



anchorage consult
القطان لإستشارات الموارد البشرية



ANCHORAGE CONSULT

القطان لإستشارات الموارد البشرية

“ We sail together toward
people’s development and
business growth ”

- We are a boutique HR and management solutions provider with an International mindset yet understand regional and local environment
- Established in 2009, we supported our small to medium size companies in the MENA region to successfully restructure and streamline their HR management
- We help our clients to streamline HR deliverables to leverage their HR investment by offering HR & management solutions that comply with HR best practices
- We are committed to supporting clients maximizing their people and business performance and achieve operational cost optimization
- We focus on value added services such as HR Risk, HR Audit, HR Performance Measurements and service culture in addition to standard HR services including talent acquisition & management, reward management and organization strategy & development

We at Anchorage Consult through our experience and knowledge of the MENA business environment, are able to offer practical solutions that ensures delivery of a successful project to ensure your company utilizes its human resources in an efficient and effective manner.



1. Business Advisory island

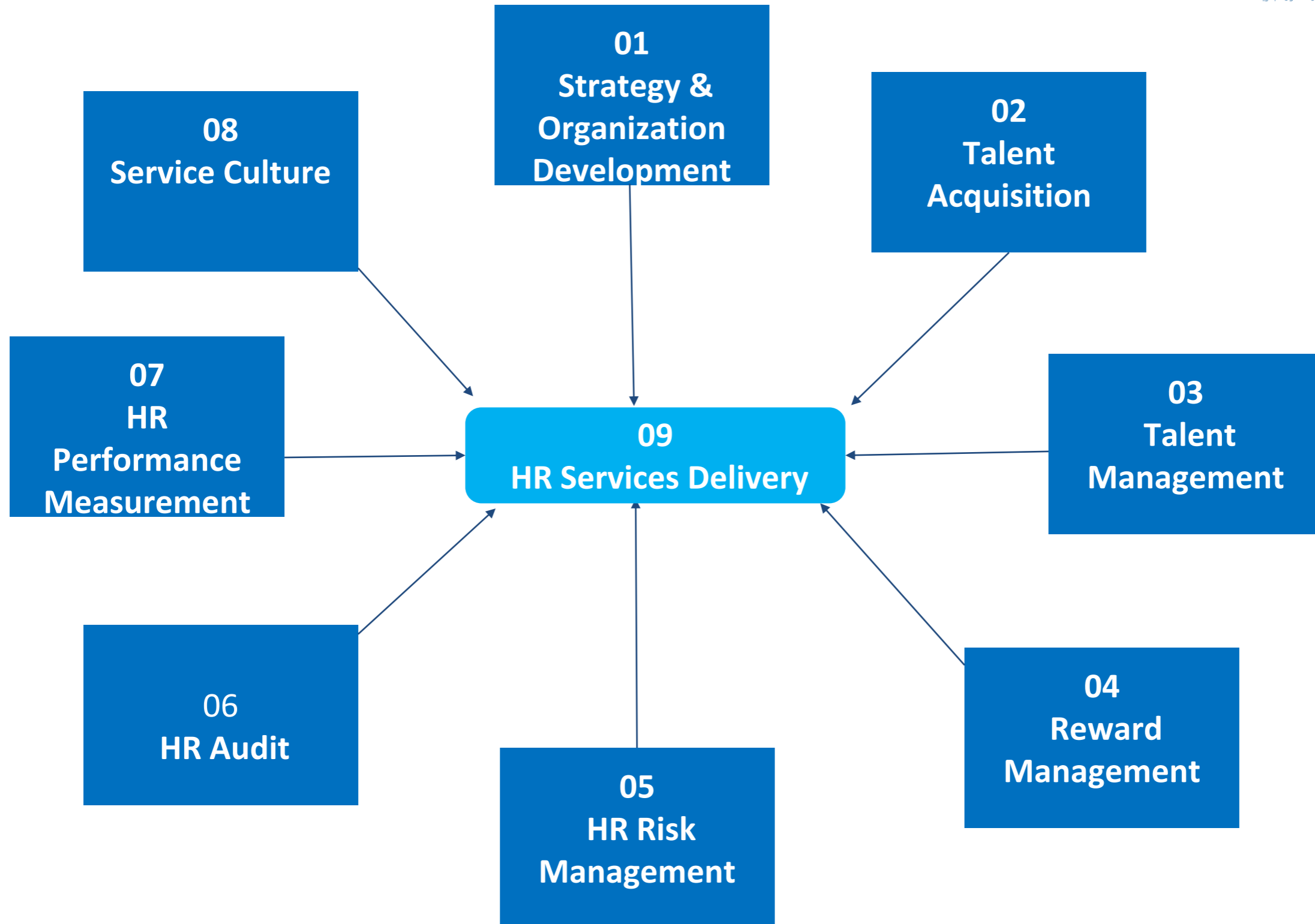
We will work with your project stakeholders to determine your requirements based on your business needs, objectives and budget. Utilizing our HR function audit tool @365 and knowledge based assessment tool. @56



