

STRATEGY & CONSULTING



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“People™ is the leading HR outsourcing firm in the Middle East and South-Central Asia with two decades of specialized experience. We build value-based relationships with our clients by providing reliable staffing solutions for human resource management, technology, and outsourcing.”

CONTENTS

Strategy & Consulting — Overview

An overview of the proven benefits of taking a more strategic and organized approach towards your HR Department.

1 — Organizational Structure & Design

A re-evaluation of the way your staff functions and communicates to optimize company performance.

2 — Policy Framework

A systematic approach towards dealing with all aspects of HR through a consistent and reliable framework.

3 — Performance Management

Identifying objectives for your employees and introducing an effective evaluation mechanism to motivate and direct.

Clients

A look at our diverse set of esteemed clients spanning across the world and all industries.

Contact Us

Unwavering service excellence through 7 regional and international offices.

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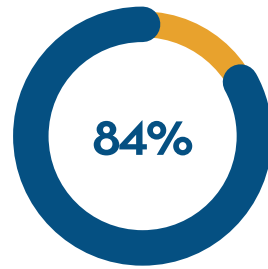
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STRATEGY & CONSULTING – OVERVIEW

People™ has been a market leader in the HR industry for more than 20 years. Clients can now benefit from this expertise through a variety of HR consulting services offered.



Companies believe a clearly defined strategy is key to achieving objectives.

– Employer Brand International Global Research Study



Employees said that they are more likely to stay at their organization if they saw a clear career path ahead.

– Mercer



Companies that do not adopt new models and paradigms will struggle to retain top talent and succeed as a business.

– Boston University

Did You Know?

People™ helped transform **PICIC INSURANCE** by developing an HR management function in a service delivery mechanism.



A well established HR Department residing on the back of a strong set of HR policies is essential to eliminate wastage and inefficiencies. People™ provides the skill set required to address these areas effectively.

Think About It...

How much time could your HR Department save if your policies were clearer?



Benefits of HR Policies Offered by People™:



Fairness



Consistency



Structure



Control



You don't build a business, you build people & then people build the business.

– Zig Ziglar (American Author)

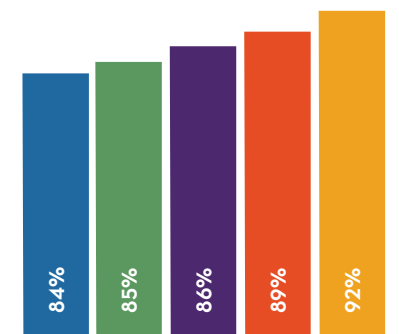


A vision without a strategy remains an illusion.

– Lee Bolman (Professor of Leadership)

5 Trends Based on Criticality & Importance

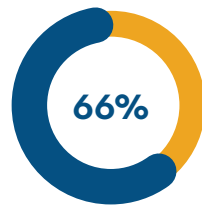
- Organizational Design
- Leadership
- Culture
- Engagement
- Learning



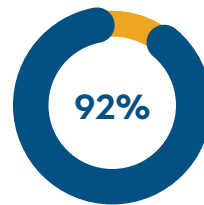
Deloitte University Press | Dupress.com

1 – ORGANIZATIONAL STRUCTURE & DESIGN

How much faster would you achieve your vision, if your team was aligned with it? People™ Restructures your organization to harmonize communication and maximize efficiency.




Organizations are considering reducing the number of job titles
— JobMonkey.com



Executives rate organizational redesign as a critical priority
— Zety

Did You Know?

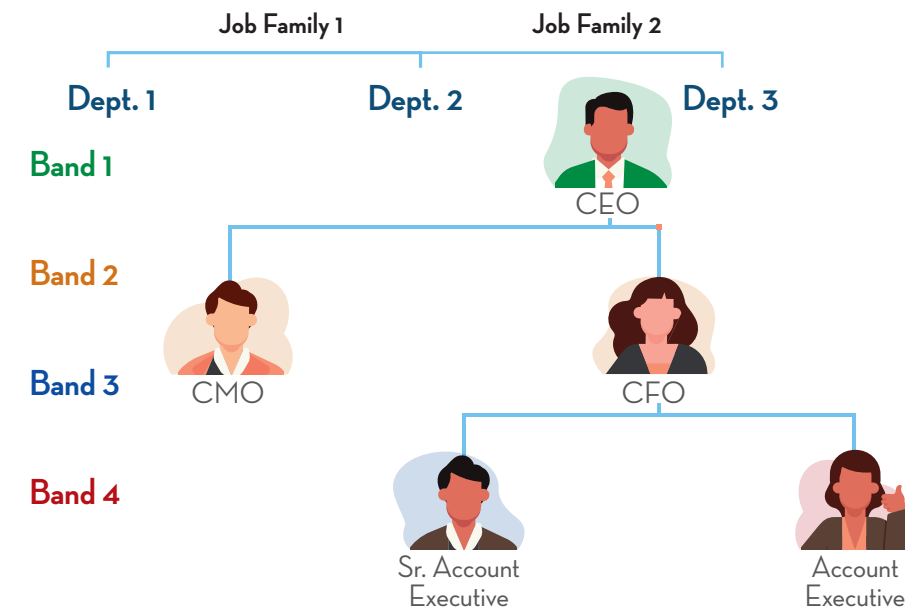
People™ helped restructure  reporting lines and compensation structure after evaluating their organizational & operational requirements.



