## ESTABLISHING AN EFFECTIVE HR FRAMEWORK



O1 **REVIEW** 

Current Related Systems & Practices

02

COUNTRY BENCH
MARKING
& GLOBAL TRENDS

Review all related HR best practices in relevant countries and UAE private and public sector





03

**DESIGN & DEVELOP** 

Develop the HR Framework (Operating Model, Maturity Model, Maturity Assessment and Development Planning) 04

**IMPLEMENTATION** 

Roll out and build-operate transfer plan for implementation of the HR Framework



## HR KPI CREATION AND REVIEW

#### 06 - Governance

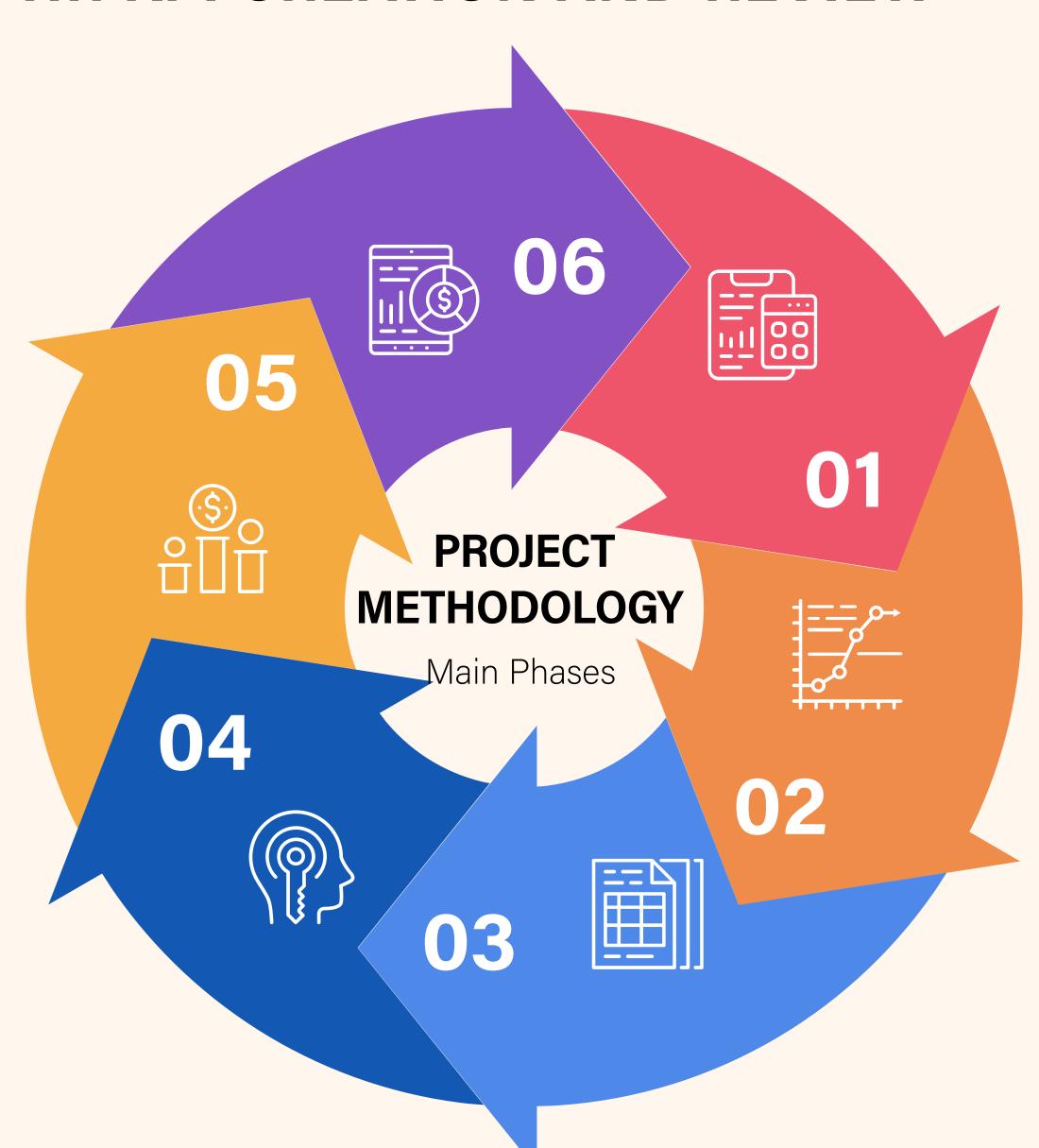
Governance Framework for business glossary, performance and data management

# 05 - Reporting and Data Visualization

Develop reports, templates and dashboards to meet the Executive Management needs

### **04- Set Targets**

Set Targets KPIs based on baseline data, benchmarks, the Emirate requirements, client vision



#### 01 - Review

Review vision, strategy, policies and procedures, practices, current KPIs and laws in force.

#### 02 - Define Measurement Scope

Determine executive management requirements for strategic, operational, and people KPIs and dashboards

### 03 - Develop KPIs

Develop/improve KPIs (leading/lagging) including KPI standards, goals and KPI cards