implementation of social projects / initiatives with further automation of data collection, processing, analysis and visualisation
- Overview of social policy priority focus areas, including in Russia
- Gap analysis of your company practices of engaging with indigenous low-numbered peoples against frameworks and requirements set out in international and local indigenous people rights protection regulations. Developing recommendations to be integrated in your company operations
- Developing business, functional and technical requirements and/or prototypes of data marts to monitor social responsibility indicators

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Master data management

Master data management is an essential process that the enterprise management relies on. Master data management is designed to create a single source of complete and consistent information that facilitates effective cross-functional communication. A single source of truth can be created only after master data normalisation has been completed.

Our team specialises in master data management strategies and methodologies and automation of MDM processes, including tasks involving data normalisation and migration to target systems



Automation and optimisation of master data management processes

- Examining MDM processes
- Assessing maturity of As-Is MDM processes and preparing functional requirements and technical specifications for their automation
- Supporting the selection of a target IT solution, analysis of architecture and functionality of possible alternative solutions
- Developing target MDM business processes and designing solutions for their automation
- Developing a common MDM vision to maintain centralised directories
- Developing MD maintenance protocols for each object
- Developing a design solution for integration with related systems
- Designing automated search-for-duplicates and fuzzy search algorithms
- Automating MDM processes based on 1C.MDM or alternative solutions in cooperation with our partners
- Configuring and developing integration links with related systems
- Preparing for and running system testing (including integration data exchanges)
- Go-live planning
- Customising user support processes
- Go-live



Data migration during system implementations

- Examining legacy and target information systems to prepare a register of data migration objects
- Analysing data migration objects, defining methods of migration and potential sources of information
- Preparing data migration blueprints
- Developing migration strategies for each object, including data migration templates
- Preparing, collecting and enriching data migration templates
- Developing / customising data migration tools
- Test and production data migration to the target system



Master data normalisation (Counterparties, Materials, Services, etc.)

- Analysing current IT systems used for processing of data and local data maintenance policies
- Developing a normalisation methodology for each MD directory
- Developing classifiers (including hierarchy)
- Developing templates for each class with a list of mandatory attributes and naming rules
- Normalising and classifying data based on developed and approved methodologies using artificial intelligence and machine learning technology

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Technologies of Trust (www.tedo.ru) provides industry-focused assurance and business consulting services. Around 3,000 professionals working in “Technologies of Trust” offices in Moscow, St Petersburg, Ekaterinburg, Kazan, Novosibirsk, Rostov-on-Don, Krasnodar, Voronezh, Vladikavkaz and Nizhniy Novgorod use their knowledge, wealth of experience and creativity to develop fresh perspectives and practical advice for our clients.

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