ORG DESIGN AND CHANGE MANAGEMENT



Receive strategic and overall objectives by role and position

03

Review suitability of objectives to function, role and position

04

Review alignment of objectives to S.M.A.R.T. format

Identify discrete jobs along with the HR team

Step 2
Objectives

Step 3 Review

Step 4 Align 05

Recommend correct verbiage/ wordings to make goals S.M.A.R.T.

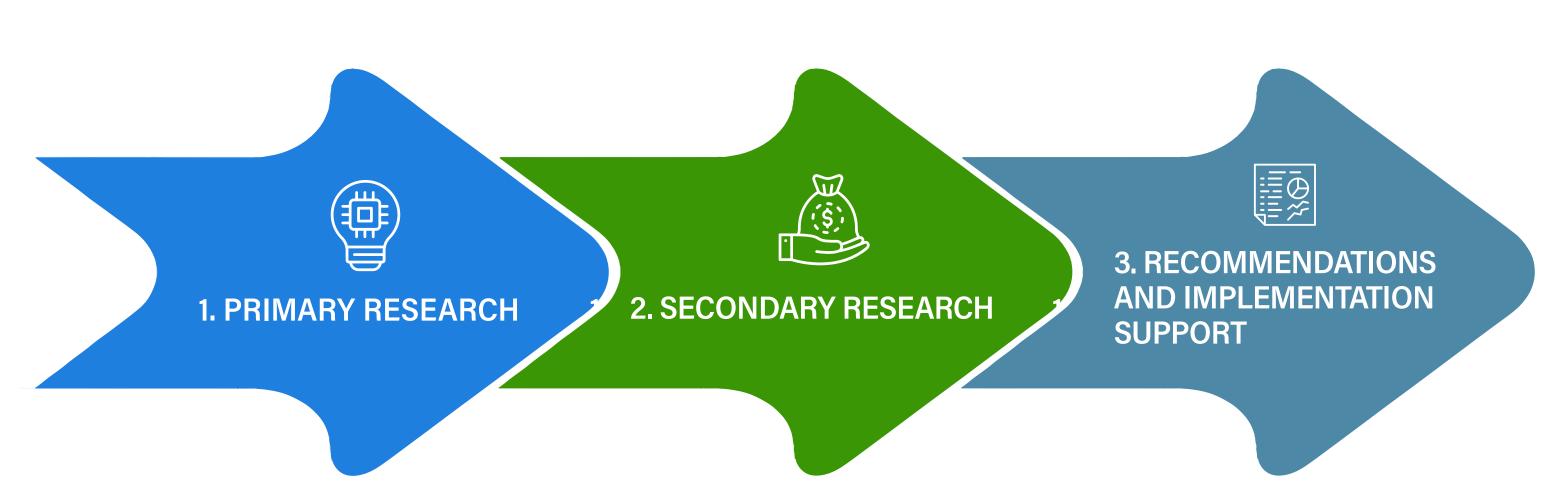
Step 1
Discrete
Jobs

SMART GOALS

in alignment with organization's vision, mission and strategic business goals

Step 5 & 6 Recommend & Rewrite

Enhancing Workforce Well-Being and Productivity



Development of research plan, collection, review and analysis of the primary data on current employee well-being experience Collection of secondary data on best practices (global and local) on employee wellness Recommendations to
enhance workforce
well-being and
productivity Support in
implementation of
well-being/wellness
programs







CERTIFICATE



Driving Culture Integration and Assimilation



Discover



Design



Cascade



Sustain

- 1 Audit/diagnose the current and desired culture (and deployment of values)
- 1 Create a culture framework with future roadmap

1 Define leaders who will be culture carriers/champions

Incorporate cultural attributes in systems and processes for sustenance

Appreciate the drivers of organization strategy

Create a detailed dissemination plan for cascade of culture and values deployment Create awareness: workshops, webinars, communication, branding

Ongoing compliance and celebration avenues for living the values and cultural attributes

4 - 6 Months

Gap analysis between as-is and desired values and culture attributes

Alignment on macro and micro elements of desired culture and values in action

Identification of cultural champions, modeling behaviors/ styles

Compliance and integration through Infrastructure, systems and process