

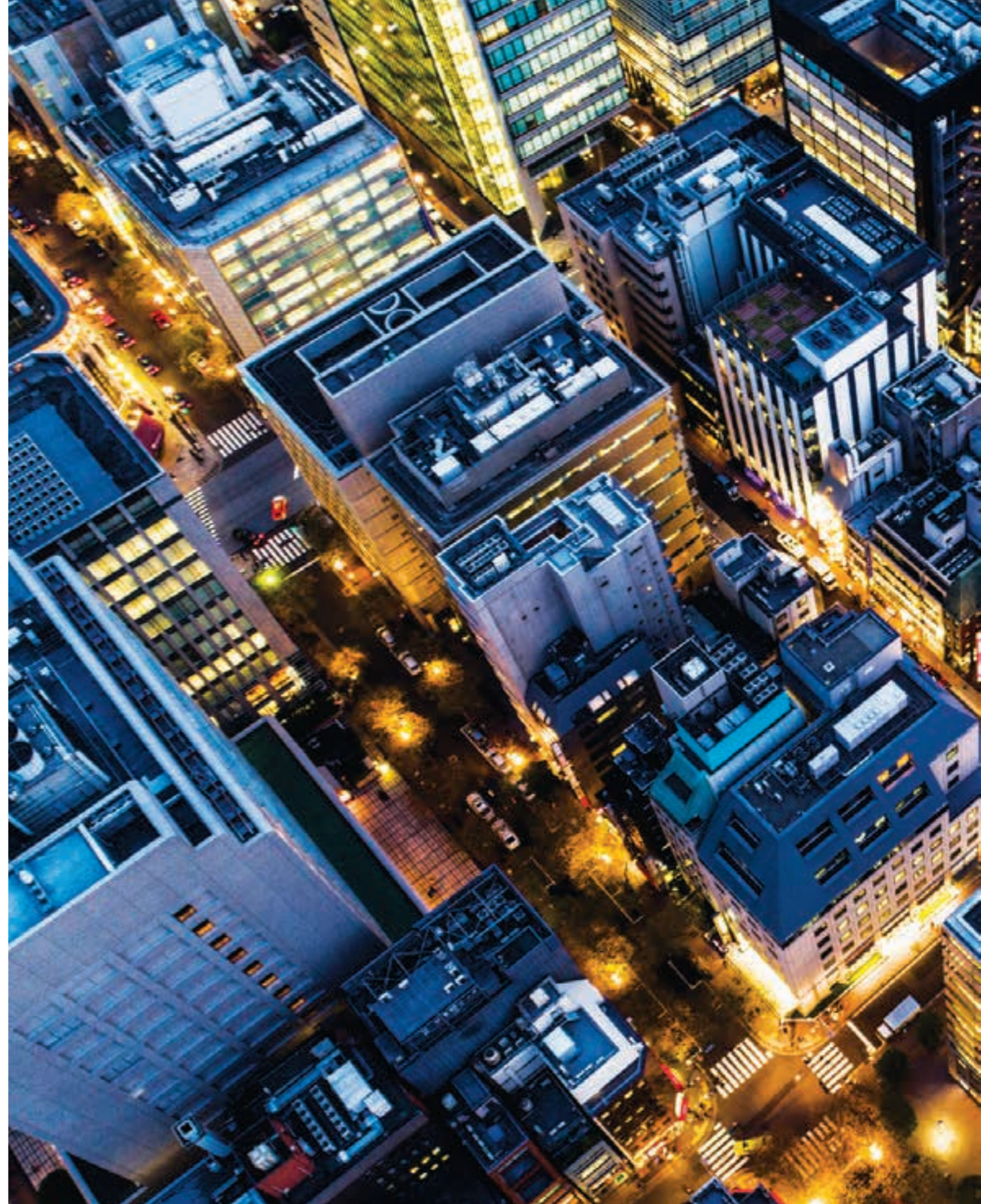


Empowering
People
and Enterprises

Shaping the future
of work through



Consulting • Analytics • Technology



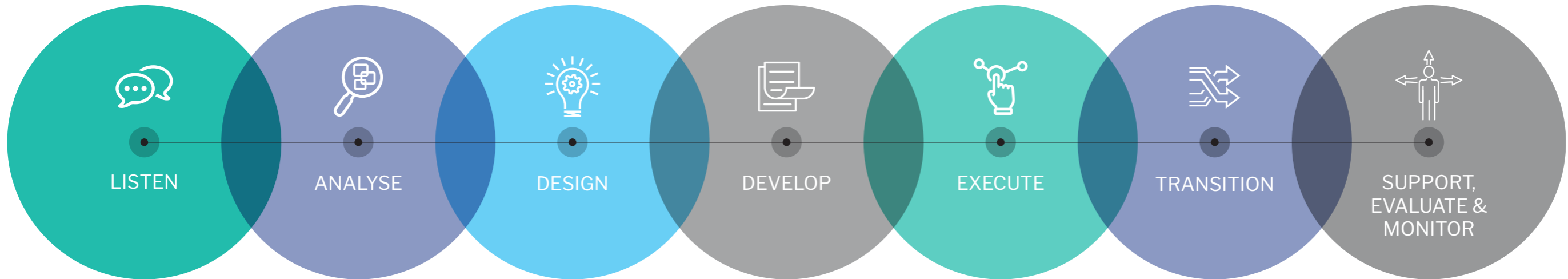


PERSOLKELLY Consulting is a leading global human resource consulting and professional services company.

With offices across Asia – in Hong Kong, India, Indonesia, Korea, Malaysia, Singapore, China (operating under Intelligence Anchor Consulting) and Japan (through collaboration with PERSOL Research and Consulting), we are committed to shape the future workforce by empowering individuals, organisations and societies.

