

HR Consulting Services

HR Department Assessment



handover

Efficiency ... from Hire to Retire

Handover Consulting ...

“Handover Consulting was initiated to partner with companies across the Middle East and provide them with unique and competitive consulting solutions to address their Recruitment and Human Resources challenges. Our team of specialists has been engaged with a number of multinational, regional , and local establishments and accordingly bring along solid operational and consulting capabilities in their areas of expertise.

Our vision for Handover Consulting is to become one of the leading and trusted consulting partners in Recruitment and Human Resources serving small, medium, and enterprise firms across the Middle East.

We would be honored to have the opportunity to be part of your successful future and for you to be part of our successful stories. We would love to provide you with more details on our services.

Please do not hesitate to contact us for further details or enquiries.”

Ali S. AlJa'bari
Founder and CEO



HR Department Assessment ...

- HR Department Assessment is one of the core HR Consulting Services that we specialize in and through which we review for our clients the current state of their HR Department and HR practices and identify for them current weaknesses and gaps that need to be addressed accordingly.
- Our HR Consultants are highly experienced in conducting Assessments of HR Departments.

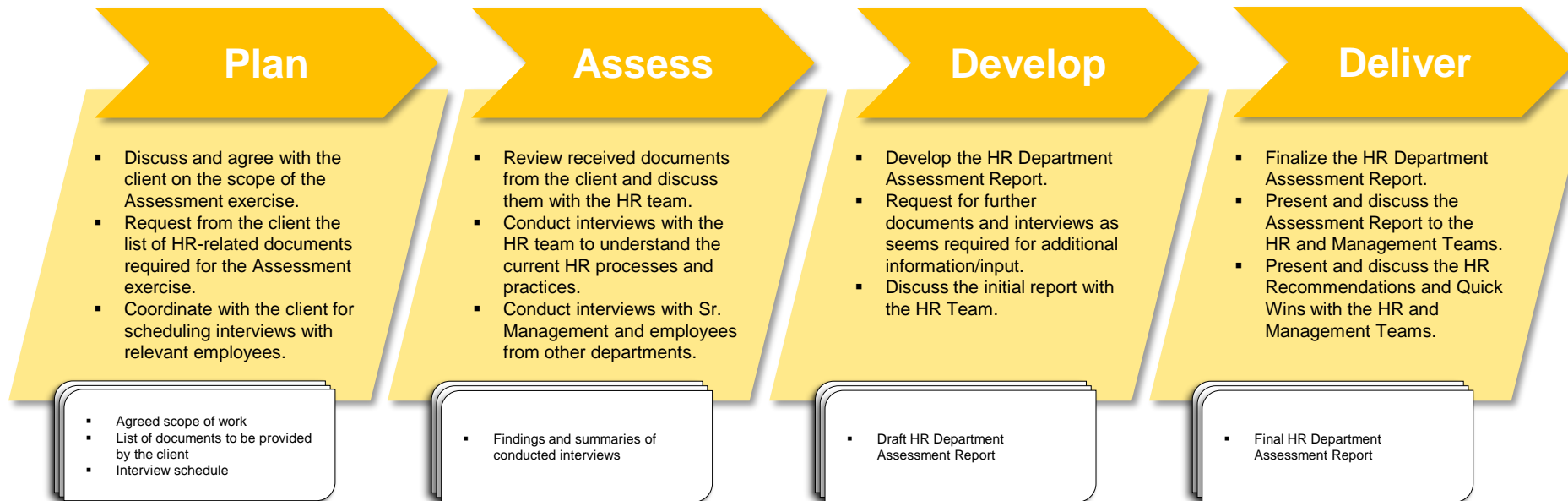
Handover Consulting – HR Department Assessment

Project Complexity	We are experienced in conducting HR Department Assessments for various types of companies (e.g. start-up companies, shared services operating models, individual subsidiaries or across a group of companies, etc.).
Project Scope	As part of HR Department Assessment projects, we typically review and assess HR strategies, organization structures, HR processes, and HR technologies/systems.
Experience	Our HR Consultants have delivered HR Department Assessment projects for clients across the Middle East and within various business sectors.
Duration	The duration of such assessment exercises will vary depending on the scope of the assessment, the size of the company, and complexity/maturity of the HR Department.



We use a solid and transparent approach to deliver effective and quality HR Department Assessment exercises to our clients ...

