

HR Consulting Services

HR Strategy Planning

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 Strategy Planning ...

- HR Strategy Planning is one of the core HR Consulting Services that we specialize in and through which we assist our clients to develop an HR strategy that is integrated with their business plan.
- Our HR Consultants are highly experienced in the development of HR strategies for clients across the Middle East and within various business sectors.

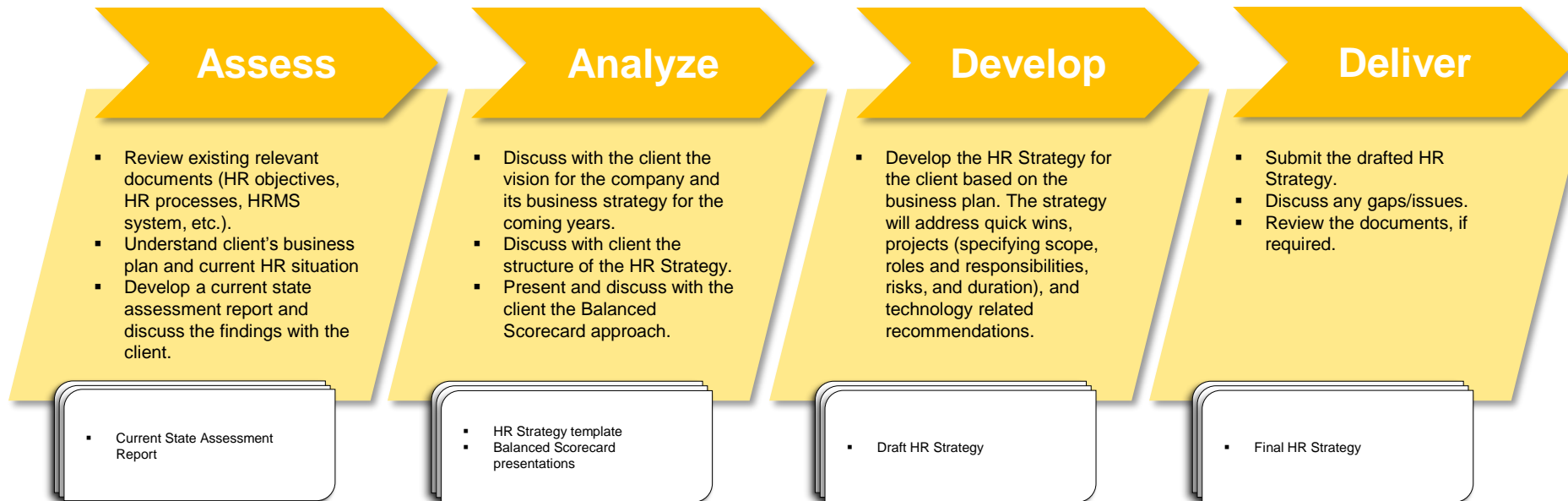
Handover Consulting – HR Strategy Planning

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|---------------------------|---|
| Project Complexity | We are experienced in developing HR strategies for various types of companies (e.g. start-up companies, shared services operating models, individual subsidiaries or across a group of companies, etc.) covering all HR areas or addressing specific areas, as desired by the client. |
| Project Scope | As part of HR Strategy Planning projects, we typically develop an HR strategy that includes current issues/gaps, quick wins, projects (specifying the scope, roles and responsibilities, risks, and duration), and technology related recommendations. |
| Experience | Our HR Consultants have developed HR strategies for clients across the Middle East and within various business sectors. |



We use a solid and transparent approach to deliver effective and quality HR Strategy Planning projects to our clients ...

- Our experienced HR Consultants have carefully designed the below approach to deliver all HR Strategy Planning projects consistently and effectively:



We understand the challenges associated with the development of HR Strategies and accordingly are able to support clients to overcome them effectively ...

- Based on our experience, below is a list of the key challenges faced by companies with relation to HR Strategy Planning. We have listed against each of these challenges our value proposition which we offer to all our clients.

| Key Issues | Indications | Value Proposition |
|---|--|--|
| Poor strategic planning approaches | <ul style="list-style-type: none">▪ The absence of an HR Strategy that directs the efforts of the HR Department, and having the department operating on an ad-hoc basis.▪ The HR Strategy is developed independently by the HR Department without consideration to the business objectives, resulting in a strategy that does not support the company's business plan.▪ Not discussing the relevant objectives of other departments when developing the HR Strategy, resulting in an HR Strategy that is unable to support the HR requirements of other departments.▪ Absence of a proper Strategy Planning approach to develop the HR Strategy.▪ Poor understanding of the SWOT (current state) of the HR Department when developing the HR Strategy, resulting in an unrealistic strategy that is unable to transform the current department to the desired state. | <p>We develop an HR Strategy for our clients that takes into consideration all of the below aspects:</p> <ul style="list-style-type: none">▪ The current state of the HR Department (SWOT)▪ The overall business objectives/plans▪ The objectives of other departments |



We are highly experienced in delivering successful HR Strategy Planning projects and in providing clients with business relevant outcomes ...

Balanced Scorecard Example to cascade the Business Objectives into relevant HR Objectives

| | Company Objectives | HR Department Objectives |
|--------------------|---|---|
| Financial | <ul style="list-style-type: none"> ▪ Increase the company's revenue by 10% and the profit by 15%. | <ul style="list-style-type: none"> ▪ Reduce HR and Admin costs this year by 30% ▪ Comply with approved HR budget ▪ ... |
| Customer | <ul style="list-style-type: none"> ▪ Expand sales to the GCC countries. | <ul style="list-style-type: none"> ▪ Support recruitment requirements for new offices ▪ Develop HR policies compliant with legal requirements of new countries. ▪ ... |
| | <ul style="list-style-type: none"> ▪ Increase Customer Satisfaction by 30%. | <ul style="list-style-type: none"> ▪ Identify training courses with focus on customer satisfaction related subjects for customer facing positions. ▪ Automate business visas tracking and renewal to ensure Sales team meet their client meeting schedules. ▪ ... |
| Operational | <ul style="list-style-type: none"> ▪ Increase efficiency and effectiveness of internal processes through standardization and automation. | <ul style="list-style-type: none"> ▪ Develop a global HR policy. ▪ Implement online Employee Self Services (ESS) ▪ ... |
| | <ul style="list-style-type: none"> ▪ Adapt operations best practices. | <ul style="list-style-type: none"> ▪ Implement a new Performance Management system using the balanced scorecard. ▪ Implement Annual Vacation Planning process. ▪ Develop and implement HR Operations Reports. ▪ ... |
| People | <ul style="list-style-type: none"> ▪ Hire and retain competent employees. | <ul style="list-style-type: none"> ▪ Support recruitment requirements of all departments. ▪ Ensure compliance with country's Nationalization requirements. ▪ Develop Competency Framework for all positions. ▪ Implement a Reward System to support team work. ▪ Develop and deliver a training plan for all positions. ▪ ... |





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.

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