

# ORGANIZATIONAL DEVELOPMENT

# Our Focus Areas

**Facilitation of Vision  
and Strategy**

**Leadership  
Development**

**Organizational  
Culture**

**Diversity, Equity and  
Inclusion (DEI)**

**Competency Mapping**

**Succession Planning**

**Talent Aquisition and  
Recruitment**

**Performance  
Management**

**Learning and  
Development**

**Employee  
Engagement and  
Satisfaction**

**Change Management**

**Workforce Planning**

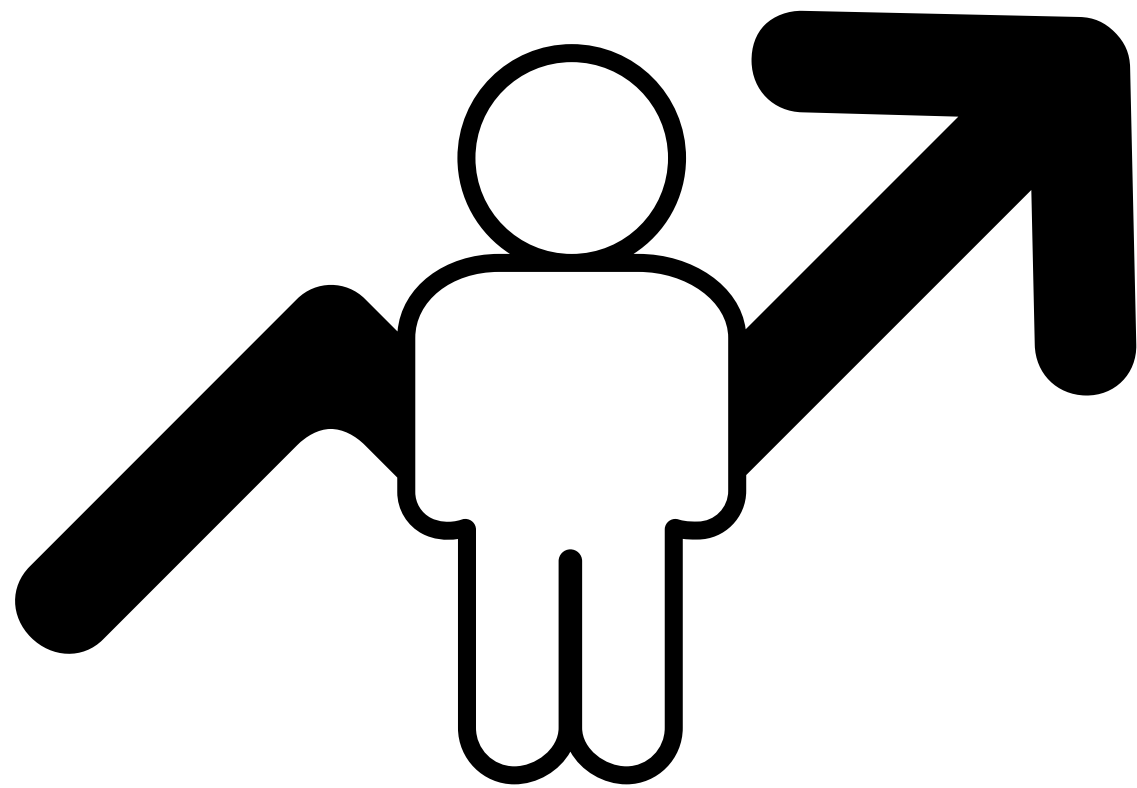
**Employee Wellness  
and Well-being**



# Facilitation of Vision and Strategy

**Facilitating a Vision and Strategy for an organization involves guiding stakeholders in the process of defining the organization's purpose, long-term objectives, and the pathways to achieve and fostering collaboration and alignment among stakeholders.**