- Our experienced HR Consultants have carefully designed the below approach to conduct all HR Department Assessment exercises consistently and effectively:



Conducting an HR Department Assessment is very critical for your HR Strategy ...

From the illustrated **HR Strategy Planning Model** on the right, we can observe the following:

- The “**HR Current State**” is one of the key inputs to the HR Strategy during the planning stage.
- The objective of the **HR Strategy** is basically to take the HR Department from its current state to the desired state by which the **HR Strategic Objectives** are achieved.
- It is very critical to understand what is the “**HR Current State**” in order to realize where does the HR Department currently stand in terms of gaps, weaknesses, ad hoc practices, inconsistencies, incompliances, etc. that need to be addressed accordingly in the HR Strategy.
- Conducting an **HR Department Assessment** exercise is one of the best of ways to determine the “**HR Current State**” component.



We typically review all components of the HR Department during the Assessment exercise ...

We try to provide you with a comprehensive Assessment of your HR Department (as much as possible) with focus on the below components:

- **Strategy:** review of the HR Strategy and assessment of its alignment with the business.
- **Structure:** review of the organization structure of the company to identify key issues and weaknesses.
- **Process:** review of HR processes, procedures, policies and practices in the company, their compliance with the labor law and much more.
- **People:** review of the factors and controls that affect the performance of employees in the company such as competencies, culture, succession, etc.
- **Performance:** review of the ways the performance of the HR Department is being measured, monitored and reported.
- **Technology:** review of the effectiveness of the current technologies and systems being used in the HR Department such ERP, HRMS, Payroll system, Applicant Tracking System, etc.



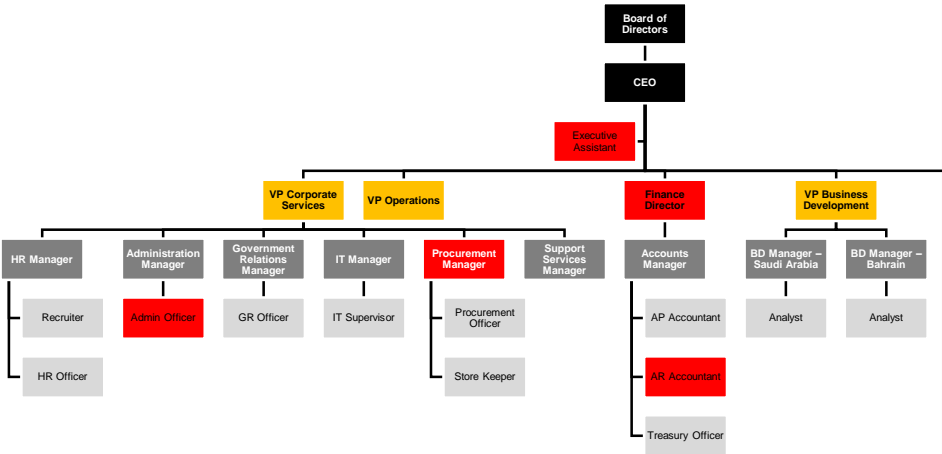
HR Department Operating Model

Sample findings during our HR Assessment exercises ...

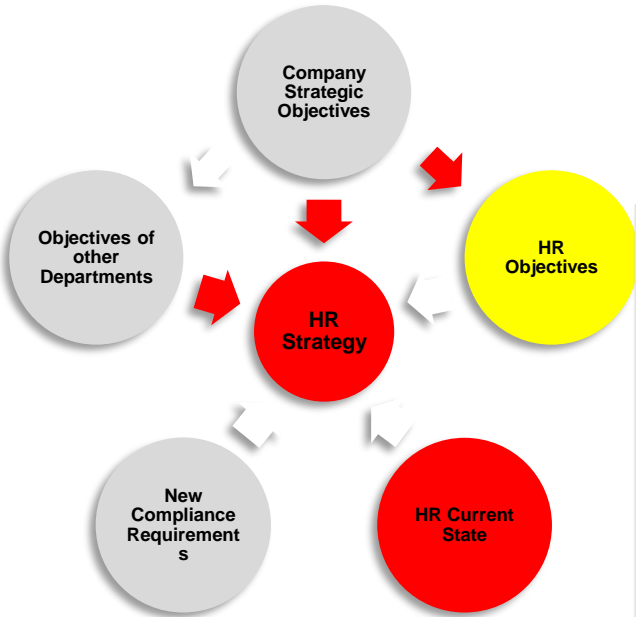
No direct relationship between business objectives and HR objectives

