

HR Consulting Services

Organization Structure Design



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



Organization Structure Design ...

- Organization Structure Design is one of the core HR Consulting Services that we specialize in and through which we build for our clients a comprehensive organization structure to formalize the relationship between departments/positions and improve operational efficiencies.
- Our HR Consultants are highly experienced in the design of organization structures for clients across the Middle East and within various business sectors.

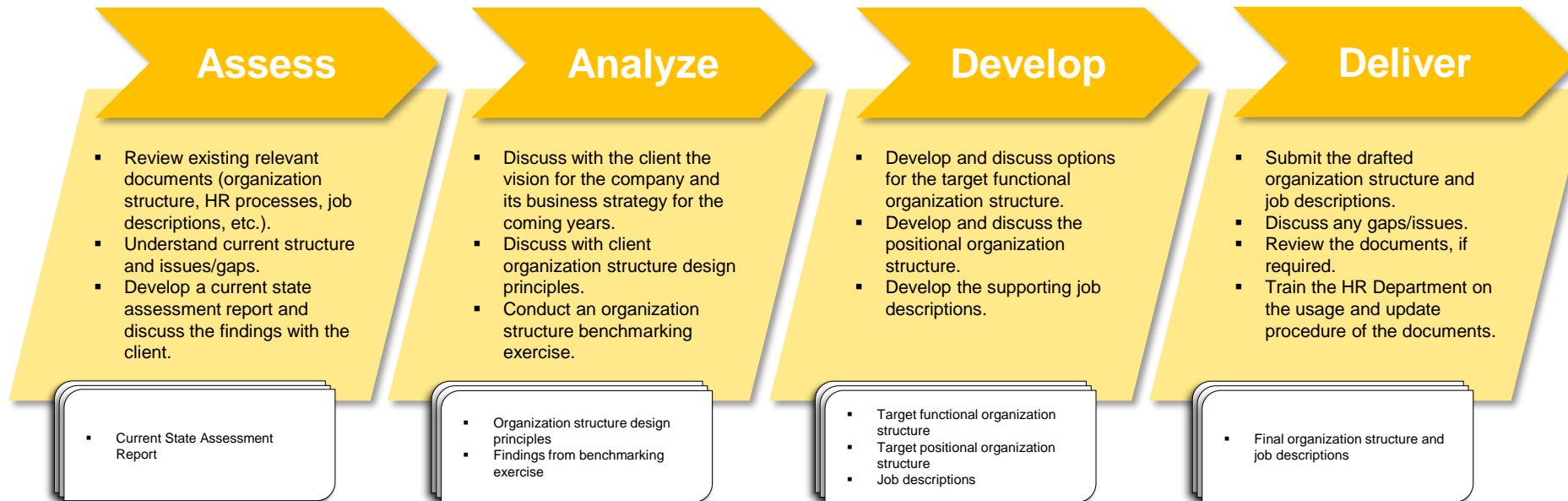
Handover Consulting – Organization Structure Design

Project Complexity	We are experienced in designing organization structures 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 Organization Structure Design projects, we typically develop a current state assessment report, target functional organization structure, target positional organization structure, and target job descriptions.
Experience	Our HR Consultants have delivered Organization Structure Design projects for clients across the Middle East and within various business sectors.



We use a solid and transparent approach to deliver effective and quality Organization Structure Design projects to our clients ...

- Our experienced HR Consultants have carefully designed the below approach to deliver all Organization Structure Design projects consistently and effectively:



We understand the challenges associated with organization structure design projects 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 related to organization structure design. We have listed against each of these challenges our value proposition which we offer to all our clients.

Key Issues	Indications	Value Proposition
Absence of major elements	<ul style="list-style-type: none"> Existence of a functional structure but has no supporting positional structure that reflects the positions within the company and the reporting relationship between each. Existence of a positional structure but has not developed supporting job descriptions. Existence of job descriptions but not for all positions. Domestic and abroad offices/branches are not reflected on the organization structure. Outsourced functions are not reflected on the organization structure. 	<p>We develop a comprehensive organization design for our clients that addresses all the below items:</p> <ul style="list-style-type: none"> Functional structure Positional structure Job descriptions for every position All company offices Outsourced functions
Authority and Accountability	<ul style="list-style-type: none"> Departments can change their organization structure on their own. No accountability is defined for changing the organization structure. Some responsibilities are observed to be shared between positions or departments with no clear accountability. 	<ul style="list-style-type: none"> We develop a policy and procedure document that specifies the process for making modifications to the organization structure design and also define the accountability and roles and responsibly for this process. We identify shared responsibilities and address accountability issues in our proposed solution.