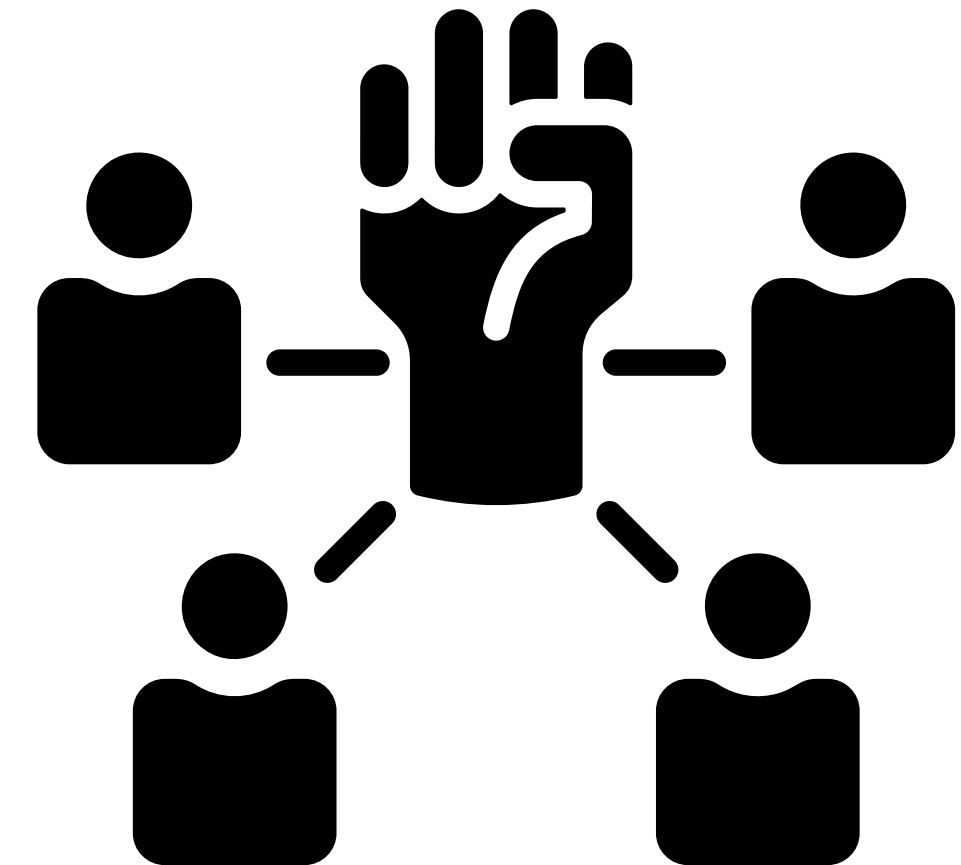
## **Leadership Development**

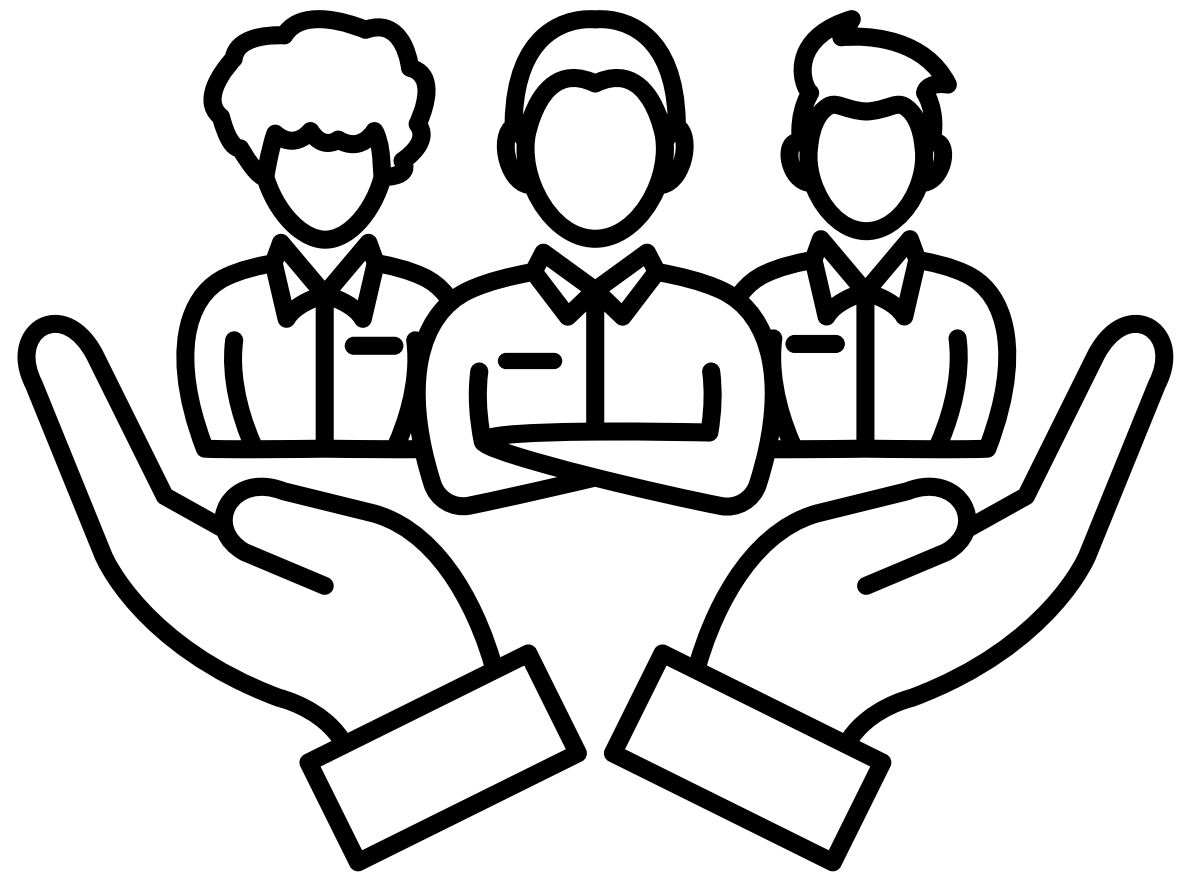
**Cultivating leadership skills and capabilities at all levels of the organization to inspire, empower, and guide teams toward achieving their goals.**



# Organizational Culture

**Assisting organisations develop an organisational culture by defining a set of values, beliefs, attitudes, systems, and rules that outline and influence employee behaviour within an organization and ensuring that the culture reflects how employees, customers, vendors, and stakeholders experience the organization and its brand.**





