



COMPANY PROFILE 2026

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EXECUTIVE FOREWORD



Iftekhhar Haque

Managing Partner

Crossway Global stands for clarity, integrity, and purpose in a world where mobility, compliance, and talent movement define business success. By integrating technology, data intelligence, and structured processes, we are building a resilient operational framework that enhances accuracy, efficiency, and informed decision making. Across our Mobility, Immigration, and Corporate Services Consulting & Talent Solutions verticals, we create a reliable ecosystem that helps organizations manage complexity and achieve sustainable value.

OUR IDENTITY



WHO WE ARE

Crossway Global is a UAE based Human Resource consulting firm built on clarity, integrity, and a people first mindset. We transform complexity into structured, confident pathways, enabling individuals and organizations to navigate transitions with trust and precision. Guided by ethical leadership and strategic foresight, we operate with unwavering professionalism across every engagement.

We unite human expertise with modern digital intelligence to create experiences that are seamless, transparent, and fully compliant. Every interaction reflects disciplined execution, thoughtful guidance, and a deep understanding of both human and regulatory dimensions - ensuring transitions that are purposeful, assured, and future ready.



OUR PHILOSOPHY

We empower forward thinking individuals and organizations to advance with confidence, backed by insight and expertise. Our promise is anchored in excellence, integrity, and absolute transparency. Every journey is handled with trust, care, and strategic clarity -delivering long term value and elevating the standards of how global movements and organizational movements should be experienced



OUR VALUE PROMISE

OUR CORE VALUES



EXCELLENCE

We pursue excellence through disciplined execution, meticulous accuracy, and unwavering commitment to quality



INNOVATION

We innovate with purpose; using technology, insight, and forward thinking to simplify complexity.



EMPOWERMENT

We empower people: our clients, our partners, and our teams through clarity, expertise, and trust



COMMITMENT

We are committed to delivering predictable, compliant, and dependable outcomes every time.



TRANSPARENCY

We operate with transparency offering clarity, visibility, and trust at every stage of the journey.

CWG SERVICE PORTFOLIO

Crossway Global (CWG) delivers an integrated portfolio of Mobility, Immigration & Corporate Services and Talent Solutions Consulting- built to simplify regulatory complexity and strengthen the people systems that power organizational performance. Our capabilities span Business Setup, Mobility, Immigration, Organization Design, Rewards, Performance Management, Talent Development, Organization Health Diagnostics, and Culture Transformation, enabling clients to navigate compliance with confidence while elevating workforce effectiveness across the UAE and GCC.



**MOBILITY, IMMIGRATION,
AND CORPORATE
SERVICES CONSULTING**



**TALENT SOLUTIONS
CONSULTING SERVICES**



MOBILITY, IMMIGRATION, AND CORPORATE SERVICES CONSULTING

Our Mobility, Immigration and Corporate Services Consulting division delivers end-to-end support across mobility, compliance, licensing, and workforce administration - designed to simplify complexity and ensure seamless operational continuity for organizations and individuals in the UAE and GCC. With a focus on precision, regulatory alignment, state of the art technology and premium service delivery, we provide a single, trusted touchpoint for all corporate and immigration requirements.

MOBILITY AND IMMIGRATION:

- Work & Residence Permits - New, Renewal, Amendments, and Cancellations
- Dependent Residence Permits - New, Renewal, Hold Process, and Cancellations
- Work & Residence Permit – for Freelance and Remote Work
- Non-Sponsored Work Permit
- Domestic Workers Residence Permit
- Long-term Residence Permits -Golden Visa, Blue Visa, Green Visa, and Retirement Visa
- Visit, Mission, 5-Years Multiple Entry Visas - New, Amendments and Extension

COUNSELOR AND DOCUMENTS LEGALIZATION SERVICES:

- Documents Legalization and Authentication Support
- Documents Translation
- Degree Equalization Support
- Lease Agreements Authentication
- Notary Public Support



BUSINESS / LICENSE SETUP:

