

**Deloitte.**

Human Capital  
Business led.  
People driven.

Advisory Services  
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# Human Capital Advisory Services

Human Capital		
Organizational Development	People Development	HR Department Development
Strategic Change	Talent Identification and Development	HR Department Support
Organizational Design	Management Development Programs	
Organizational Culture	Competence Management	
Leadership Development	Deloitte Classroom	
Employee Engagement		
Succession Management		
Performance Management		

# Organizational Development



# Organizational Development Strategic Change

Strategic change is a change management process that aligns company organization, business processes, culture, and communication with new strategic direction of the Company.



You need to put in practice **new strategy**

You **undergo M&A or restructuring**

HR due diligence

Culture assessment

Change plan definition (human capital part)

Communications and execution of change plan

Change implementation support

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# Organizational Development

## Organizational Design

Organization design or re-design is analytically led process in order to improve business result, number of clients and employee engagement.



WHEN

You are preparing for **restructuring or M&A**

You want to **align organization** with **new business strategy**

You want to **improve performance, communication and decision making** process.



OUR  
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Current situation assessment

Critical points definition

New organizational structure

Define roles and responsibilities

Job descriptions

Process mapping

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# Organizational Development

## Organizational Culture

Assessment of the current organization culture and recommendation of the future culture model that will enable the Company to achieve its strategic goals.



Your **best people** are leaving.

You are ready to take a **new business direction**. What culture will best support you?

You **plan M&A** and you need to know what you are buying.



Culture assessment report

Culture change roadmap

Culture change projects implementation support



# Organizational Development

## Leadership Development

Recognizing, supporting and shaping exceptional managers to enable them to lead by example in achieving Company strategic goals.



WHEN

It is time for **strategic change** or **change of culture**



OUR  
SOLUTIONS

Leadership Impact assessment  
Individual development plan  
Best in market development opportunities

# Organizational Development

## Employee Engagement

Getting to understand what your employees think of their roles and responsibilities and giving them answers to what – they should be doing, why – they should be doing it and how they - should be doing it so that strategic goals are achieved.



WHEN

Your people and teams **lack motivation**

You **lack cross functional** and **cross level communication**

You struggle with **talent retention**



OUR  
SOLUTIONS

As One engagement survey

As One engagement report

Set of high level interventions

Implementation roadmap



# Organizational Development

## Succession Management

Succession management is a process of identifying and developing people with the potential to fill key business leadership positions in the company.



Your focus is **sustainability of your business.**



Key positions schemes at all levels  
Identification of successors  
Development plans in place

# Organizational Development

## Performance Management

Performance Management is a strategic and integrated process of setting, aligning, calibrating, and evaluating organizational and individual performance against business priorities and individual professional goals.



You want to develop or **introduce new PM system** and to align it with the business strategy.

You want to **introduce incentive** but not sure what to evaluate and monitor.

You **have PM** in your company but **it is not showing results.**



PM development in line with the company's strategy

PM process implementation roadmap and training

PM implementation support



# People Development



# People Development Talent Management

Talent Management is a process of identifying, approaching and recognizing your top talents before your competition does it for you.



WHEN

You want to **retain your top talent** and key performers.

You need an **individual approach** to each talent.

Your focus is on **sustainability of your business.**



OUR  
SOLUTIONS

Defined strategic talent priorities

Defined talent identification process

Instruction for the first Talent Review Meeting

Talent development programs definition



# People Development Management Development

Recognizing, supporting and shaping exceptional managers to enable them to lead by example in achieving Company strategic goals.



WHEN

Your managers need to improve their **management skills** and **effectiveness**.

You want to prepare your manager for **career advancement**.



OUR  
SOLUTIONS

Management impact and skills  
assessment

Individual development plan

Development opportunities proposal



# People Development Competence Management

Competencies are a set of observable and measurable behaviors comprised of knowledge, skills, and abilities that are indicative of performance for a particular role and aligned with key business objectives and values that help foster an organization's success.



You want to **define new competence model** for your organization.

You want to **redefine current competence model** you have in your company.

You want to **asses competences** of a manager or employee.

Definition of competences needed for different positions

Competence model

Assessment of competences for current employees



# People Development Deloitte Classroom

Deloitte Classroom is the easiest way to find out the latest trends in audit, financial advisory, tax advisory and human capital services, get answers to your concerns or get the insights to industry related issues.



WHEN

You want to know what are the latest trends in audit, financial advisory, tax advisory and human capital services.

You want to build up concrete soft skill in your employee.

You want to get the right answers from an industry expert or state body representative.



OUR  
SOLUTIONS

Specialized

- Workshops
- Trainings
- Conferences



# HR Department Development





# HR Department Development

## HR Department Support

HR Development is aimed at supporting clients in broadening their HR function and giving it a more strategic role



WHEN

You need HR to progress to a more **strategic role**.

You need **support in some of the HR processes** for you organization



OUR SOLUTIONS

Review and revision of HR policy and procedures

New department structure with defined roles and responsibilities.

Support in recruitment, onboarding, performance management, training and development and other HR topics relevant for the client.



# Contacts

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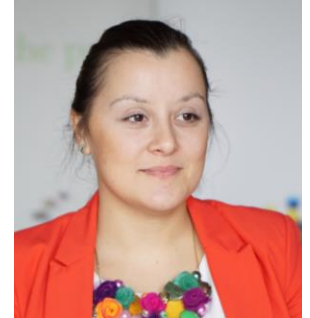
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