## **Diversity, Equity and Inclusion**

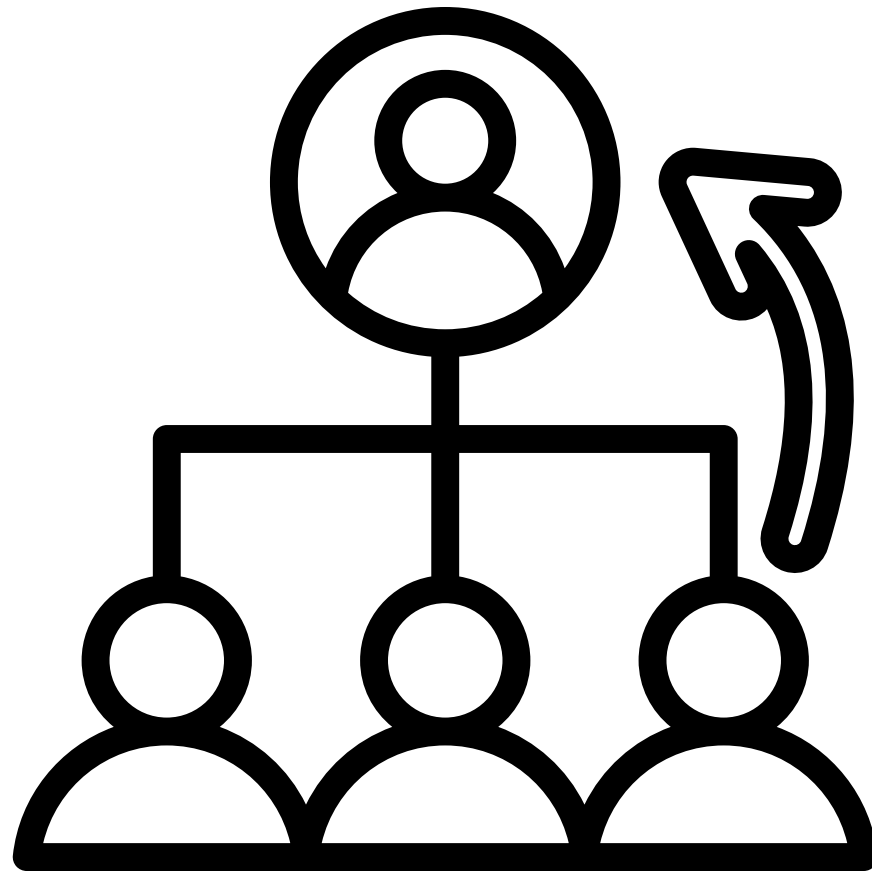
**Creating a culture that values and embraces diversity, promotes equity, and fosters inclusion to harness the full potential of all employees and drive innovation.**



# Competency Mapping

**Creating a Competency Map for organisations by identifying and evaluating the key competencies (knowledge, skills, abilities, and behaviours) required for successful performance to help organisations effectively map and manage competencies to ensure that they have the right talent with the right skills in the right roles to achieve their strategic objectives.**





## Succession Planning

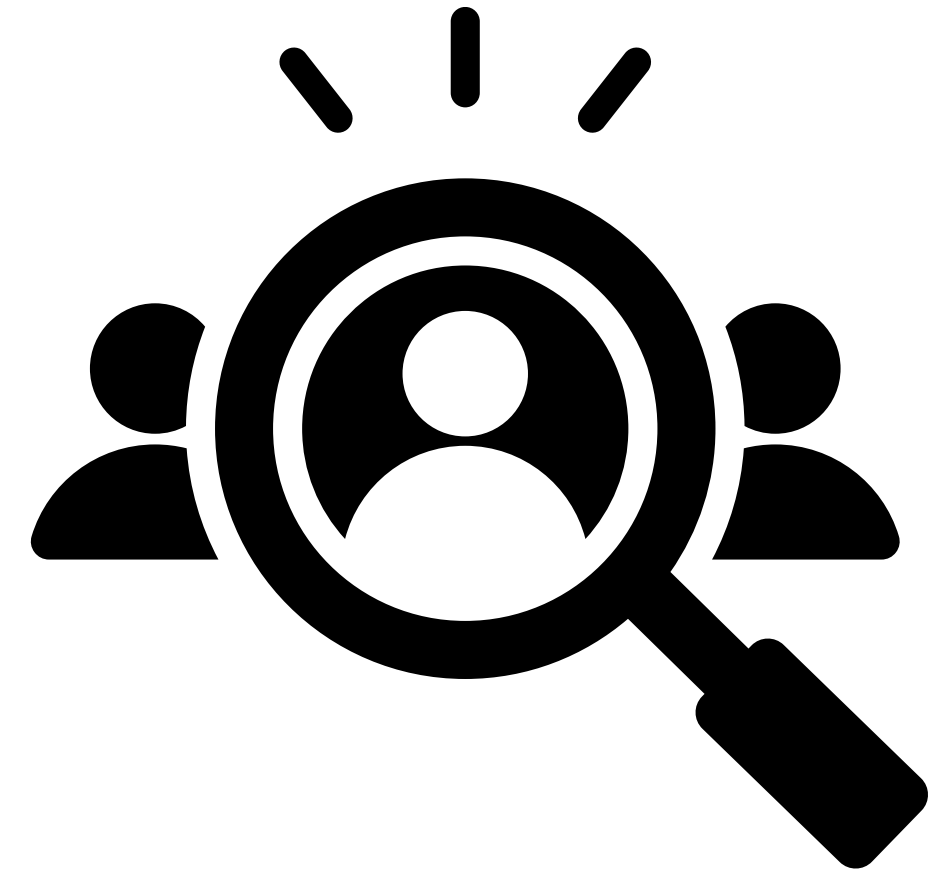
**Identifying and developing high-potential employees to fill key roles within the organization in the future, ensuring continuity and sustainability using customized Talent Assessment Centres.**