No business can succeed in any great degree without being properly organized.

— James Cash Penney (Founder, J.C. Penney)

By conducting in-depth research into your organization, People™ identifies areas of operational inefficiencies and recommends a new organizational structure designed to optimize company performance.



Some of the items identified in organizational structures include:

- Standard Designations
- Unique Positions & Their Roles
- Job Families & Job Groups
- Grading & Classification of Staff

What issues arise due to absence of a refined organizational structure?



Decreased Flexibility Unclear Reporting Lines Slow Decision Making Slowed Communications Increased Bureaucracy Confusion in Roles

People-i instantly generates automated and interactive organizational charts for your company that reflect any real-time changes in designations, departments, bands or any employee detail. All it requires is a simple data upload file to get started.



2 – POLICY FRAMEWORK

How much staff conflict could be avoided if your HR policies were clearer?

People™ develops HR policies to upgrade your organizational productivity.



A policy is more than just a written document. It includes:

- ✓ Forms
- ✓ Standard Templates
- ✓ Process Flows
- ✓ Email Templates
- ✓ Presentations
- ✓ Exceptions
- ✓ Policy Implementation Instructions
- ✓ Policy Usage Instructions



To build a rewarding employee experience, you need to understand what matters most to your people.

— Julie Bevacqua (President, Rise People)

Employees are happier when they know there is a fair, consistent HR Policy governing all aspects of their job in an organization.

People™ conducts a thorough analysis of your processes & drafts an HR Policy Manual that effectively addresses all aspects of HR Management. Types of policies provided include:



Employment



Company Assets



Business Travel



Attendance & Leaves



Expenses



Compensation & Benefits



Bonus & Increments



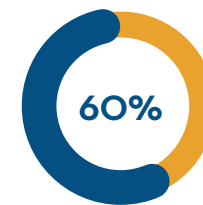
Performance Appraisals



Loans & Advances

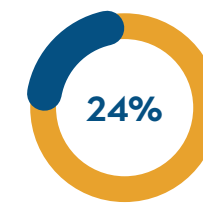
Did You Know?

People™ helped transform SNGPL by designing new Performance Management and Compensation Policies.



Employees are likely to stay with a supportive loan and advances policy.

— DAWN News



Resignations result from inadequate performance feedback policy.

— Global News Wire



By answering a quick digital survey, People-i instantly generates an infographic HR Policy Manual based on your preferences for the above mentioned policies.

3 – PERFORMANCE MANAGEMENT

How much growth would you achieve if your staff worked a little harder?

People's™ performance management systems give your team the motivation and clarity needed.



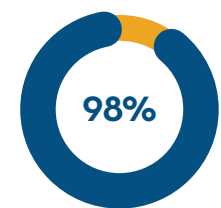
In order to maximize employee productivity, it is essential for them to know the objectives that they are employed to achieve and will be evaluated against. People's™ Performance Management Systems provide a reliable framework for optimizing staff performance.



A world-class performance management system comprises the following steps:



Half of the task is done when employees know exactly what is expected of them. – Gohar Sharif Butt (Founder, GSB Group)



Businesses believe performance management is important.

– Willis Towers



Work quality improvement can be achieved by staff satisfaction towards company mission.

– SHRM

Our performance Management philosophy:

1. Goals should be clearly defined at the start of the year.
2. 3-point rating scale defining simply whether an employee has met expectations.
3. Full transparency to employee to ensure fairness in evaluation.
4. Increments must be calculated based on employee performance.



People-i's performance management module allows companies to dramatically enhance their employees' performance independently without any need for external input.

Did You Know?

Heritage Luxury Suites saw exponential growth in performance after People's™ designed their Job Descriptions, Goals & Competency Framework.



CLIENTS

Listed below are just a few names of the organizations we have helped streamline their HR function by adding the distinct expertise and execution required to make your corporation People™ Perfect.



COUNTRIES

People™ measures its success in terms of what we achieve for our clients. Listed below are the 20+ countries we are proudly serving today.



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