

Consulting Solutions Brochure  
**Human Resource Management**



<b>4. Motivation &amp; Talent Retention</b>	
<b>Business Challenges</b>	<ul style="list-style-type: none"> <li>▪ Organizational performance is significantly influenced by individual performance – which depends on the level of motivation of team members</li> <li>▪ Motivating employees (to give their best) in a highly competitive environment requires focus the organizational culture / leadership (the motivators) and of course remuneration (hygiene factor)</li> <li>▪ Motivating knowledge workers has become more complex – in an era where attrition rates are on the rise and conventional job loyalty is being challenged / re-defined</li> <li>▪ Talent Retention (of the right kind) is a challenge – in the pursuit of long term business initiatives</li> </ul>
<b>Objectives</b>	<ul style="list-style-type: none"> <li>▪ To develop a research-based holistic Motivation &amp; Talent Retention Plan for the Organization</li> </ul>
<b>MTI Approach</b>	<ul style="list-style-type: none"> <li>▪ Competency Mapping               <ul style="list-style-type: none"> <li>○ Mapping the strategy-critical competencies for the key functions, which will provide the basis for job profiling, recruitment, remuneration and performance evaluation</li> </ul> </li> <li>▪ Talent Mapping and Attraction               <ul style="list-style-type: none"> <li>○ Positioning your organization / business in the Job Market and the strategies to attract the best talent, intra-industry and cross-industry</li> <li>○ It will also cover interviewing techniques to filter and select the best fit talent – those who are passionate about the Vision and willing to go the journey with you</li> </ul> </li> <li>▪ Motivation and Culture               <ul style="list-style-type: none"> <li>○ The entire Rewards Policy will be formulated at this stage, including the organizational cultural transformation initiatives (See Wallet Link Model below)</li> <li>○ MTI's Staff Motivational Contextual Model will be used as the base to develop an organization specific (customized) model</li> <li>○ MTI also has a 'Wallet-Link' Model that helps an organization to develop a Performance based Pay System</li> </ul> </li> </ul>



## 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
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