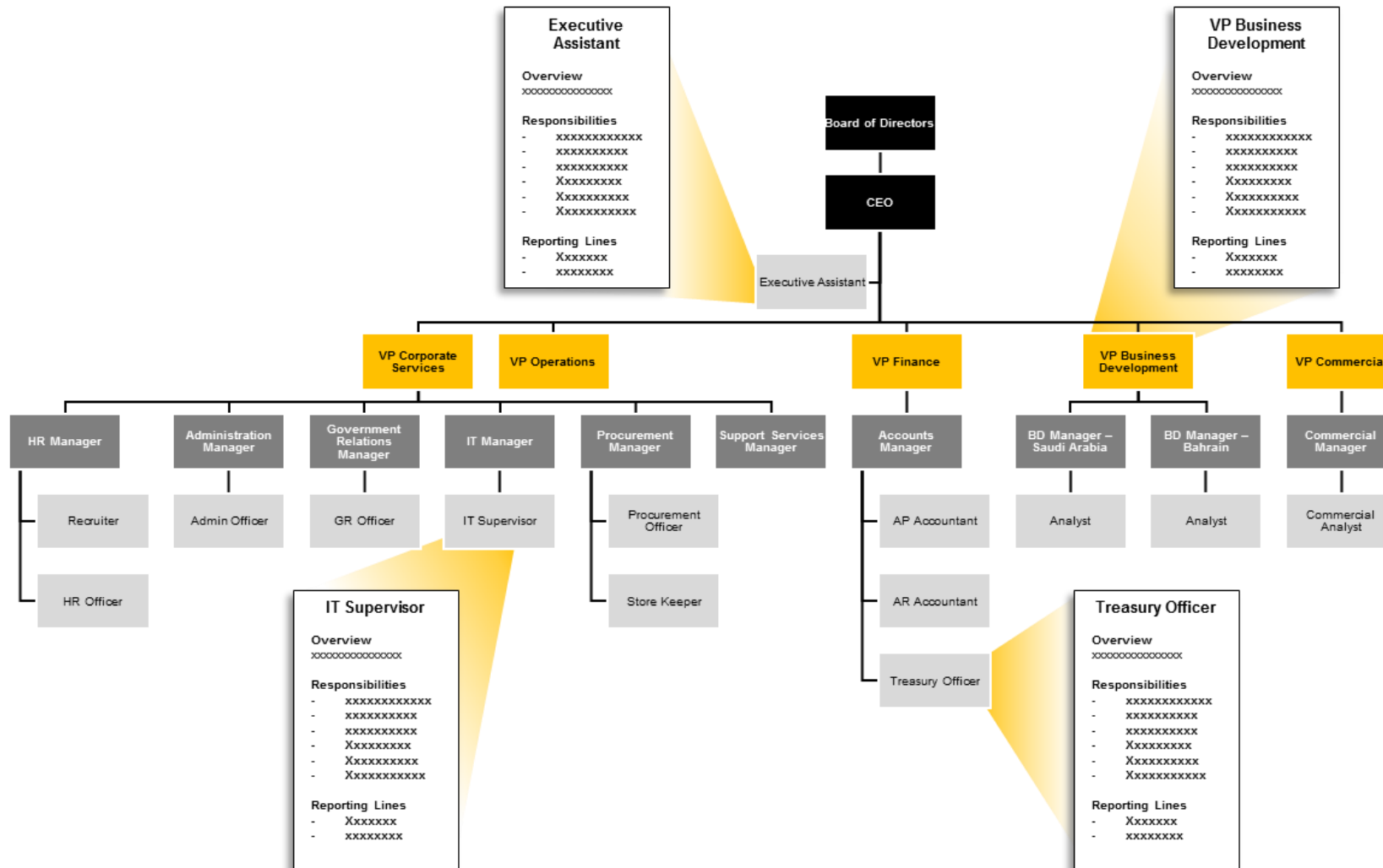
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Key Issues	Indications	Value Proposition
Improper structure design	<ul style="list-style-type: none"> The organization structure partially represents functional departments and partially represents positions. Reflecting employee names on the formal organization structure. Employees having no clear reporting lines and in some cases reporting to more than one supervisor/manager. Designing the organization structure based on a trial and error approach rather than a proper study. Having different job title naming style to name positions (e.g. Head of HR, IT Manager, CFO, Purchasing Director, etc.) 	<ul style="list-style-type: none"> We develop two integrated structures (functional and positional). We represent only the job titles of positions on the structure to avoid continuous changes in the structure every time an employee leaves the company. We design the organization structure while ensuring every position has one clear supervisor/manager to report to. We design the organization structure based on a comprehensive study that considers the client's business plan, current structure, and structures of companies in the same industry. We discuss and agree with our clients on naming conventions to be used for naming job titles consistently.
Communication	<ul style="list-style-type: none"> Employees not clearly understanding their role in the company as they don't have access to the organization structure. Job descriptions not being communicated to employees. 	<p>We review the existing practices of clients related to the communication of the organization structure and provide our proper recommendations to address identified issues/gaps.</p>



We are highly experienced in delivering Organization Structure Design projects and in providing clients with integrated outcomes ...





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>

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Efficiency ... from Hire to Retire