

Consulting Solutions Brochure
Human Resource Management



2. Organizational/Job Design

Business Challenges

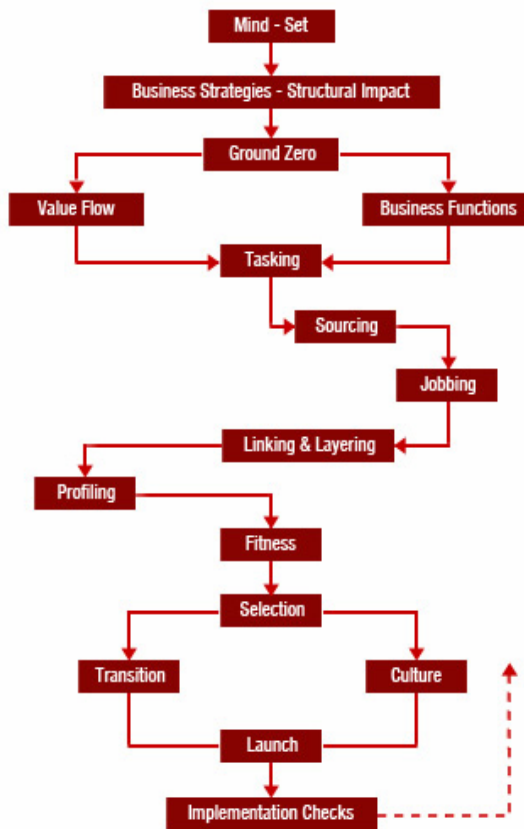
- As business environments get more competitive and dynamic, business strategies need to be adaptive
- Effective execution of a Strategy is ensured by the way in which the organization is designed / structured
- Therefore, for any competitive business, the organizational structure needs to be robust and flexible

Objectives

- To develop an organizational structure
- To develop Job Focus / Specifications

MTI Approach

- Based on MTI's Re-Structuring based on Re-Strategizing (RSRS) Model – using the relevant parts of the model



2. Organizational/Job Design – MTI Approach	
Mind-Set	<ul style="list-style-type: none"> ▪ The process starts by preparing the organization for change, with an appreciation of typical issues with organizational structure and the key success factors for a re-structuring assignment
Strategizing	<ul style="list-style-type: none"> ▪ Structure has to precede Strategy, as it determines the what type of structure an organization needs to execute it's strategies At this stage, the structural implications of the strategy is extracted
Ground Zero	<ul style="list-style-type: none"> ▪ Ground Zero conceptually demolishes the current organizational structure and assumes no 'baggage' in whatever shape or form - which means, no jobs, no job holders, no levels, no layers
Value Flow	<ul style="list-style-type: none"> ▪ Assuming a new business is being built from scratch, the sequential value flow is established – from the basic inputs to the business to the ultimate output
Business Functions	<ul style="list-style-type: none"> ▪ To the sequential value flow, the non-sequential corporate functions such as HR, Finance, IT etc are identified, which together with the Value Flow Functions make up the Business Functions .This also forms the top-line functional structure
Tasking	<ul style="list-style-type: none"> ▪ The Business Functions are then broken down to Tasks – using the same principle of the value flow
Sourcing	<ul style="list-style-type: none"> ▪ For each task identified, a rigorous decision making process on Out-Source Vs In-Source
Jobbing	<ul style="list-style-type: none"> ▪ The Tasks that are to be in-sourced are then subject to a permutation and combinations exercise – to identify the best fit of tasks for a job
Linking & Layering	<ul style="list-style-type: none"> ▪ Having identified the jobs, the jobs are then linked to ensure the seamless flow, followed by building the essential layers
Profiling	<ul style="list-style-type: none"> ▪ Each job is then subject to MTI's Job Focus Document that identified the Key Focus Areas, Competencies and Business Health Indicators for the job
Fitness	<ul style="list-style-type: none"> ▪ Existing staff are then required to compare their current competencies to the ideal competencies – which provides the basis of selection (next step)
Selection	<ul style="list-style-type: none"> ▪ An objective process of selecting the best fit for the jobs
Transition	<ul style="list-style-type: none"> ▪ A diligent, detailed blue-print to transition from the current structure to the new structure
Culture	<ul style="list-style-type: none"> ▪ Culture change initiatives among the newly formed teams and colleagues
Launch	<ul style="list-style-type: none"> ▪ Formal launch of the new organization, with a new structure, new culture and in some cases new systems



Contact us

Global Head Office – BAHRAIN

MTI Consulting
Suite L6, 2nd Floor, Phase II, Yateem Center
Manama, Kingdom of Bahrain
Tel: (973) 1722 9242
Mob: (973) 3933 7964
Email: middleeast@mtiworldwide.com

Global presence

INDIA

MTI Business Consulting (India) Pvt Ltd
S 306A, Manipal Center, Dickenson
Road
Bangalore 560 042
Tel: (91) 80 4115 9050 / 1
Email: india@mtiworldwide.com

UNITED ARAB EMIRATES

MTI Consulting
38, Block 18, 3rd Floor
Dubai Knowledge Village
P.O. Box 502221, Dubai
Tel: (971) 4 3658 486
Email: uae@mtiworldwide.com

BANGLADESH

MTI Consulting (Bangladesh) Ltd.
Dhaka Sheraton Hotel
BSL Office Complex, Building 1, 3rd Floor
1 Minto Road, Ramna
Dhaka 1000
Tel: (88) 02 8330 103
Email: bangladesh@mtiworldwide.com

MALAYSIA

MTI Consulting (Malaysia) Sdn Bhd.
No 10-2 (2nd Floor), Jalan 8/62 A
Bandar Menjalara,
Kepong 52200,
Kuala Lumpur.
Tel . (62) 603 6275 6348
Email: malaysia@mtiworldwide.com

SRI LANKA

MTI Consulting (Private) Limited
Taj Samudra Office Complex
25, Galle Face Center Road
Colombo 03
Tel: (94) 11 2543 700 / 2543 777
Email: srilanka@mtiworldwide.com

UNITED KINGDOM

MTI Consulting Ltd.
41, Charlton Street
London NW1 1/D
DX 2103 EUSTON
Tel: (44) 0870 7607538
Email: uk@mtiworldwide.com

PAKISTAN

MTI Consulting Pakistan (Pvt) Ltd
Karachi Marriot - Business Arcade
9 Abdullah Haroon Road
GPO Box 1044
Karachi
Tel: (92) 21 5693503
Email: pakistan@mtiworldwide.com

Associates

- UK
- CZECH REPUBLIC
- UKRAINE
- TURKEY
- BRAZIL
- KOREA
- BELGIUM
- GERMANY
- AUSTRALIA
- INDONESIA

Business Partners

- MALTA
- ZIMBABWE
- SWAZILAND