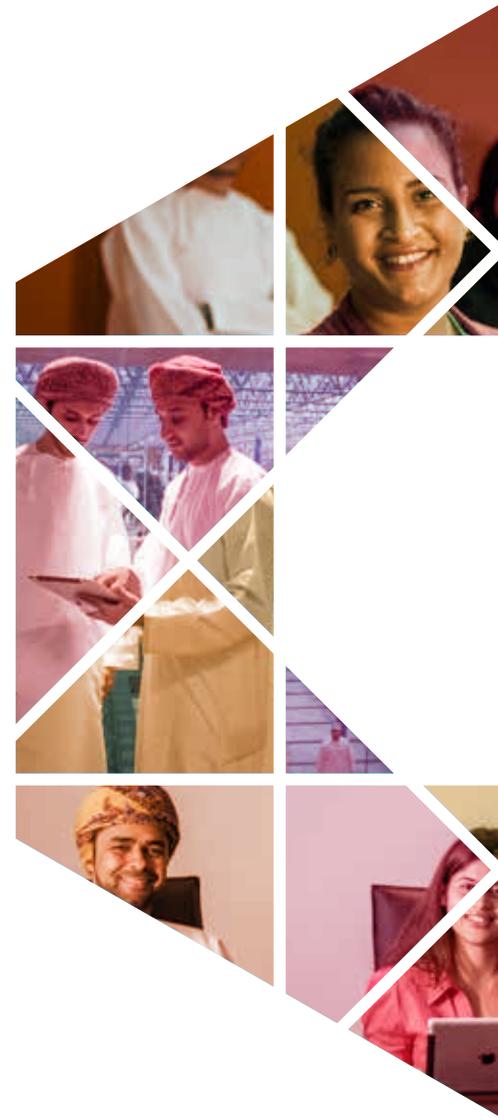
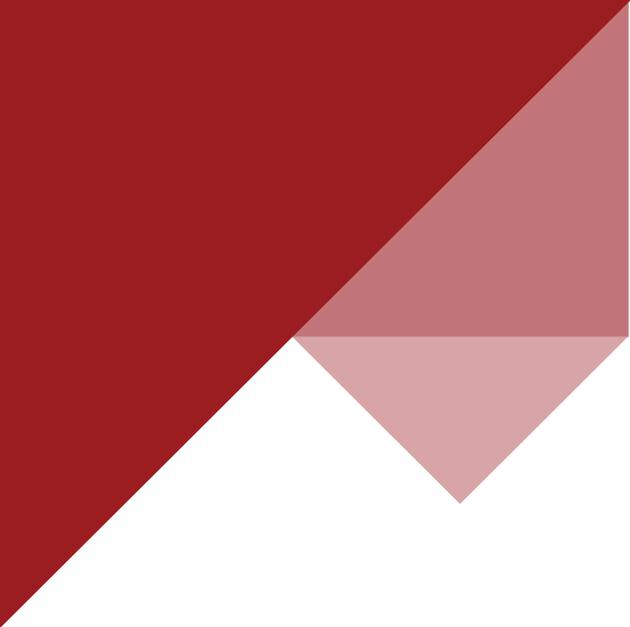




Takatuf

Human Capital Consulting





Human Capital Consulting

To respond to and thrive in an ever-changing business environment, an organisation needs to attract, nurture and develop its human capital.

Seizing opportunity often requires partnering with a team of professionals that approach every human capital challenge with a breadth of professional experience in project concept, design and implementation.



Takatuf's team is committed to:

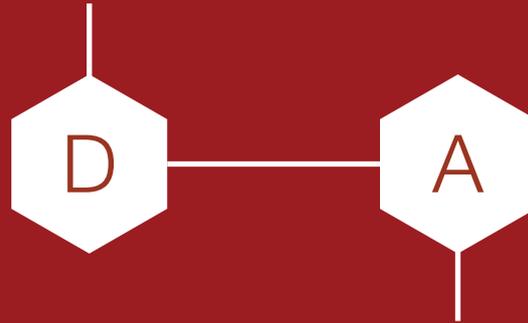
- Leading and nurturing thought around good human capital practice
- Providing a global perspective to consulting through an understanding of Oman and the GCC's local context
- Remaining customer-oriented through the entire consulting experience
- Interacting with clients through the lens of a proven track record
- Delivering innovation, excellence and passion

Takatuf

DATES

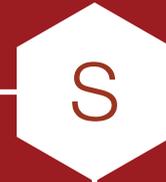
Takatuf's consulting methodology, centred on continuous communication, is rooted in five steps that make up our DATES approach:

Design: Takatuf works with you to design a project plan that aligns directly with your organisation's goals. We begin with the end in mind, ensuring our solutions consider the challenge from multiple perspectives to accurately align to your expectations.



