

IRIS

People & Organization Transformation & Flagship Solutions

Performance Amplified.
Future Ready.

November 2025



Introduction to IRIS & Our Solutions

IRIS is a local boutique consulting firm. We specialize in partnering with clients in various industries in developing solutions to uplift Organization and People Capabilities.

Since our establishment in 2012, we have assisted global and local leaders in various industries, including Retail, Consumer, Industrial, Energy, Financial Service, as well as Government Sectors, in translating visions into strategies.

IRIS Consulting Solution enables client organizations to uplift competitive and growth capabilities. Our focus areas are:

- Business & Organization Strategy Design & Alignment
- Organization Structure, Operating Model, Process Design
- Organization & People Strategy Design
- HR Transformation, HR Solution (Hire to Retire) Design

IRIS Learning Solution enables client organizations to systematize People & Talent Engagement to strategically uplift organization & people capability.

- Capability Solutions: Future Skill Databank, Assessment
- Learning Solutions : Digital Learning, Workshop, Customized Programs
- Expert Communities for Functional & Leadership Development

IRIS Research Solution partners with SOEs & public agencies to address strategic national-level 'Talent' issues and provide insights for various strategy development and policy design. Our research practice areas cover:

- Thailand Talent Landscape Research
- Thailand IDE (Innovation-driven Enterprises) Research
- Thailand RDI (Research, Development & Innovation) Research

Some of our key clients :



Our Leadership Team



Penny

Penny Laosiripojana
Consulting Lead

Penny is the founder of IRIS. Prior to founding IRIS, she delivered Strategy and Organization Consulting Solutions at BCG, Mercer, Deloitte. She also led Strategy at Kasikorn Securities, K Group. Penny has worked closely with C-level executives and function leaders across various industries, including SCG, Thaioil, SCGP, IRPC, KBANK, Krungsri, KTB, BAAC, Sansiri, AIS, King Power, Beiersdorf.



Toey

Padcha Chunanantatham
Client Success Lead

Padcha is a Director at IRIS Consulting. Prior to joining IRIS, she delivered Market and Consumer Insight solutions at Nielsen for leading organizations across industries and gained research experience at the Stock Exchange of Thailand. She has worked closely with executives across industries, with expertise in Retail Management, FMCG Category Strategy, Organization Transformation, and People Solutions.



Will

Yongyut Ongwattapanat
Strategy Practice Lead

Yongyut most recently served as Head of Retail Banking Strategy at Commercial Bank, driving growth through innovative strategies, customer data management, and SME market segmentation. He previously held leadership roles at Nielsen. Yongyut has worked with executives across FMCG, retail, and banking, with expertise in business model design and organizational effectiveness.



Knot

Vanchak Montrivan
Leadership Practice Lead

Vanchak is a HR leader with over 34 years of experience. He most recently served as Managing Director at SCG HR Solutions and previously led Learning Strategy at SCG. Vanchak has partnered with senior leaders across industries, specializing in HR strategy, capability building, and leadership development. He was also a practitioner in human potential development for leading organization across industries.



Jane

Rungkarn Ratanaporn
P&O Practice Lead

Rungkarn is a business-oriented HR leader, advocating for professionals and business growth, including redesigning organizations and cultivating high-performance cultures. Her passion lies in unlocking human potential through coaching and developing leaders. Her career with Chevron, Merck, and Diageo, has taken her across USA, UK, Australia, and Southeast Asia, providing a global and adaptive perspectives on talent and strategic business initiatives.



Paul

Pawin Suthapong
Innovation Practice Lead

Pawin is CPO & Co-Founder of PRIMO, a fast-growing venture specializing in advanced membership platforms, personalized 1-to-1 communications, and AI-powered data monetization solutions that enable retail and financial services businesses to create new value. He specializes in Digital Business, AI Applications, Innovation Strategy, and Consumer-Driven Business Planning.



