



www.takatuf.com

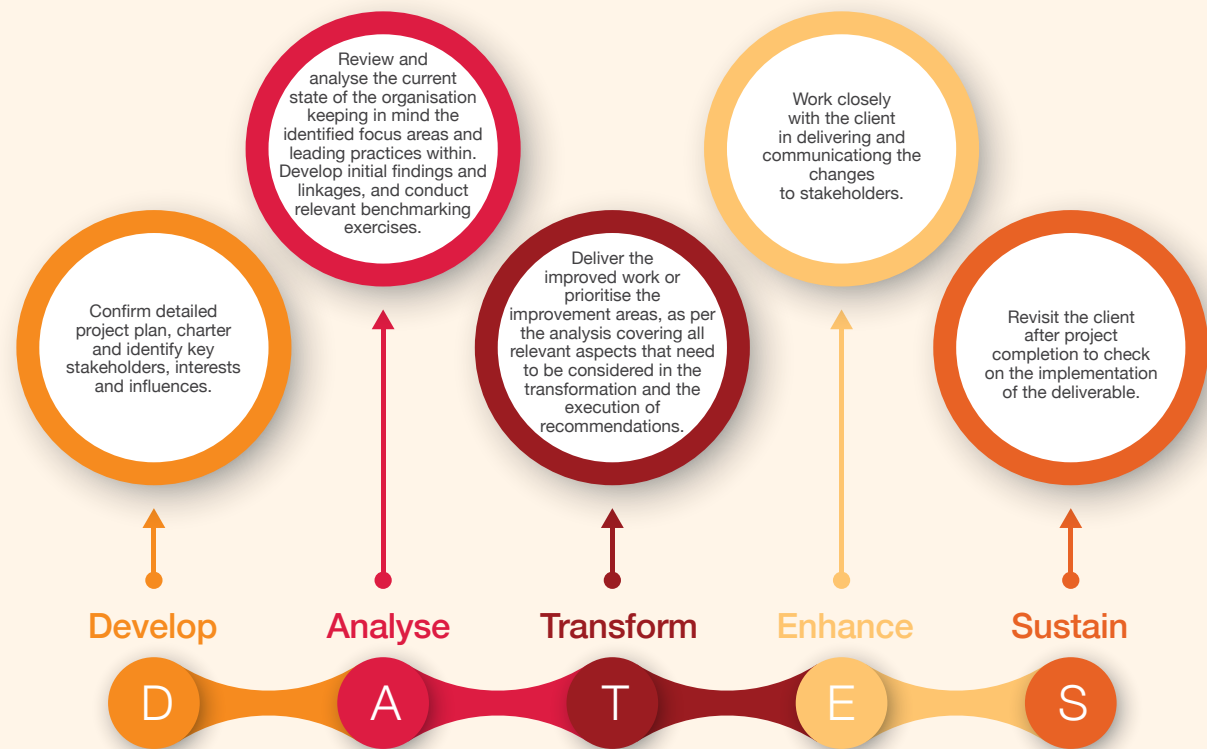


PEOPLE CONSULTING

Takatuf DATES



Takatuf's consultative methodology, centred on continuous communication and reporting, is rooted in our DATES approach to consulting.



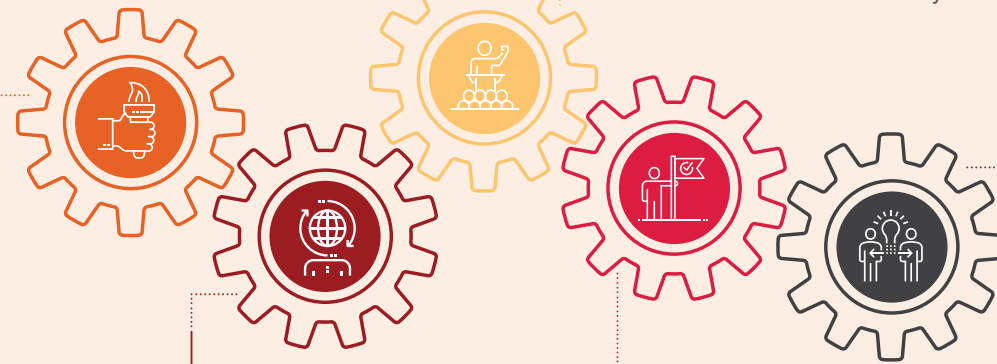
WHAT you can expect from us



Thought leadership
Leading and nurturing ideas
around good people practices

Client Orientation
Continuous engagement
through the entire
consulting experience

**Innovation, Excellence
& Passion**
Delivered every step
of the way



Global and Local Perspective
A global perspective to consulting
and a local insightful approach

Proven Track Record
Solutions built on experience

TAKATUF's Services In Reward Management

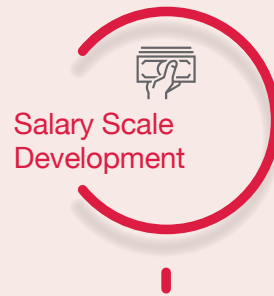


Grading Structure Development

Developing a grading structure that rationalises positions within appropriate grades.

