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القبطان لاستشارات الموارد البشرية

# About | Anchorage consult

## Who We Are

**A boutique HR Consulting Firm.**

**Based in Amman – Jordan.**

**Strong presence in the MENA region.**

## What we Offer

**Diverse HR and Management services.**

**Diverse expertise in various economic sectors.**

## Who we serve

**Banking, Financial & Insurance Sector**

**Engineering, Contracting & Industrial Sector**

**Trading & FMCG Sector**

**Public Sector**

**Telecom Sector**





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# Brands That Trust Us

Banking, Financial & Insurance Sector



الوطني لتمويل المشاريع الصغيرة  
NATIONAL MICROFINANCE BANK



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# Brands That Trust Us

Engineering, Contracting & Industrial



# Brands That Trust Us

## Public Sector



المجلس التشريعي الفلسطيني  
PALESTINIAN LEGISLATIVE COUNCIL  
PLC



معهد الإدارة العامة  
Institute of Public Administration



المؤسسة العامة  
للضمان الاجتماعي  
Social Security Corporation



القدس عاصمة للسلطين الأبدية  
Amman Chamber of Commerce Amman is the Eternal Capital of Palestine



Information and Communications  
Technology Association - Jordan

## Trading & FMCG



MOUAWAD



شركة الكفاح القابضة  
Al-Kifah Holding Company



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# Brands That Trust Us

Telecom



NGOs



Logistics



Aviation



What is?





## Knowledge & Scenario based assessment tool

Objective, Unbiased and Transparent

Based on professional and international standards

Designed to cater for various specializations/ Subjects

Library of questions that encompasses more than 12,000 questions.

Prepared by subject matter experts.

Reviewed and approved by panel of jury.





**Supports your hiring decision**

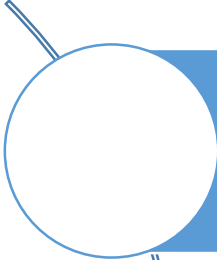
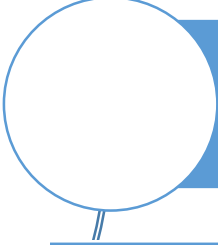

**Assesses your candidates knowledge base**

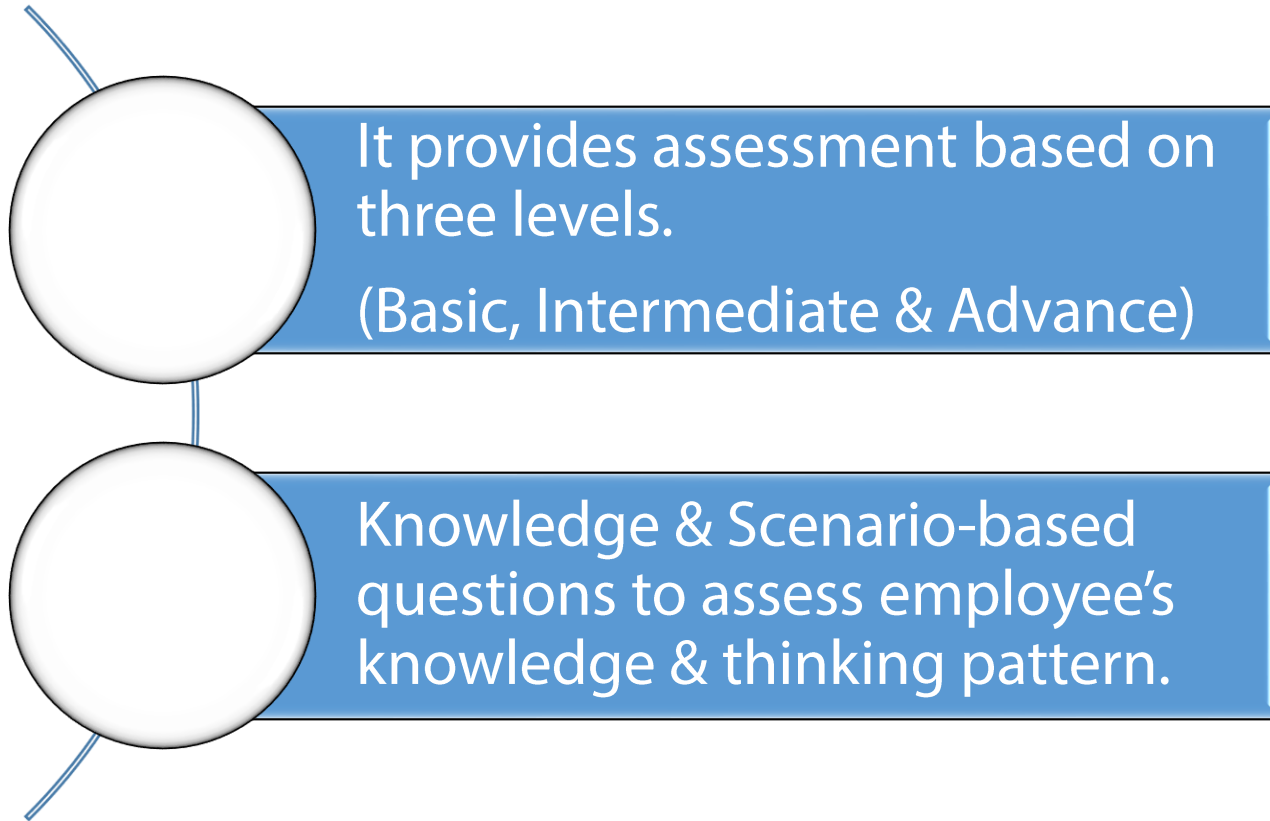
**Supports your internal promotion decisions**