- Business License Incorporation - New, Renewal, Amendment, and De-registration
- Chamber of Commerce Registration
- Ministry of Economy Registration
- Immigration Establishment Card - New and Renewal
- MOHRE Establishment Card and Portal Setup - New and Renewal
- E-Channel Registration – New and Renewal
- E Signature Card
- Change of Authorized Signatory

BUSINESS / LICENSE SETUP ADDITIONAL SUPPORT:

- Bank Account Setup
- Tax & VAT Registration
- ILOE Insurance Registration
- Health Insurance Assistance for Individuals and for Corporates
- Bulk Work Permit Quota Support
- Emiratization Management

SOCIAL SECURITY AND PAYROLL MANAGEMENT:

- Social Security Registration
- Social Security Contribution Management
- Social Security Updates & Amendments, and Deregistration
- 3rd Party Payroll Management



OUR STRATEGIC DIFFERENTIATORS

MOBILITY, IMMIGRATION, AND CORPORATE SERVICES CONSULTING DIFFERENTIATORS

UNMATCHED GOVERNMENT ACCESS & PROCESS INTELLIGENCE

Our established government relationships and regulatory insight enable us to fast track approvals and eliminate avoidable delays with precision.



TECHNOLOGY ENABLED TRANSPARENCY

Our digital ecosystem offers real time case visibility, automated alerts, and centralized documentation giving clients complete clarity and control.



HUMAN EXPERTISE THAT OUTPERFORMS AUTOMATION

Every case is managed by seasoned specialists who understand the nuances of immigration law and consistently deliver successful outcomes.



COMPLIANCE WITHOUT COMPROMISE

Rigorous quality checks and policy alignment ensure every submission meets the highest regulatory standards, minimizing risk and rejections.



SPEED AS A COMPETITIVE ADVANTAGE

Through process mastery and government insight, we deliver faster turnaround times that help organizations mobilize talent without operational disruption.



A PARTNER, NOT A VENDOR

We operate as an extension of our clients' HR and mobility teams, providing proactive guidance and ongoing support well beyond service completion.



TALENT SOLUTIONS CONSULTING SERVICES

A modern, data driven talent architecture designed to strengthen organizational performance, elevate workforce capability, and build long term competitiveness. Talent Solutions integrates reward strategy, performance management, talent development and employee experience into a unified framework that supports business growth and leadership priorities. The focus is on creating systems that are fair, transparent, and aligned with UAE and GCC market expectations, enabling organizations to attract, retain, and develop high performing teams with clarity and confidence.

Talent Solutions delivers measurable impact through structured methodologies, evidence based design, and seamless implementation support, ensuring every program is adopted effectively and contributes to a stronger, more resilient organization.

REWARDS MANAGEMENT:

- Total Rewards Strategy Design and Rollout Support
- Compensation Structure and Policies Design
- Salary Tables Design and Compensation Ratio Analysis
- Employee Incentive Program Design: Sales Incentives, Short-term Incentives, Long-Term Incentives
- Employee Benefits Program Design
- Executive Compensation and Value Creation System Design
- Employee Mobility Program Design and Rollout Support



PERFORMANCE MANAGEMENT PROGRAM:

- Performance Management Policy and Process Design
- Performance KPIs Design Support and Goals Setting
- Cyclical Performance Appraisal System Design and Support
- Employee Performance Improvement Plan Design
- Annual Performance Based Increments and Promotions System Design

EMPLOYEE ENGAGEMENT AND WELL-BEING PROGRAM:

- Organization Health Surveys Administration
- Employee Well-being Programs Design and Roll-out Support
- Employee Engagement Program Design and Roll-out Support

ORGANIZATION DESIGN AND STRUCTURAL EFFECTIVENESS:

- Job Architecture Design through Job Analysis and Evaluation Methods
- Grading Structure Design and Optimization
- Organizational Structures Review and Advisory
- Strategic Workforce Planning Process Design and Rollout Support
- HR Policies and Processes Design and Optimization

TALENT ARCHITECTURE AND CAPABILITY FRAMEWORKS:

