

HUMAN RESOURCES & ORGANIZATIONAL DEVELOPMENT CONSULTANCY SERVICES

1. Scope

INDEVCO's Human Resources & Organizational Development (HROD) Consultants advise and assist clients in developing world-class strategic human resource initiatives, according to best practices, that allow their companies to achieve aggressive business targets and continuous growth. HROD consultancy provides assistance in building high-performance, agile, and optimized organizations, while addressing life and work conditions that maximize full human potential.

2. Objectives

INDEVCO's HROD Consultants engage directly with clients to:

- Devise effective Recruitment strategies to fulfill the client's workforce needs; consultants analyze the client's human capital needs, recommend the system for defining, attracting, recruiting and placing eligible candidates in positions to enhance their career growth and to proactively fulfill the client's future human resource needs
- Recommend a Total Reward System for Compensation and Benefits that ensures employee welfare, internal equity and external competitiveness for the client; consultants evaluate the client's key market(s), study job evaluations and grades for positions across business units and countries, and advise on retention strategies and plans to retain highly motivated talent
- Advise how to establish Internal Communications within the client's company; consultants advise the system for proper development and communication of all human resource initiatives, policies, guidelines and other relevant information across the client's communication channels
- Assist in establishment of the client's Talent Management approach; consultants propose a performance management system that improves employee skills and offers suitable career path progression, while cascading of the client's corporate values and ensuring sound succession planning

- Facilitate a formal approach to Learning & Development that matches employee learning needs with development requirements of the client's company; consultants commend learning needs by job family and match internal and external training resources to ensure client's employees are able to respond quickly and innovatively to ever-changing business conditions
- Assist in defining Organizational Analytics capabilities, if the client has multiple business units in different geographical locations; consultants advocate developing an HR quality management system that integrates all business units to strengthen the client's total human capital
- Review, evaluate and support all aspects related to the client's HR information system needs; consultants recommend client requirements and/or process re-engineering, configuration, roll-out, training, and reporting for the client's Human Capital Management systems

3. Global Network

INDEVCO provides specialized Technical & Consultancy Services through a global network of employees, consultants, and technical advisors located in Lebanon, Europe and the United States and in coordination with research and development centers and laboratories around the globe.

Technical & Consultancy Services are focused on industrial manufacturing, including but not limited to the production and trade of forestry and paper products, tissue, plastics, corrugated packaging, aluminum, consumer and away-from-home disposables, and other related products for B2B and FMCG sectors.