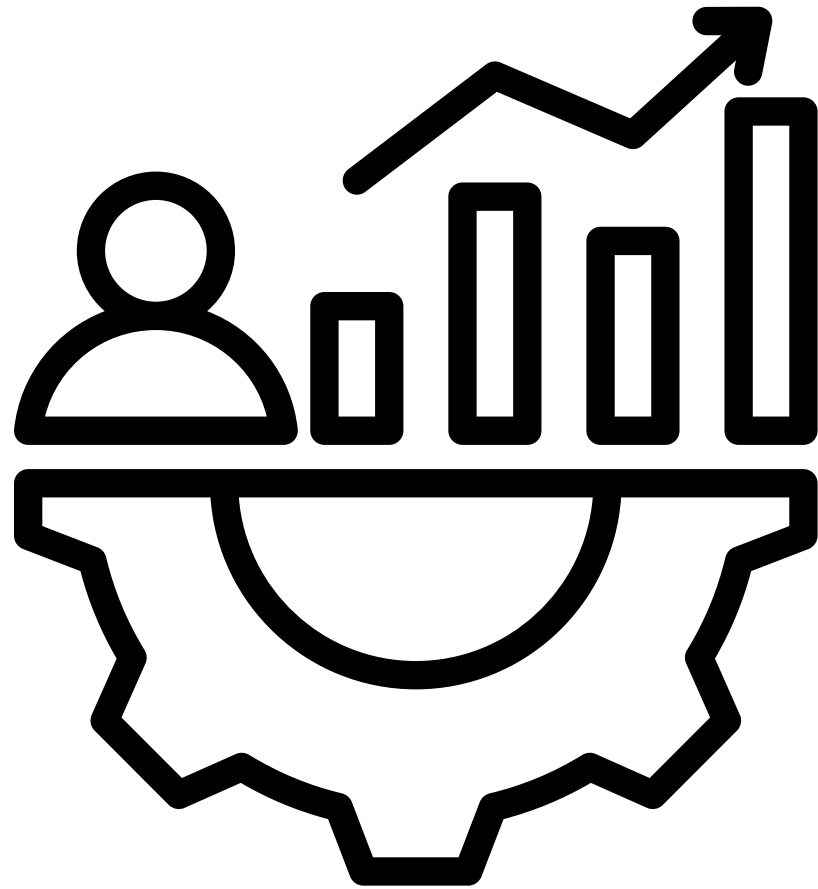




# Talent Acquisition and Recruitment

**Ensuring the right people are hired into the organization through effective recruitment processes that align with the organization's culture and goals.**