2. Training Island

We will design and deliver training programs with return on investment that will contribute to optimize your business.

HR MODEL



01

Strategy & Organization Development

- HR & Organization Strategy
- Organization Structure
- Job Analysis
- Job Description
- Job Evaluation
- Grade and Salary Structure
- Design HR policy, Procedures and Forms
- Design Competency Framework
- Design Balanced Scorecard

02

Talent Acquisition

- People Budget & Management
- Recruitment
- Selection
- Onboarding

03

Talent Management

- Learning & development
- Performance Management
- Career Management
- Succession Planning
- Competency Framework development & Implementation
- Implementation of Balanced Score Card

04

Reward Management

- Compensation
- Benefits

05

HR Risk Management

- Anchorage Consult will use its HR Risk Management Model

06

HR Audit

- Anchorage Consult will use its ©365 tool to perform the HR Audit exercise.
- ©365 based on Anchorage Consult HR consulting model

07

HR Performance Measurement

- HR Dashboard
- HR Analytics

08

Service Culture

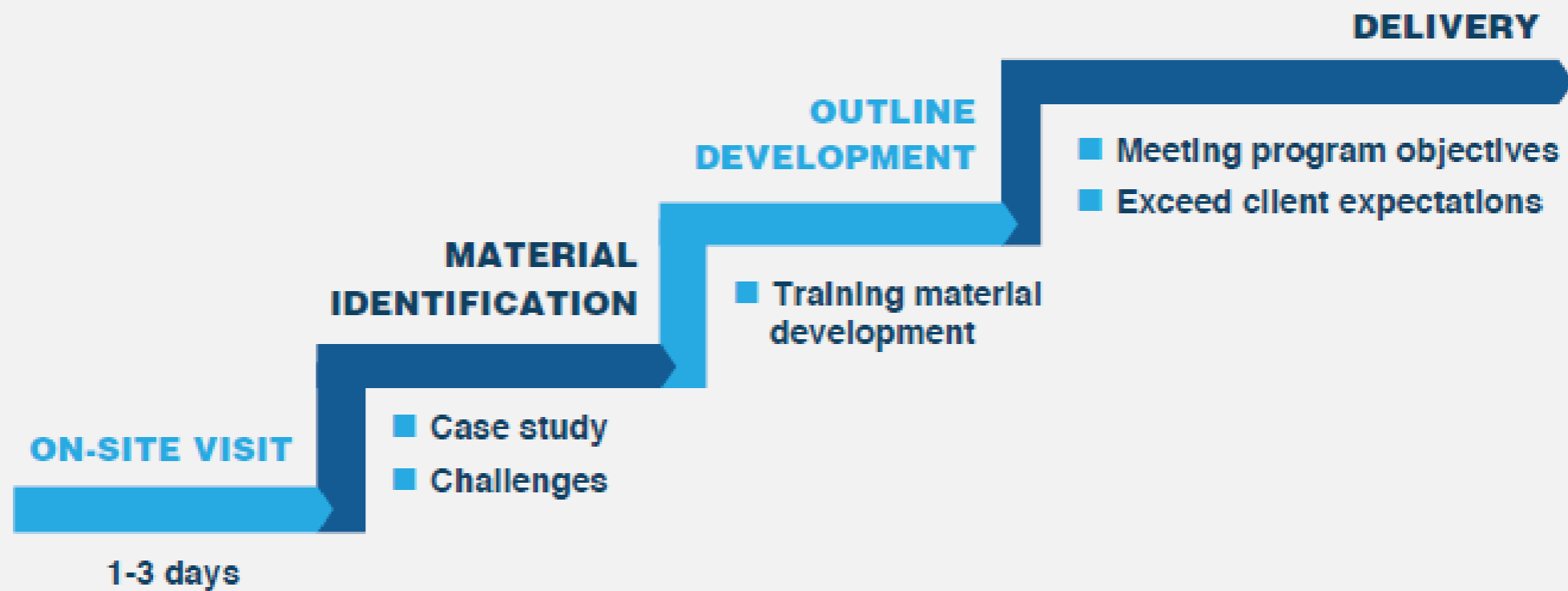
- Shared Service Centre
- SLA
- Contact/ Call Centre
- Portal/Intranet