Business Objectives	HR Objectives
<ul style="list-style-type: none">Achieve a Revenue of 20 mn USDAchieve a Profit of 5 mn USDBuild Exceptional & Scalable solutionsStrengthen the Management teamIncrease Customer Satisfaction by 40%	<ul style="list-style-type: none">Implementation of a new Performance Management System based on KPIs.Create HR Business PlanRecruit employees as per to the planImplement an HRMS system

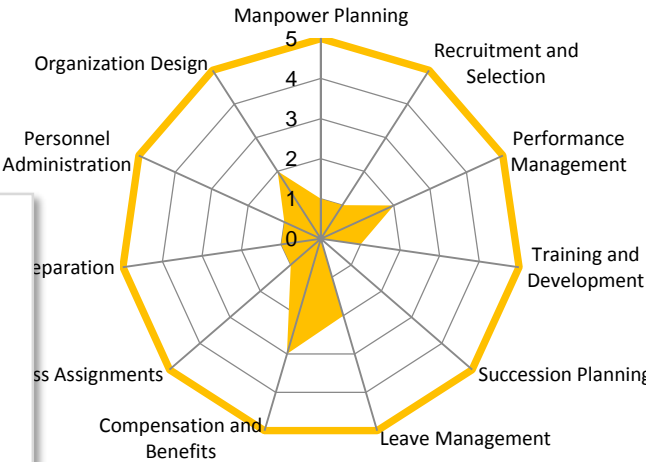
Identified issues in the organization structure



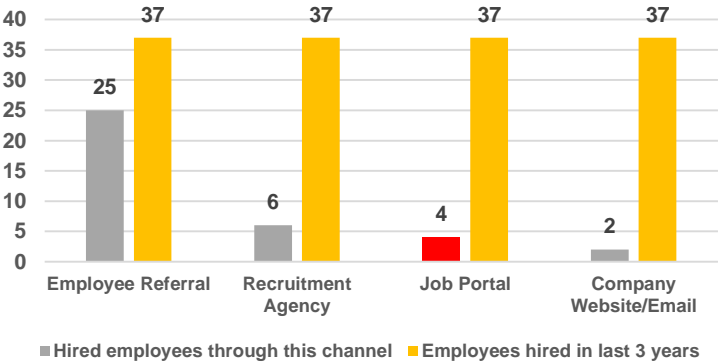
Identified issues in the HR Strategy Planning Process



Maturity of HR Processes



Identified issues in Sourcing Channels



Our HR Assessment exercises are conducted by extensively experienced HR Consultants ...



Ali AlJa'bari

Founder and CEO, Handover Consulting

Qualifications

- Bachelor's degree in Computer Science
- Certified Compensation and Benefits Manager
- Certified Performance and Competency Developer
- Certified Organization Development Developer

Previous Roles

- Team Lead - HR Consulting Services, Ernst & Young
- HR Director, SAF Group
- VP HR and Shared Services, SOFCON Engineering
- HR and Shared Services Director, National Integrated Industries Complex

Published Articles

- Super Recruiters ... do they exist in our universe?
- The top 5 Practices that are killing your Recruitment Strategy
- A Visual Representation of the HR's Life Cycle
- I am a new Department Head/Manager ... now what?
- How to transform your department to a Strategic Partner?
- http://handover.consulting/?page_id=148

Areas of Expertise

Ali has 13+ years of extensive experience in Human Resources spanning across Consulting as well as Operational Management roles and which were spent with multinational and large organizations within various industries including Engineering, Manufacturing, Corporate Holdings, Business Groups, and spanning across regional areas including Jordan, Saudi Arabia, Bahrain, and UAE. Ali's areas of expertise include:

- HR Strategic Planning
- HR Balanced Scorecards
- Performance Management Systems
- Organization Structure Design
- HR Governance Frameworks
- HR Policies and Procedures
- HR Assessments and Diagnosis
- HR Audit and Compliance
- Recruitment Planning and Management
- HR Operations Management and Reporting





Contact us now

We would love to provide you with more details on our services. Please do not hesitate to contact us for further details or enquiries.

Tel: +962 (6) 5335420, Mobile: +962 79 5066371

enquire@handover.consulting

<http://handover.consulting>

handover

Efficiency ... from Hire to Retire