Ake

Dit Suthiwong, Ph.D.
Digital, AI Practice Lead

Dit is a project management professional with PMP certification and expertise in enterprise system integration, data science, and computing intelligence. He has led the Project Management Office at Thai Life Insurance, executed IT projects at CH7, and managed IBM's KBank transformation program. Dit currently lectures at universities on data analysis, record management, and mobile app development.





WHY

3 Cornerstones of Client Success

**Partnership with Us for All
Your P&O Priorities**

- © IRIS Learning & Consulting Solutions
- © 4-Stage Process from Design to Execution
- © Top-notch Expert Practitioners & Executives

IRIS Learning & Consulting Solutions

01

Leadership

Transformative Leadership

6 Modern Capabilities to Navigate the Next Wave

02

Business Acumen

Modern & Integrated Business Acumen

6 Holistic & Strategic Business Capabilities

03

Business Strategy

Business Strategy Mobilization

Competitive Strategy Formulation & Execution

04

New Venture

Growth Engine & New Ventures

New Source of Growth Identification & Capitalization

05

Productivity

Productivity & Lean Transformation

Process + AI-Driven Lean Transformation

06

AI for Analytics

AI-Driven Analytics Acceleration

Smart Automation & Analytics at AI Speed

07

AI Transformation

AI-Driven Business & Organization

AI for Tangible Business & People Impacts

08

Global & Mobility

Global Readiness & Talent Mobility

Seamless Mobility : Skill, Scale, Succeed

09

P&O Strategy x AI-HR

P&O Strategy x AI-HR Master Plan

Modern HR Strategy : 2030-Ready Initiatives

10

P&O Analytics

P&O Analytics

Know your people. Grow your business.

11

HR School

HR Incubation

HR Professionals as Strategic Business Partners

12

People Manager

People Manager Mastery

5 Key Capabilities & Tools for People Manager

13

Coaching

Coach for Excellence

Better Performance. Committed People.

14

Talent

Talent Solution

Empower Talent. Amplify Impact.

15

Succession

Succession Solution

Future Leaders, Ready Now.

16

Skill-based Solution

Enterprise Skills & Learning Acceleration

Future-Proof Skills. Future-Ready People.

IRIS Learning & Consulting Solutions

01

Leadership

6 Modern Capabilities to
Navigate the Next Wave

Transformative Leadership

- Strategic Visionary
- Customer Transformation
- Innovative Entrepreneurship
- Digital, Data, AI Adoption
- Sustainability & ESG
- People Centricity

Blended Learning Program :

- 3 Levels : Business, Function, and Self leaders
- Transformation initiative project

Consulting Solution :

- Leadership competency model
- Project consultation

02

Business Acumen

6 Holistic & Strategic
Business Capabilities

Modern & Integrated Business Acumen

- Business Strategy & Value Chain
- Marketing & Sales
- Finance & Investment
- Supply Chain & OpEx
- Digital & Innovation
- People & Organization

Blended Learning Program :

- 3 Levels : Business, Function, and Self leaders
- Strategic initiative project

Consulting Solution :

- Competency model, Skill matrix
- Project consultation

03

Business Strategy

Competitive Strategy
Formulation & Execution

Business Strategy Mobilization

- External & Internal Scan
- Strategy Formulation & Alignment
- Implementation Plan
- Strategic Execution & Success Tracking

Blended Learning Program :

- Strategy tools & model application for corporate & function strategy formulation

Consulting Solution :

- Business strategy design
- Strategic initiative PMO

04

New Venture

New Source of Growth
Identification & Capitalization

Growth Engine & New Ventures

- Opportunity Scan
- Customer Discovery
- Business Model & Strategic Design
- Execution Plan & Scale-Up

Blended Learning Program :

- Business opportunity & growth tools & model application for new growth & venture strategy

Consulting Solution :

- New venture business & operating model design

IRIS Learning & Consulting Solutions

05

Productivity

Process-Driven
Lean Transformation

Productivity & Lean Transformation

- Process Diagnosis & Value-Stream Map
- Process Improvement + Smart Automation
- AI-driven Role & Manpower Optimization with Performance Acceleration

Blended Learning Program :