09

HR Services Delivery

- Implementation of HR Policy & Procedure Manuals
- Internal Communication
- Payroll
- HRMS (Design requirements)

WE ONLY OFFER IN-HOUSE TRAINING PROGRAMS



HR

- **Human Resources Strategy**
 - Human Resources Strategy Design
 - Design Organization Structure
 - Job Evaluation Management
 - Job descriptions development
 - HR Policy & Procedures Design
 - Design Competency Framework
 - HR governance
 - HR Role in Business Continuity Plan
 - HR Analytics
 - Remote Working
 - Competency Based Human Resources
- **Talent Acquisition**
 - Recruitment & Selection
 - Onboarding
 - People Engagement
 - People Experience through engagement

HR

- **Talent Management**
 - TNA Design
 - L&D function management
 - Train the Trainer
- **Performance Management Program Design**
- **Career Management**
- **Succession Management**
- **Competency Framework Implementation**
- **Reward Management Design**
 - Salary Scale Design
- **HR Risk Management**
- **HR Audit**
- **Introduction & Advance HRM**
- **Nationalization Program**

BANKING

- Credit program. [All related Credit topics]
- Risk Management [Credit, Financial and Operational]
- Asset and Liability management
- Treasury related topics
- Trade Finance
- Bankers Development program

LEADERSHIP

- Leadership and team dynamic (Activity based outdoor training program)
- Graduate Management Program
- Leadership
- Strategic Planning
- First Time Manager
- Organization Design
- Customer Experience

- Through our network of professional trainers, Anchorage Consult is willing and able to offer training in any topics provided it is in-house program.
- Anchorage Consult is proud of it's unique approach to offering training that is scenario/situation based.



@56 is a knowledge based assessment tool that focuses on people

Using cloud technology it:

- Supports your hiring process
- Assess your staff knowledge base
- Supports your internal promotion decision
- Shaping your company training plan

The tool currently have the below main topics with more than 12,000 questions:

- Banking (Commercial and Islamic)
- Human Resources
- Management Competencies
- Accounting
- Arabic Language
- English Language
- Logic
- Customer Care
- General Knowledge
- Information Technology



@365 is a HR Audit tool

- Detailed HR Audit is performed based on Anchorage consult (9) level HR model,
- A clear understanding of the current practice of the HR function is established.
- A four level report is prepared to address HR Audit findings including recommendations.

- Assess people's knowledge base using cloud technology
- Offers assessment in various topics, categories and subcategories
- 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

It's an HR audit tool that is used to audit the HR functions

It's based on Anchorage Consult HR model

Report structure includes:

- Current status
- Areas of strengths
- Areas for development
- Road Map for bridging the gap

OUR REACH



BRANDS THAT TRUST US

Banking, Financial & Insurance Sector



International Development Bank
مصرف التنمية الدولي



دلالة للوساطة
DLALA BROKERAGE



البنك الإسلامي العربي
Arab Islamic Bank



BRANDS THAT TRUST US

Engineering, Contracting & Industrial

شركة الكابلات السعودية
SAUDI CABLE COMPANY



HIDADA H الحادادة



ThyssenKrupp



متاجر
MATAJER

BRANDS THAT TRUST US

Public Sector



Trading & FMCG



BRANDS THAT TRUST US

Telecom



NGOs



Logistics



Aviation



Thank you



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