PERSOLKELLY Consulting is a subsidiary of the PERSOLKELLY company – a joint venture between PERSOL Group and Kelly Services, Inc. PERSOLKELLY is one of the largest recruitment companies in the Asia Pacific. PERSOLKELLY Consulting is a rebranding of BTI Consultants in Asia and Intelligence SMC in Hong Kong. These brands combine our vast experience and knowledge in innovative talent development, HR & management advisory, organisational effectiveness and insights-driven HR solutions to achieve optimal results for our clients.

Our Methodology



/1

LISTEN

Each engagement begins with listening to your needs, wants and desires. We aim to fully comprehend your requirements, the context of your needs and the vision for your company.

/2

ANALYSE

We conduct a detailed review, taking into consideration your HR processes and technologies and how they may interface with the future design.

/3

DESIGN

We aim to provide talent and organisation architecture in our solution, recognising the context of your business needs and existing investments.

/4

DEVELOP

Based on the design, we develop a project plan with detailed steps and scheduling, to ensure we deliver to your satisfaction, on time and within the budget.

/5

EXECUTE

To ensure the highest quality, we utilise industry standards and best practices to implement our solution.

/6

TRANSITION

A successful transition is an important part of our work. Here, we create procedures, supporting documentation and knowledge transfer, so that your stakeholders can take over effectively.

/7

SUPPORT, EVALUATE & MONITOR

We will continue to engage key stakeholders to ensure the solution delivered is effectively optimised.



Our Services

Human Resource
Consulting and
Management Advisory

Leadership
and Executive
Development

Career
Transition

People
Analytics Lab

Research and
Think Tank

Talent
Management
Technology



Human Resource Consulting and Management Advisory

Human capital is a crucial asset in today's global business environment. To excel, organisations need a competitive edge to drive growth and productivity. We help organisations address complex business challenges by adapting and aligning their policies and processes to enhance organisational effectiveness.

Our services include:

- Organisation Design
- HR Diagnostics & Strategy Development
- Labour Law Consulting
- HR Systems Design & Implementation

Leadership and Executive Development

Among the most pressing needs facing organisations is the development of leadership skills and competencies.

To improve business performance, we help organisations develop effective managers and build a future pipeline of executives, through the design and delivery of leadership and executive development programmes.

We provide a wide range of customisable programmes in the following areas:

Leadership Development Programme (LDP)

- INSEAD Global Leadership Programme
- Business Leadership: Becoming Management Material
- Business Succession Planning
- Change Management: Change and How to Deal with It
- Coaching: A Leadership Skill
- Problem Solving & Decision Making
- The Art & Science of Negotiation
- How to Become a Strategic CFO
- The Art & Science of Corporate Navigation Skills

Human Resource Development Programme (HRDP)

- Global HR Certification Preparation Workshop – SHRM Certified Professional & Senior Certified Professional
- HR Business Partner
- HR Analytics
- Hiring for Success: Behavioural Interviewing Techniques
- HR for Non-HR Managers
- Creating a Top-Notch Talent Management Program
- Executive On-boarding Strategy
- Managing Workplace Harassment

Corporate Development Programme (CDP)

- Communication Strategies
- Conducting Effective Performance Reviews
- Conflict Resolutions: Dealing with Difficult People
- Introduction to Customer Relationship Management
- The ABCs of Supervising Others
- Manager as Coach

Career Transition

When your business strategy requires consolidation, downsizing, or mergers and acquisitions, protecting your brand reputation, managing departing employees, and keeping up workforce productivity, engagement and morale are critical. You will need a partner to restore the organisational climate, mitigate restructuring risks and deliver positive outcomes. We partner with organisations to plan for and manage restructuring complexities, no matter the geographic scale.

Our services can be customised to support diversified career options and include:

- Career Transition Programmes – returning to employment, owning a business and early retirement
- Platinum Services
- Notification Coaching/ Training
- Employee Separation Advisory
- Retirement Readiness Assessment
- Managing Change
- Career Direction/Re-direction

People Analytics Lab

We enhance the reliability of our clients' strategic HR Management by analysing employee behavioural data to develop models that provides a comprehensive view of past successes and behaviors of individual and team's in a professional environment:

- Communication Style
- Adapting Updates
- Interaction Style
- Team Pulse
- i360 Feedback
- Profile Model/Ideal Candidate Profile
- Performance Coaching
- Resiliency Zone
- Job Suitability Testing
- Engagement Assessment
- Career Options Assessment
- Quantitative Critical Thinking Assessment
- Customised Assessment Centre



Research and Think Tank

With rapid technological advancement, digitalisation and rising competition, research and analytics in human capital are invaluable steps toward business growth. To help organisations achieve strategic HR management with analysis and solutions based on their unique goals, we conduct comprehensive human capital research, according to the best current landscape practices and anticipated trends.

- **PERSOLKELLY HR Databank**
- **Talent Report**
- **Thought Leadership from HR Experts**

Talent Management Technology

To cope with the agile and fluid nature of the current workforce, and unpredictable future work landscapes, we provide talent management services using the latest talent-focused function and assessment diagnostic tools. Our services include:

- **Talent Management Solutions**
- **Performance Management System**
- **Performance Reviews and 360° Employee Feedback**
- **Employee & Team Check-ins**
- **Goals Management**
- **Engagement and Pulse Surveys**
- **Recognition and Rewards**
- **Training Management**
- **Competency Management**
- **Talent Match and Profile**
- **Employee Risk Assessment**
- **Succession Planning**
- **Business Intelligence Dashboards**



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