- Productivity improvement, AI & automation tools application for value enhancement

Consulting Solution :

- Process transformation & smart automation for productivity

06

AI for Analytics

Smart Automation
& Analytics at AI Speed

AI-Driven Analytics Acceleration

- Opportunity Prioritization
- Data Readiness
- Pilot Automation & Analytic Design
- Scale, Operate, Measure

Blended Learning Program :

- AI & automation opportunity identification for data & analytic transformation

Consulting Solution :

- AI-driven data transformation
- Smart analytics

07

AI Transformation

AI for Tangible Business
& People Impacts

AI-Driven Business & Organization

- 3 Level of Mastery for :
- AI For All Functions & AI for Specific Functions
 - AI Literacy
 - AI Adoption
 - AI Transformation

Blended Learning Program :

- AI solution application for tangible business & operation improvements

Consulting Solution :

- AI-driven vision, operating model, and strategic AI projects

08

Global & Mobility

Seamless Mobility :
Skill, Scale, Succeed

Global Readiness & Talent Mobility

- Mobility Mindset
- Critical Skills
- Assignment Success
- Integrated Career

Blended Learning Program :

- Global readiness & mobility mindset development for total organization & targeted pools

Consulting Solution :

- Mobility strategy & integration with talent, career, succession

IRIS Learning & Consulting Solutions

09

P&O Strategy x AI-HR

Modern HR Strategy :
2030-Ready Initiatives

P&O Strategy x AI-HR Master Plan

- Business x P&O Alignment
- P&O Strategy Formulation
- HR Master Plan Development
- HR Operating Model Design
- OrgVision : AI-HR “Human + AI Organization Transformation”

Blended Learning Program :

- Business-driven P&O strategy with integrated HR master plan for Human + AI transformation

Consulting Solution :

- P&O strategy & HR master plan
- OrgVision & Transformation

10

P&O Analytics

Know your people.
Grow your business.

P&O Analytics

- P&O Readiness Scan
- Modern Skill Assessment
- Clarity 360
- People Sentiment :
Employee Engagement x
Holistic P&O Healthiness

Blended Learning Program :

- P&O analytics for integrated insights to drive P&O transformation impacts

Consulting Solution :

- 2P2S diagnostics & interventions
- Skill, 360, sentiment assessment

11

HR School

HR Professionals as
Strategic Business Partners

HR Incubation

- Building T-Shape-HR
Competencies in 3C Gates
- Gate 1 Core
 - Gate 2 Cultivate
 - Gate 3 Catalyze

Blended Learning Program :

- HR community of learning with multi-part business case and personalized mentoring

Consulting Solution :

- HR competency & skills matrix
- HR professional assessment

12

People Manager

5 Key Capabilities & Tools
for People Manager

People Manager Mastery

- The Role of People Manager
- Smart Recruitment
- People Manager as Coach
- Performance Acceleration
- Talent & Succession

Blended Learning Program :

- People manager mindset & skills to recruit, coach, drive results, engage talent, prepare successor

Consulting Solution :

- People manager model
- People manager assessment

IRIS Learning & Consulting Solutions

13

Coaching

Better Performance.
Committed People.

Coach for Excellence

- Senior Leader : Executive Coaching
- High-Potential Successor : Targeted Talent Coaching
- People Manager : Manager as Accelerator

Blended Learning Program :

- Coaching mindset & model to drive solution-focused conversation & performance

Consulting Solution :

- Coaching culture development
- Coaching & mentoring system

14

Talent

Empower Talent.
Amplify Impact.

Talent Solution

- Talent Management
- Talent Selection : Targeted Talent Profiling & Diagnostics
- Accelerated Development
- Cross-organization Talent Community & Networking
- Talent Engagement

Blended Learning Program :

- High-personalized, high-touch talent acceleration with extended talent networking

Consulting Solution :

- Talent management
- Talent assessment

15

Succession

Future Leaders,
Ready Now.

