

Consulting Solutions Brochure
Human Resource Management



1. Integrated HR Audit & Strategy

Business Challenges	<ul style="list-style-type: none"> ▪ Execution is what brings any strategy ‘alive’ ▪ The quality of execution significantly determines the profitable / effective outcome of the strategy ▪ Despite the quantum leap in technology (software), ‘Humanware’ is a critical to business success ▪ Managing ‘Humanware’ in the knowledge economy is a key challenge faced by organizations and requires a scientific approach to entire value chain of HR functions, from hiring to alumni relationship management ▪ The HR function needs to managed as a business that is providing a corporate solution to make the business more competitive
Objectives	<ul style="list-style-type: none"> ▪ To carry out a comprehensive audit of the entire HRM function – based on which recommend a HR Strategy – individually addressing each of the HR Value Chain Functions
MTI Approach	<ul style="list-style-type: none"> ▪ For each of the following HR Value Chain Function, MTI will critique current practices / processes – based on which recommend the Strategies & Processes ▪ Alternatively, using the same approach, a ‘Ground Zero’ based HR Plan could be developed <ul style="list-style-type: none"> ○ Strategy based Structuring ○ Manpower (Capacity) Planning – includes Career & Succession Planning ○ Job Design ○ Competency Mapping ○ Orientation ○ Training / HRD ○ Coaching & Mentoring ○ Motivation ○ Leadership ○ Culture ○ Performance Appraisal ○ Exit Management



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