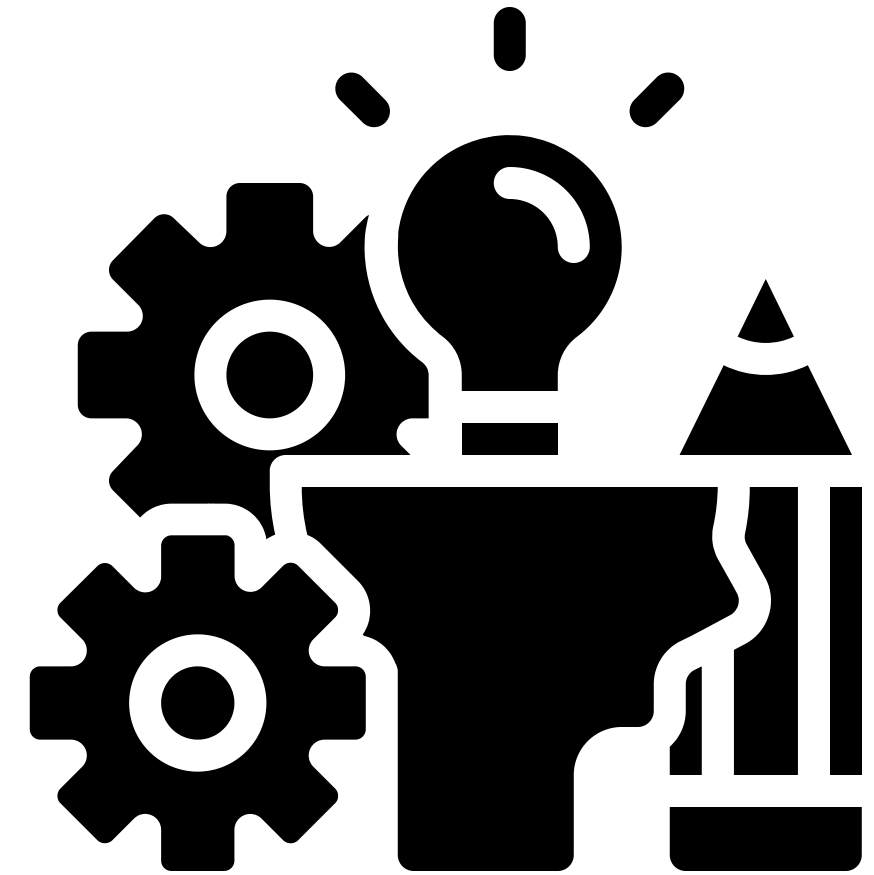
## **Performance Management**

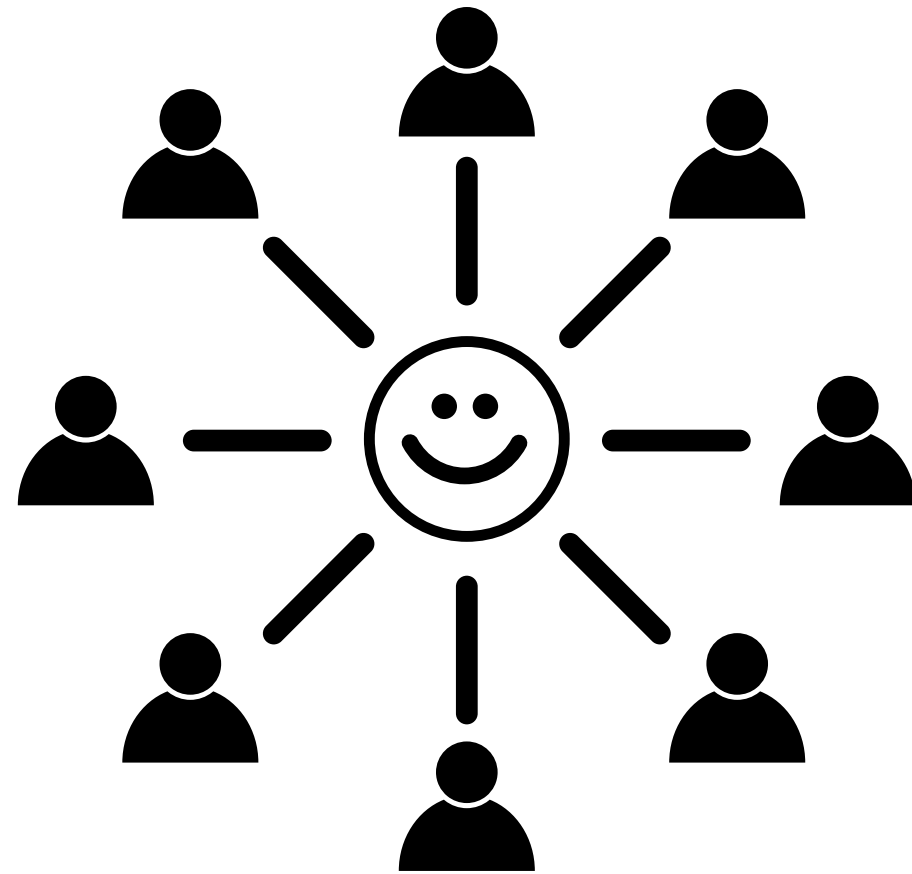
**Establishing systems and processes for setting goals, providing feedback, evaluating performance, and rewarding achievements to drive employee engagement and productivity.**



## Learning and Development:

**Setting a Learning and Development plan that provides opportunities for employees to acquire new skills, knowledge, and competencies through training, coaching, mentoring, and other developmental programs.**