**Supports your efforts in shaping your company's training plan**

HOW?



- Easier filtering of candidates based on organization's specific requirement.
- Used as an integral part of the organization selection criteria.
- Identify candidates knowledge strengths/ areas for development capability.



- Provides benchmark to compare employees considered for promotion
- Compares assessment scores for employees considered for promotion
- Alleviates conflicts amongst employees.





# Supports your efforts in shaping your organization's training plan





## 1) Agree on:

- topics to be covered.
- Number of Users
- Duration of Contract
- Sign Contract

## 2) a56 admin:

- Create user account
- Client admin training

## 3) Client Admin :

- Assign users
- Assign Topics to users.
- Inform Users
- Users take assessment

## 4) a56 admin:

- Generate assessment reports
- Assessment reports sent to client admin







Assess people's knowledge base using cloud technology.

Offers assessment in various topics, categories and sub categories.

Bilingual assessment languages (Arabic & English)

Immediate assessment results for the client.

Ease flow from one question to another.



Random selection of questions.

Built-in reports.

Customized reports are available



Clients can choose to use a56 platform without the built-in questions.



Clients may input and manage their own questions into The a56 Platform.



Complete security and privacy for the client questions.





Subject		Language	Target Audience
1	Accounting	A & E	✓ Fresh Graduates  ✓ Placement Purposes  ✓ Any Sector / Industry
2	English Language	E	
3	Arabic Language	A	
4	Customer Care	E	
5	Logic	A & E	
6	General Knowledge	A & E	

A= Arabic Language

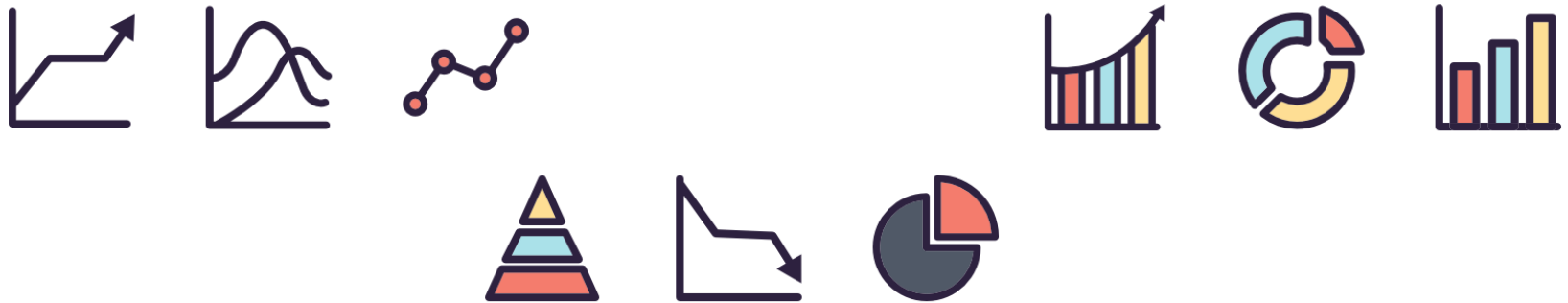
E= English Language



	Subject	Language	Target Audience
1	Islamic Banking	A	All Bank Staff with maximum 2 years of experience
2	Islamic Risk Management	A	Staff working in Risk Division
3	Commercial Banking Compliance	A & E	Staff working in the compliance Division
4	AML	A & E	Staff working in the AML Division
5	Compliance & AML General	A & E	All Bank Staff
6	FATCA	A & E	Staff working in the FATCA Division
7	Financial Analysis	A & E	Branch/ Business division / SME & Corporate staff with 2 years of experience
8	Risk Management		
	8.1 Credit Risk	E	Staff working in the Credit Risk Division
	8.2 Liquidity Risk	E	Staff working in the Liquidity Risk Division