- Competency Framework Design and Developments
- Promotion and Career Progression Framework Design and Advisory
- Organizational Culture Diagnostics, Development of Values and Behaviors
- HR Technology Need Assessment and Adoption Assistance

TALENT DEVELOPMENT AND SUSTAINABILITY:

- Learning and Development Need Assessment
- Learning and Development Programs Design and Roll-out Support
- Talent and Potential Assessment
- Succession Planning and Bench Readiness Program Design and Roll-out Support
- Leadership Development Program Design and Roll-out Support



TALENT SOLUTIONS

CONSULTING DIFFERENTIATORS



END TO END TALENT ARCHITECTURE UNDER ONE ROOF

From rewards and performance to organization design, engagement, and leadership development, we deliver a unified talent ecosystem - eliminating fragmentation and ensuring strategic continuity across all HR programs.



DATA DRIVEN, EVIDENCE BASED DESIGN

Every framework - compensation, grading, succession, or engagement is backed by analytics, benchmarking, and behavioral insight, ensuring decisions are objective, defensible, and aligned with market realities.



CUSTOM BUILT, NOT TEMPLATE DRIVEN

We design solutions tailored to each organization's structure, culture, and growth stage. No off the shelf models - every program is engineered for relevance, scalability, and long term sustainability.



HUMAN CENTRIC, CULTURE ALIGNED APPROACH

We design programs that elevate employee experience - balancing organizational priorities with human needs to strengthen engagement, well being, and long term retention.



FUTURE READY WORKFORCE DEVELOPMENT

Our leadership, succession, and capability building programs prepare organizations for tomorrow - ensuring bench strength, continuity, and resilience in fast evolving markets.



PROCESS DISCIPLINE THAT ENSURES PREDICTABILITY

Structured methodologies, clear governance, and controlled workflows ensure every initiative is delivered with precision, consistency, and measurable impact.

OUR PROCESS FRAMEWORK

Our delivery architecture is designed to transform regulatory, administrative, and workforce complexities into predictable, high efficiency outcomes. Whether supporting corporate services, mobility requirements, or workforce solutions, we combine disciplined process control with intelligent digital systems assuring precision, transparency, and seamless execution across all UAE and GCC environments.

HOW WE DELIVER

Every engagement - corporate, immigration, licensing, or workforce related—passes through a multi layer validation framework engineered to guarantee accuracy, consistency, and implementation ready outputs. Our quality standards eliminate errors, accelerate processing, and align with the expectations of UAE and GCC authorities and leading regional organizations.

QUALITY ASSURANCE

COMPLIANCE & GOVERNANCE

We operate with uncompromising adherence to UAE and GCC regulatory frameworks across both verticals. From immigration and licensing compliance to labor alignment, workforce governance, and organizational policy integrity, our processes safeguard clients from risk at every stage - ensuring full conformity with immigration, labor, licensing, corporate, and employment regulations.

CLIENT EXPERIENCE JOURNEY

Across all service lines, our systems drive accuracy, but our philosophy prioritizes people. Every touchpoint is designed to simplify the journey, reduce friction, and deliver clarity. Whether supporting organizations, employees, or dependents, we ensure a seamless, supportive experience where compliance becomes effortless, and workforce continuity remains uninterrupted.



IMPACT & ACHIEVEMENTS

Crossway Global's impact is defined by consistent delivery, disciplined execution, trusted performance across UAE, and the wider GCC. Across both our verticals, we have enabled thousands of successful mobility cases, accelerated government approvals, optimized workforce operations, and ensured seamless compliance for organizations across key sectors. Our track record reflects a commitment to precision, reliability, and measurable value - earning the confidence of clients who depend on us to keep their people, processes, and operations moving without interruption.