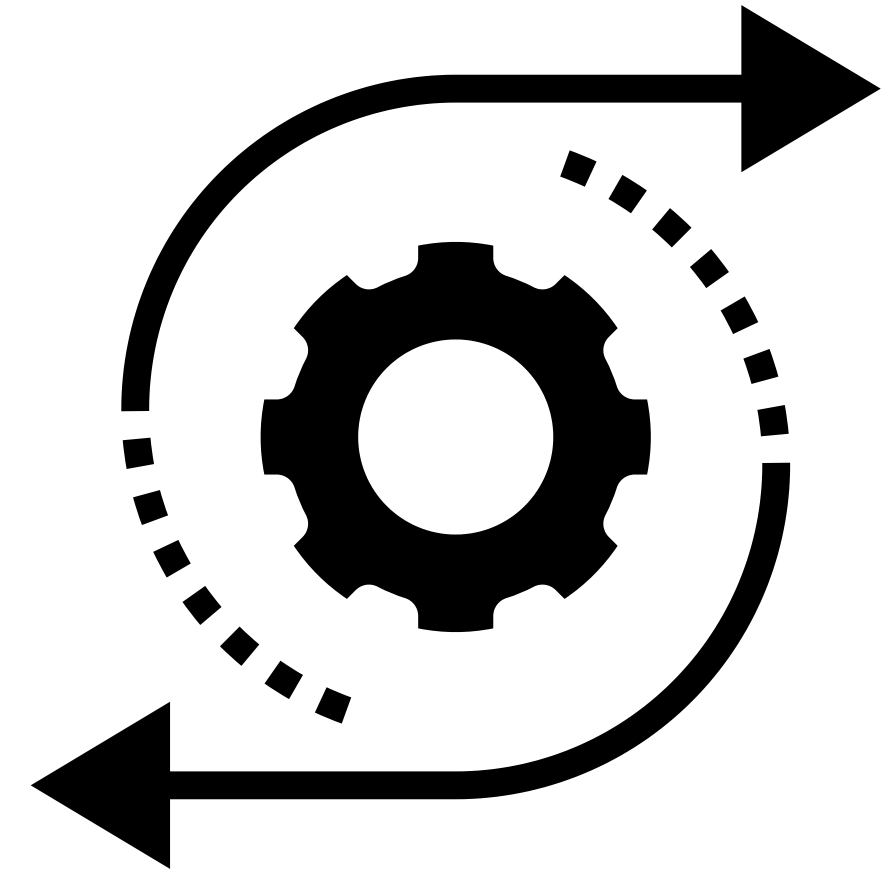
## Employee Engagement and Satisfaction

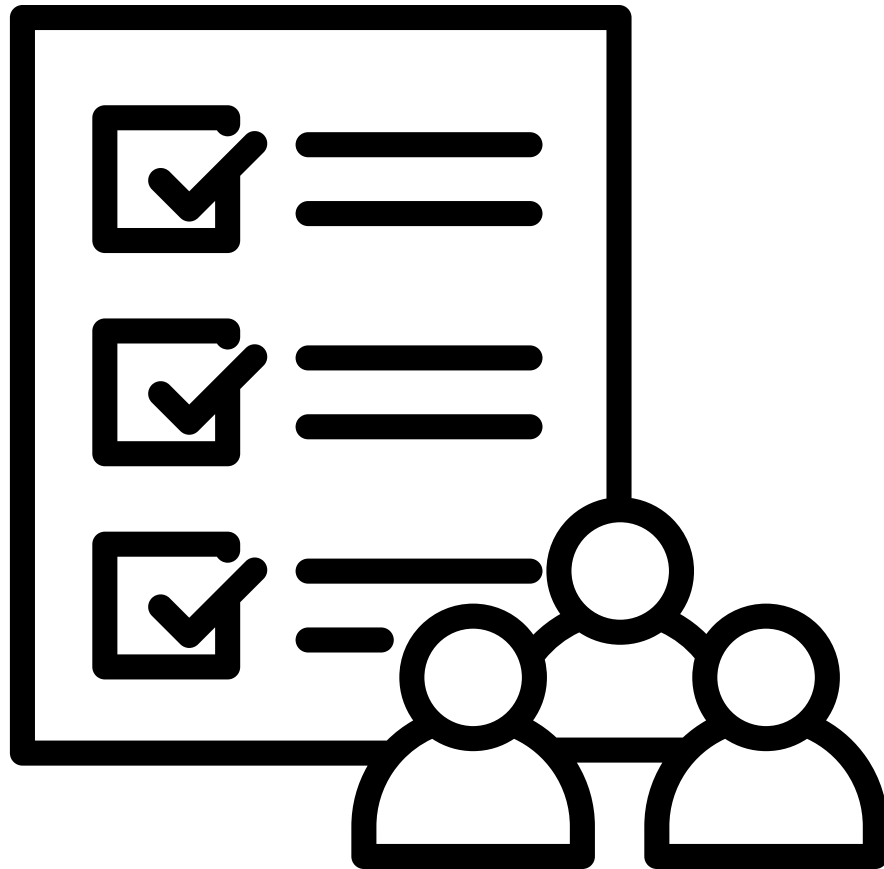
Implementing initiatives to enhance employee morale, motivation, and satisfaction, leading to higher levels of commitment and retention.



# Change Management

**Supporting employees through organizational changes by providing communication, training, and resources to facilitate a smooth transition and minimize resistance.**