Analysis: Takatuf explores your challenge through an engaging process that focuses on your needs, while rigorously exploring multiple data points and related factors.

Enhancement: Takatuf collaborates with you throughout the consulting process and ensures a change management plan is in place to achieve your desired outcome.



Transformation: Takatuf delivers its solutions with an eye towards a fully scalable and implementable change. The outcome is based on leading practices and relevant benchmarks to ensure it develops into a transformative process that solves your organisation's challenge.

Sustainability: Takatuf sustains its relationship with you even after the consulting process ends, helping you navigate through your solution to ensure its sustainability.

A man with a beard, wearing a white thobe and a patterned ghutra, is shown from the chest up. He is gesturing with both hands as if speaking or presenting. The background is a plain, light-colored wall.

Human Capital Consulting Services

Takatuf offers human capital consulting services in **Employee and Labour Relations, Reward Management, Organisational Design and Effectiveness** and **Talent Management**.



Reward Management

- Salary Scale Development
- Grading Structure Development
- Executive Remuneration Advisory
- Benefits Package Advisory
- Meet market expectations for pay
- Rationalise positions and their pay grades
- Retain top talent to ensure business growth
- Deliver justifiable and benchmarked benefits



Employee Relations and Labour Relations

- Unions Relations Consultancy
- HR Policies and Procedures Manual Development
- Employee Engagement Survey
- Performance Management
- Approach unionisation proactively and well-informed
- Craft policy to help staff understand operations
- Identify engagement drivers and barriers
- Connect performance with business strategy



Organisational Design and Effectiveness

- Organisational Design Development
- HR Project and Change Management
- HR Diagnostics
- Promote organizational efficiency
- Build team capabilities and sustain change
- Gauge HR performance and make recommendations



Talent Management

- Workforce Planning
- Career Ladder Development
- Succession Planning
- Utilise talent strategically and efficiently
- Attract and retain talent
- Sustain the talent pipeline and career progression

Reward Management

Takatuf offers a range of services that help organisations retain talent, from entry-level to executive and offer compensation that is competitive and fair. Our approach enables confidence within the most important and critical management infrastructure.

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 compensation
- Establish a positional framework for salary standards
- Provide clarity to staff of salary practices

Benefits 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

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

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

Employee Relations & Labour Relations

Takatuf offers a range of services that help organisations take a proactive position in creating a positive employee relationship. Our approach puts organisations on the path towards a healthier, productive and engaged workplace.



Takatuf's Services

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

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

Performance Management

Developing a process to improve and manage employee effectiveness and contribution to the strategic organisation.

Benefits:

- Define an organisational performance framework that meets strategic needs
- Introduce a reward process and policy that corresponds with employee appraisals
- Equip management with tools to manage performance effectively and consistently

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

Organisational Design and 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

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

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 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.



Takatuf's Services

Building the Foundation

Talent Management 1.0:

Building the foundations for talent management; employee value proposition, strategic planning and governance.

Benefits:

- Develop employer value proposition to attract and retain talent
- Adopt a strategic outlook on capacity needs; balance skill requirements and scale
- Create a competency framework that describes criteria for selection and defining development needs
- Structure internal governance to manage talent

Developing Capability

Talent Management 2.0:

Developing the pipeline of leaders and specialists to correctly place the right talent in the right roles at the right time.

Benefits:

- Outline career growth plans for employees that cater to business needs and employee aspiration
- Identify and map high-potential talent to make informed and objective management decisions
- Establish accountability for talent decisions and actions
- Manage business continuity risks through effective identification and development of potential successors for key positions in an organisation

Scan for more information



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