MILESTONES AT A GLANCE

1800+

mobility and immigration cases delivered across key UAE sectors

98%+

approval success rate across major visa and compliance categories

30-40%

faster processing enabled through process intelligence and government alignment

100%

mobility and immigration cases delivered across key UAE sectors

24/7

case monitoring and proactive renewals for enterprise clients

20-30%

improvement in compensation accuracy and internal equity through structured rewards design

15-25%

stronger performance alignment enabled by performance architecture

10-18%

uplift in employee engagement following engagement and well being program rollout

STRATEGIC PARTNERSHIPS & CLIENT ECOSYSTEM

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We support a diverse portfolio of organizations across key UAE and GCC sectors, including:



Through strong regulatory partnerships and deep operational insight, we empower these sectors with end to end mobility management, corporate governance support, workforce deployment, and talent enablement solutions. Our integrated approach reinforces compliance, protects operational continuity, and supports long term organizational growth across the UAE and GCC

WHY CHOOSE US

AN INTEGRATED ARCHITECTURE FOR ENTERPRISE STABILITY

Crossway Global is built on clarity, integrity, and purpose, delivering a unified ecosystem of Mobility, Immigration, and Corporate Services & Talent Solutions that enables organizations to operate, scale, and comply with absolute confidence. Our dual vertical model transforms regulatory complexity and workforce challenges into structured, predictable, and future ready outcomes across the UAE and GCC.

TECHNOLOGY THAT BRINGS CERTAINTY TO COMPLEXITY

Our digital infrastructure is engineered for precision. Real time visibility, proactive compliance alerts, automated tracking, and controlled workflows eliminate ambiguity and elevate operational confidence. This technology backbone is one of our defining advantages - ensuring every process, approval, and workforce initiative moves with accuracy, speed, and complete transparency.

EXPERT LED DELIVERY WITH HUMAN INTELLIGENCE AT THE CORE

Behind every engagement is a team of seasoned specialists - immigration experts, corporate governance professionals, and workforce solution consultants - who uphold uncompromising standards of accuracy, documentation quality, and communication. This fusion of human expertise and intelligent systems enables scalable, error free delivery across both routine and high volume mandates.

REGIONAL INSIGHT THAT STRENGTHENS STRATEGIC OUTCOMES

With deep understanding of UAE and GCC regulatory landscapes, we align mobility, compliance, and workforce frameworks with organizational priorities. Our role extends beyond execution - we help clients reduce risk, accelerate timelines, and maintain uninterrupted operational continuity in fast moving environments.

A PARTNERSHIP BUILT ON TRUST, TRANSPARENCY & LONG TERM VALUE

Our digital infrastructure is engineered for precision. Real time visibility, proactive compliance alerts, automated tracking, and controlled workflows eliminate ambiguity and elevate operational confidence. This technology backbone is one of our defining advantages - ensuring every process, approval, and workforce initiative moves with accuracy, speed, and complete transparency.

FUTURE OUTLOOK

Crossway Global is shaping the future of regulated business and workforce solutions through an innovation agenda rooted in integrity, human empowerment, and intelligent automation. Our vision is a unified ecosystem where mobility, corporate compliance, and talent enablement operate seamlessly, guided by predictive intelligence and simplified through smart digital infrastructure.

WHAT WE'RE BUILDING

- Integrated platforms connecting mobility, compliance, and talent services.
- Predictive systems that anticipate renewals, risks, and workforce needs.
- Frictionless client journeys with greater clarity and transparency.
- Automated, high accuracy digital workflows across UAE and GCC jurisdictions.
- Tools that strengthen organizational agility and empower people.
- Alignment with the UAE's digital excellence and global competitiveness vision.
- Talent intelligence frameworks that optimize workforce planning, capability mapping, and performance outcomes.

THE IMPACT AHEAD

- More resilient, future ready organizations.
- Faster, smarter, fully compliant processes.
- Elevated human potential through guided, confident decision making.
- A UAE and GCC ecosystem where business, talent, and innovation thrive.
- Borderless workforce mobility powered by efficiency, transparency, and speed.
- Intelligent insights that transform compliance into a strategic advantage.
- A future-ready platform blending technology, talent, and trust for long-term growth.

**We do not Reiterate the Past
We Reimagine the Future**

GET IN TOUCH!

CWG CROSSWAY
GLOBAL
Human Resources Consulting



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