



## Align HR

Plan ~ Strategy ~ Integrate ~  
Execute ~ Action

- Human Capital Strategy Plan
- Human Capital Audit & Risk Analysis
- HR Governance session
- Strategic Succession Planning

- Framework development
- Executive retreat
- People performance reporting and measurement
- Strategic HR management
- Pipeline assessments
- Executive retreat

- Management action plan
- Competency framework
- Performance management solutions
- L & D curriculum and matrix
- HR Ownership sessions

- Engagement action plan
- L & D Framework
- Talent Management solutions
- People Capability solutions
- Workforce planning
- HR Tactical Plan



## Client

People ~ Progress

### Board of Directors - Governance

- Impartial Overseer & Performance Inspector

- Compliance Regulator & Risk Assessor
- Policy Authoriser
- Financial Auditor & Business Validator
- Management Assessor
- Stakeholder Principal

### CEO - Leadership Team

- Performance Owner
- Strategic Conductor
- Tactical Architect
- Results Converter
- Commercial Innovator
- Business Developer
- Management Assessor
- Stakeholder Principal

### Management

- Owner of HR Systems and Processes
- Executor of Change
- Developer of People
- Operational Architect
- Technician Assessor
- Reporter of Performance

### Human Resources

- Trustee of HR Services & Delivery
- Workforce Strategist
- Leadership & Talent Developer
- Change Master
- Organisation & Capability Structure
- Performance & Rewards Architect
- Regulatory, Risk & Governance Advisor



## Organisational

Performance

- Clear VMV
- Defined EVP
- Risk Management Report: Human Capital (as required – Singapore Code of Corporate Governance)
- Human Capital Risk Index

- HR Strategic Framework
- Strong leadership and talent pipelines
- Effective HR performance reporting and measurement capability
- HR alignment to business

- Management buy-in and commitment
- HR tools and resources integrated and used effectively
- Improved operational performance

- Highly engaged workforce
- HR Alignment and integration
- Reduced turnover
- HR agility and absorption
- Winning HR team