



## ORGANIZATIONAL DIAGNOSTICS AND HR AUDIT

In order to move towards any desired state it is a requisite to assess your starting point. An objective assessment of the effectiveness of your organisation and your HR function is crucial to determine your current reality.

Organization Diagnostics will provide you with concrete data on current people related issues prevailing in the organization. Recommendations and Roadmaps will provide the way forward in order to overcome and deliver sustainable action plans.

An HR Audit comprehensively measures your HR Function and practices against industry and contemporary best practices. Capabilities of the current HR staff are also reviewed and assessment provided for improvement in this area.



### WHAT ENGAGE CONSULTING CAN DO FOR YOU

Using our diagnostic tool we can assess your current organisational effectiveness and HR capabilities and assess them against your business needs. We will provide you with a clear roadmap on how you can move from your current state to the desired end state.

Through a number of different diagnostic techniques and tools we will be asking you questions such as:

- What is the vision of the organisation?
- What are the top 3 strategic priorities for the organisation?
- What will be the growth drivers in 5 years time
- What are the key strengths of the organisation and what would you consider as the organisation's Achilles heel?
- What capabilities are required to be successful in the future?
- How would you describe the effectiveness of the leadership team?
- How would you describe the team work between different departments?
- How would you describe your culture in the organisation?
- How would you rate your HR processes?
- What HR practices do you regard as leading edge in the organisation?

Following the diagnostic phase we will partner with you to translate the business needs and insights into solutions that add value and are sustainable and subsequently draft an implementation road map and recommendations on how to move toward the desired state.



## HR STRATEGY DEVELOPMENT

Paramount for every HR strategy is for it to be embedded and based on your business strategy. Your HR strategy should identify and evaluate your areas of competitive advantage through the development of human resources and organisational capabilities.

Our team has extensive experience in developing and deploying a business linked HR strategy and we use the Brockbank Strategy Development methodology in our assignments.

This approach consist of 7 steps:

**Step 1:**  
Detailed understanding of your business context and your strategic direction.

**Step 2:**  
Map the environmental trends for your business.

**Step 3:**  
Identify the sources of competitive advantage for the organisation.

**Step 4:**  
Define the supporting organisational characteristics.

**Step 5:**  
Align the HR practices.

**Step 6:**  
Action plan.

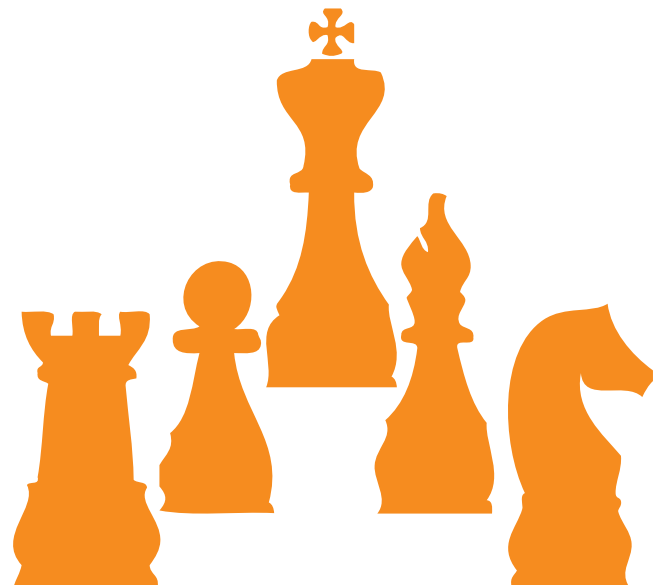
**Step 7:**  
Measure the results.

### WHAT ENGAGE CONSULTING CAN DO FOR YOU

We can help you translate your strategic business objectives and assess the impact of HR trends on your future business direction into business focused HR objectives and strategy.

We will help you establish standards and performance targets for key human resource deliverables. We will monitor and adjust your Human Resource strategy to produce desired results;

We will help you determine the resources required and develop a HR implementation roadmap and can guide your team during the implementation of the roadmap.





## HR STRUCTURE & PROCESSES

Translating your HR strategy into the right HR structure, processes and policies is where your strategy comes to life and where it is tested. The HR strategy is implemented through your HR organisation, capabilities, processes and policies.

### WHAT ENGAGE CONSULTING CAN DO FOR YOU

We can help you identify the HR structure and capabilities you need to deliver on your HR strategy. With the use of the Dave Ulrich model we help to identify what role you want your HR team members to play and if deemed necessary we can help equip them with the right skills.



**HR Organization:**

Is the HR team organized to support the delivery of the HR strategy? How is it structured, what experiences does the team possess and does your HR information system provide you with up-to-date and relevant information?

**HR Capabilities:**

Does the HR team have the internal capabilities to deliver on the HR strategy?

**HR Processes:**

Do the HR processes deliver on the HR strategy; does it attract, retain and maximize the performance and potential of employees?

**HR Policies:**

Does your organisation have the HR policies that support a high performance culture?



We can assist you in developing HR processes, standard operating procedures, tools, systems and HR policies that support the delivery of your business objectives. Putting people at the heart of your organisation and helping your line managers to get the best out of their people and team.



### HR ADVISORY & OUTSOURCING SERVICES

HR talent is scarce and HR executives have a wide variety of career options to choose from. As a result, finding, attracting and retaining the right HR talent is not easy.

Often you don't need a top HR executive to be part of your organisation on a full-time basis. You most likely need such expertise either at specific important moments in the year or at a number of hours a week.

Engage Consulting can provide you with the right HR resources in the right amount of time without you having to worry about attracting, retaining, or developing them.

Whether you are looking for regular advise from a top HR expert, want a strategic HR business partner to help your junior HR team lead and implement your HR strategy or whether you want to focus on your core activities and outsource specific HR activities to an outside service provider, Engage Consulting can provide this to you.



#### WHAT ENGAGE CONSULTING CAN DO FOR YOU

As you would do with legal or financial advisors our top HR experts can provide you with HR Advisory Services on call when you need them. Services can range from Leadership and Management Development, Coaching, Strategic Alignment, People Matters, or Benchmark Practices in contemporary management.

We can also provide you with HR resources to lead the implementation of your HR strategy, development of your HR infrastructure and run your HR department for you. We will do this in the most efficient manner, saving you not only the trouble of employing your own HR manager but also saving you money by doing it in a time efficient manner and employing the right level of resource for the right tasks.

On top of that we can take complete ownership of one of your HR processes. Whether this is recruitment outsourcing, running a specific department or activity or running your complete HR department, our team has the expertise and experience to run, improve and add value to your business processes. We deliver on our mutual agreed service standards and provide you with peace of mind to focus on things that are really important to grow your business.