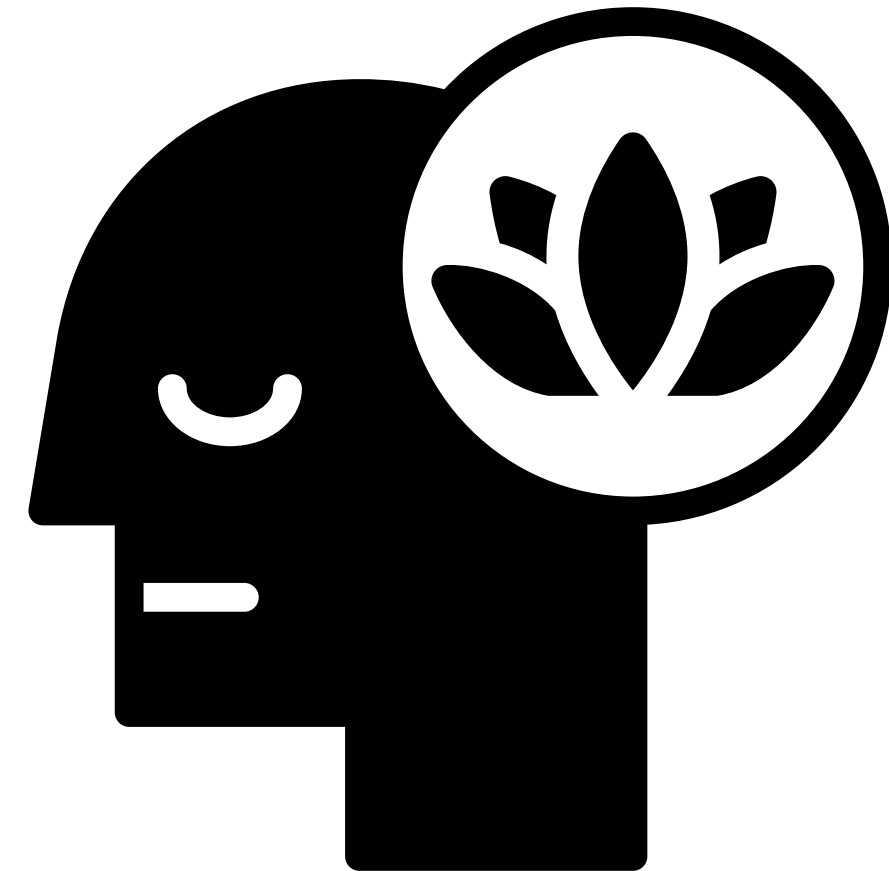
## **Workforce Planning**

**Aligning the organization's workforce with its strategic objectives by forecasting future talent needs, identifying gaps, and developing strategies to address them.**

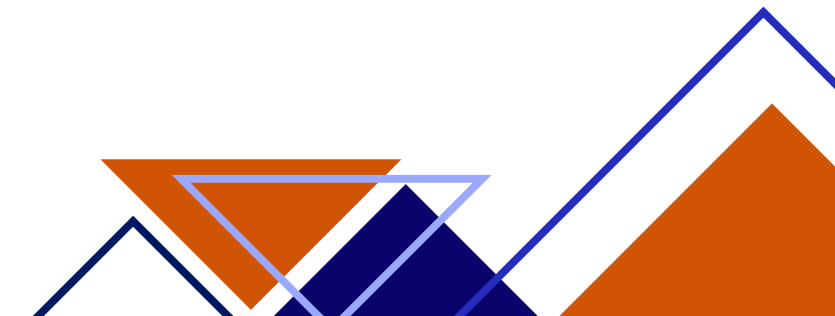


## Employee Wellness and Well-being

**Promoting a healthy work-life balance and providing resources and support for employees' physical, mental, and emotional well-being.**