Benefits:

- Outline position structures and qualifications
- Establish a positional framework for reward management systems
- Enable a clear path for career progression and promotion



Salary Scale Development

Enabling the development of a salary scale that better fits market expectations and business requirements.

Benefits:

- Transparently connect positions to compensations
- Establish a positional framework for salary standards
- Provide clarity to staff of salary practices



Benefit Package Advisory

Analysing and advising on approaches to benefits.

Benefits:

- Standardise a consistent structural approach to benefits
- Deliver benefits that are benchmarked, justifiable and cost-efficient
- Realise the role benefits can play in attracting and retaining talent



Executive Remuneration Advisory

Structuring a remuneration strategy to retain executives and ensure business growth and sustainability.

Benefits:

- Benchmark against industry standards for executive remuneration
- Establish a justified framework for performance and benefits
- Explore short and long term benefits for retention effectiveness



Advisory on Linking Performance with Reward

Advising on approaches to performance management.

Benefits:

- Connect employee performance with organisational performance
- Provide a logical and justifiable framework for rewarding performance
- Maintain an internal reward framework

Employee & Labour Relations



Takatuf's Services

in Employee and Labour Relations include:

Union Relation Consultancy

Advising on unionisation through an informed and strategic philosophy, helping proactively avoid labour disputes.

Benefits:

- Form a balanced and cooperative relationship with unions
- Recognise common attributes and vulnerabilities of labour strikes
- Mitigate risks associated with employee resentment and stoppage of work
- Minimise the potential strategic and financial costs of labour strikes

HR Policies and Procedures Manual Development

Crafting a comprehensive and strategic set of policies and procedures to help employees understand business operations.

Benefits:

- Help management make decisions that are consistent, uniform and predictable
- Comply with Omani Labour Law requirements
- Document and introduce good practices

Employee Engagement Survey

Delivering an industry-leading survey designed to engage around the employee engagement experience.

Benefits:

- Identify engagement drivers and barriers
- Measure overall employee engagement levels
- Engage employees in various aspects of the work environment

Organisational Design & Effectiveness

Takatuf offers a range of services that help organisations create and build effective organisational design and accountability frameworks, enabling effective change supported by quantitative and robust qualitative measures.

We bring expertise in design and management of HR projects and specialist knowledge on core HR processes and practices.



Takatuf's Services

in Organisational Design & Effectiveness include:

Organisational Design Development

Designing and implementing an organisational structure that fits the culture and strategic model of the business.

Benefits:

- Adapt to a changing business environment, including downsizing, M&A and expansion
- Promote organisational efficiency, ensuring a logical application of labour and segregation of duties
- Review and analyse workflow to promote optimisation of labour



HR Project and Change Management

Implementing HR projects that build capabilities within an HR team and promote gradual and sustainable organisational change.

Benefits:

- Support, introduce and implement changes to HR procedures or practices
- Revise and reshape HR capabilities
- Receive continuous guidance in the introduction of new HR policies and procedures



HR Diagnostics

Assessing the robustness of current HR performance and identifying areas for improvement.

Benefits:

- Gauge HR's performance against benchmarked good practice standards
- Target specific HR functions for improvement and efficiency
- Ensure HR's alignment to the business' strategic goals



Talent Management

Takatuf offers a range of services that **help organisations plan, manage and develop talent** to ensure capability utilisation and **human capital development to retain talent for the long term.**

Our approach is **proactive and helps position organisations towards creating a positive employee relationship** that aligns with the needs of the business.

Our Tools and Instruments Takatuf Tree of Talent

Leadership Development & critical skills assurance
Applicable for HPs, Technical Experts, Leaders.

Care Personnel Development
Relevant for 100% of Staff

Pre-employment Planning & Sourcing
of all staff



Company History
Vision & Mission

Takatuf's Services

in Organisational Design & Effectiveness include:

Workforce Planning

Reviewing business demand to develop an action plan that utilises resources and supports workforce changes.

Benefits:

- Adopt a medium-term strategic outlook on capacity needs
- Outline a detailed action plan
- Acquire a comprehensive graphical representation of the organisation

Career Ladder Development

Designing a professional developmental path that attracts and engages employees, and provides attractive growth prospects.

Benefits:

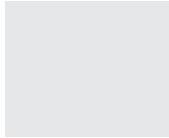
- Create a custom career ladder catering to business needs
- Outline career growth plans for employees
- Introduce competency-based developmental pathways

Succession Planning

Constructing a plan that identifies critical roles, utilises a scheduled review process and accurately identifies successors and their necessary preparation timelines.

Benefits:

- Identify and retain high-potential staff
- Introduce objective training plans for successors
- Establish a transparent talent governance structure
- Manage risks to business continuity



Scan for more information



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