Subject		Language	Target Audience
9	Trade Finance	E	Staff working in the TF Division Branch Staff Business division Staff
10	Treasury		
	10.1 Treasury Back Office	A & E	Staff working in Operations Division
	10.2 Treasury Front Office	A & E	Staff working in the Treasury Division





# Management Competencies Knowledge & Scenario Based

	Subject	Language	Target Audience
1	Coaching & Appraisal Scenario Based	A & E	ALL Staff
2	Communication Scenario Based	A & E	ALL Staff
3	Customer Care		ALL Staff
	3.1 Scenario Based	A & E	ALL Staff
	3.2 Knowledge Based	E	ALL Staff
4	Goal Setting Scenario Based	A & E	ALL Staff
5	Leadership scenario Based	A & E	ALL Staff
6	Management Scenario Based	A & E	ALL Staff
7	Motivation Scenario Based	A & E	ALL Staff
8	Negotiation Scenario Based	A & E	ALL Staff
9	Problem Solving & DM Scenario Based	A & E	ALL Staff
10	Sales Scenario Based	A & E	ALL Staff



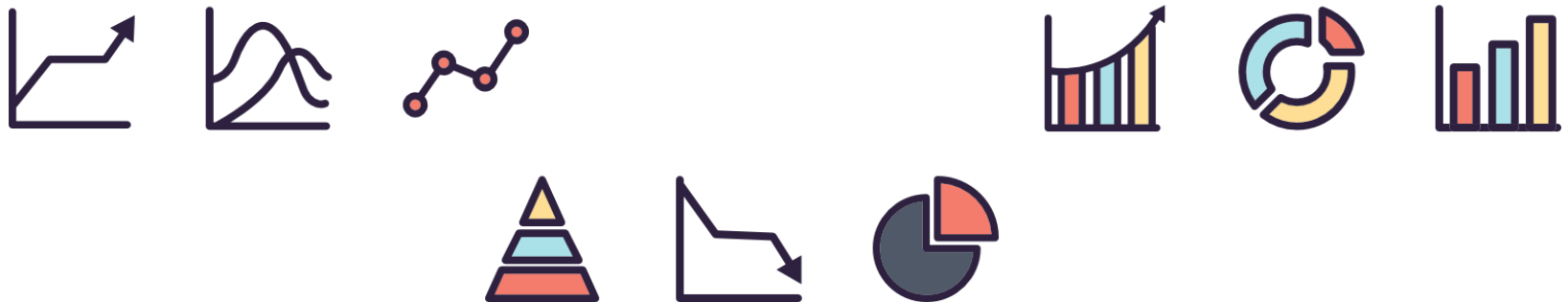


Subject		Language	Target Audience
11	Strategic Management		
	11.1 Scenario Based	A & E	ALL Staff
	11.2 Knowledge based	E	ALL Staff
12	Stress Management Scenario Based	A & E	ALL Staff
13	Team Building Scenario Based	A & E	ALL Staff
14	Time Management Scenario Based	A & E	ALL Staff



	Subject	Language	Target Audience
1	Human Resources – Scenario Based	A & E	HR Staff
2	Human Resources – Knowledge Based	E	HR Staff
3	Talent Acquisition – Knowledge Based		
	3.1 Employee Testing & Selection	E	Talent Acquisition Staff
	3.2 Interviewing	E	Talent Acquisition Staff
	3.3 Resources Budget & Management	E	Talent Acquisition Staff
4	Job Analysis – Knowledge Based	E	OD Staff
5	Talent Management – Knowledge Based		
	5.1 Learning and Development	E	L&D staff
	5.2 Performance Management	E	PM Staff
	5.3 Coaching and Career Management	E	L&D Staff

Subject		Language	Target Audience
6	Reward Management		
	6.1 Compensation	E	Reward & Benefits Staff
	6.2 Benefits	E	Reward & Benefits Staff



	Subject	Language	Target Audience
1	Digital Electronic	E	Programmer , Systems Analyst ,Designer Systems
2	Automation System (ASO)	E	Programmer , Systems Analyst ,Designer Systems
3	Command of MS-DOS		Maintenance technician
4	Unix OS	E	Maintenance technician
5	Object Oriented Programming Using C++	E	Programmer , Systems Analyst ,Designer Systems
6	Artificial Intelligence (AI)	E	Programmer , Systems Analyst ,Designer Systems
7	Linux OS	E	Maintenance technician

	Subject	Language	Target Audience
8	Management information system (MIS)	E	All
9	Window server & networking	E	Maintenance technician
10	Computer Hardware	E	Maintenance technician
11	Computer Fundamentals		All
12	System Analysis and Design	E	Systems Analyst ,Designer Systems ,software architecture
13	Operating System	E	Maintenance technician
14	Networking Basics	E	Maintenance technician
15	Computer Science Knowledge Based	E	All

*Thank you*

*from*  **anchorage consult** *Team*  
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