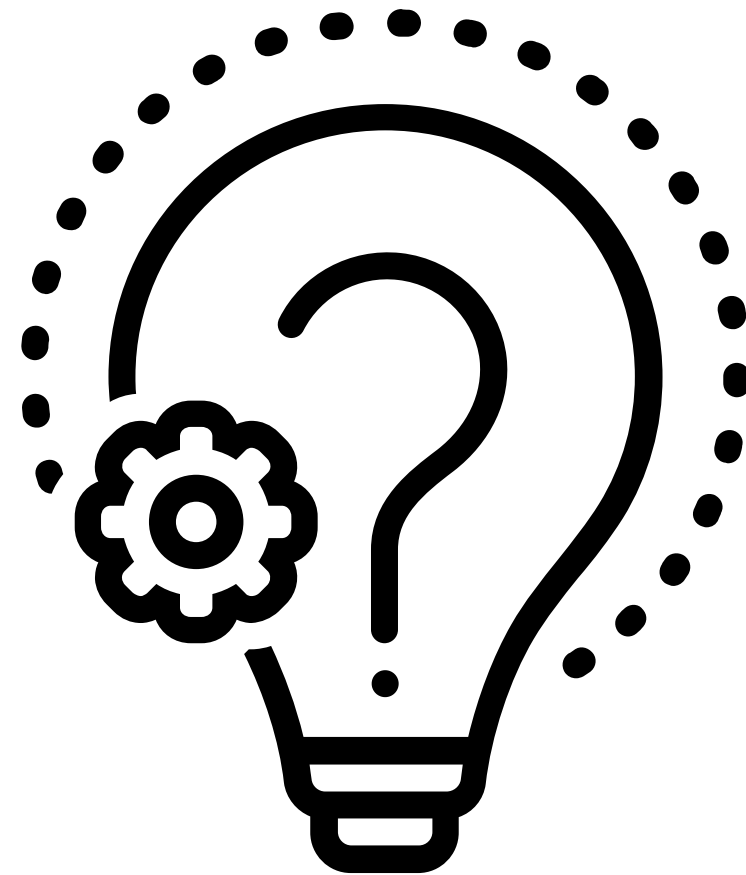
# Our Approach





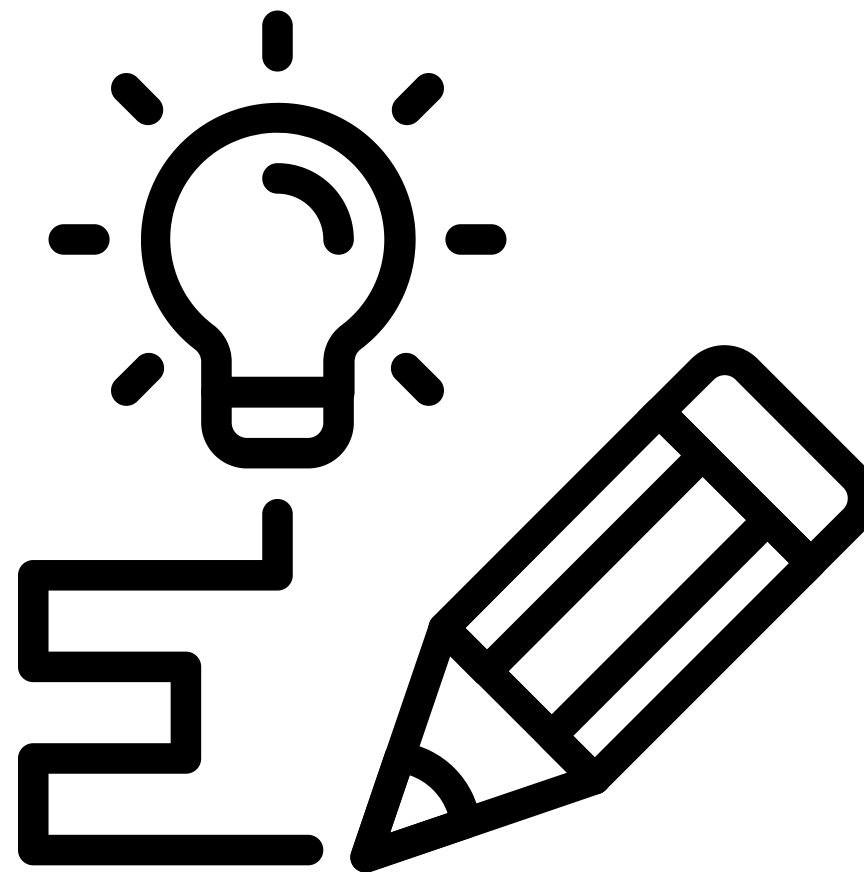
# Diagnose

**In this initial phase, the focus is on understanding the organization, existing processes, challenges faced and identifying the gaps between where the organization is and where it wants to be. It involves gathering information, analyzing data, and identifying the root cause of issues.**



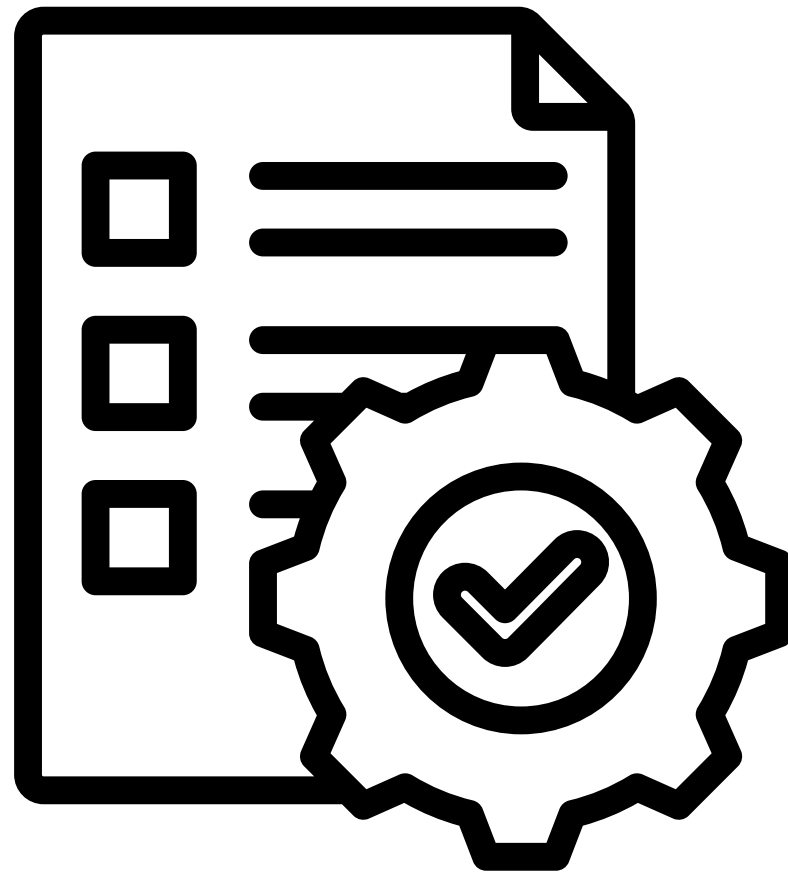
# Design

**After the Diagnosis stage, the next step is to design solutions to bridge the gaps identified. This phase involves creating a learning and development plan, refining processes and driving an end-to-end transformation journey.**



# Deliver

**It's time to bring the design to life. Delivery involves implementation of the design and an exemplary execution.**



# Deploy and Document

**In these stages, feedback is gathered, observations are made, changes are documented, results are evaluated and then further action plans are decided.**



# THANK YOU

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