Succession Solution

- Succession Management
- Successor Selection : Critical Position Success Profile & Potential Successor Assessment
- Skill-based Development
- Coaching for Readiness
- Successor Transition

Blended Learning Program :

- Integrated succession management to unlock potential & build a healthy pool

Consulting Solution :

- Succession management
- Potential successor assessment

16

Skill-based Solution

Future-Proof Skills.
Future-Ready People.

Enterprise Skills & Learning Acceleration

- Skill Database : 300+ skill-based assessment & mobility
- Hybrid Workshop : Fresh new topics to always stay relevant
- Digital Learning : 1,000+ courses & 200+ programs (DSD sets)
- Cross-Organization CoP (Community of Practice)

Blended Learning Program :

- Integrated, high-quality, truly 'Life-long learning' for all 'Professional Growth Lovers'

Consulting Solution :

- Skill assessment & mobility
- Learning strategy design

4-Stage Process from Design to Execution

Stages & Steps	Stage 01 Setup & Align			Stage 02 Uplift Capability			Stage 03 Deliver Impacts		Stage 04 Sustain Success	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	Integrated Program Management	Learner Profiling & Assessment	Learner Onboarding & Alignment	Self-Paced Digital Learning	Action-Based Interactive Workshop	Project Assignment & Coaching	Project Proposal & Pitching	Success Tracking & Evaluation	IRIS Community of Practice	IRIS Hybrid Workshop
Design	Align design & delivery to attain goal & priority	Deepen understanding of individual learners	Align objectives, journey, expectations	Equip knowledge with modular-based learning	Apply tools to build skills through real challenges	Coach to ensure project impacts & success	Deliver project proposal to executives for go/no-go	Follow-up to ensure impacts are realized	Extend perspectives through Cross-org CoP	Fresh-up with connected & continued learning
Deliver	• Dedicated PM to orchestrate all stages	• 90/180/360 assessment • Global tools	• 1-Hour onboarding	• Journey with 1-Hour pre-workshop online recap	• Interactive workshops	• Group coaching	• All-group project pitching & feedback	• Group coaching • Sponsor assessment	• All-access to CoP of interest	• All-access to HW of interest
Tailor	• Start with your goals, impact, ROI • Align with key sponsors	• Select tools that best fit • Incorporate your data	• Personalize onboarding for executive program	• Customize journey • Recap based on your focus	• Customize cases • Align days & span	• Match ‘Experts’ to project requirements • Engage & work closely with key sponsors from project setup to design • Advice to drive project impacts with next action steps			• Incorporate your learning needs & interest in CoP & HW agenda	
Why Us?	• Experienced PM to align with sponsor & team	• Ready-to-deploy tools • Results with implications	• Learner service team to support E2E process	• 200+ DSD registered programs • 36+ in Y2026	• Top-notch expert practitioners & executives • Experienced business x people consultants as curator & co-designer with experts and internal sponsors • Extensive network drive project towards implementation				• High-quality connection of leading organizations participating in CoP & HW • CoP & HW platform	

Top-notch Expert Practitioners & Executives

Connect Pros. Create Solutions.

Explore Our Expert Marketplace :
The One-Stop Solution for
All Your P&O Needs.

- Identify your internal P&O challenges or learning & development needs
- Consult our Client Solution team to short-list experts by domain expertise
 - Project Consulting
 - Development Programs
- Discover our solutions :
 - Hold discovery calls or meetings for project proposal development
 - Join/Request our hybrid workshops to explore
- Work together to perfect the Solution design & delivery to best fit your needs!



IRIS

IRIS Consulting Co., Ltd.

12A Pearl Bangkok 1177 Phahonyothin Road Payathai Bangkok 10400 Thailand

Padcha Chunanantatham

Padcha.C@irisconsulting.co.th

+66.85.116.8887

Vanchak Montrivan

Vanchak.M@irisconsulting.co.th

+66.89.666.4558

Wattana Wattananukij

Wattana.W@irisconsulting.co.th

+66.92.497.4253

Tassanee Winyupakorn

Tassanee.W@irisconsulting.co.th

+66.81.702.8385

www.irisconsulting.co.th