



Empowering the Enterprise



Full-Spectrum HR Consultancy Services, HR Technology Solutions and Talent Search

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1 Profile

We present Roshcomm HR Consultancy Services as a compelling alternative to many existing consultants and large consulting firms. We help clients in deploying outstanding Solutions and Training that are based on cost/benefit analysis, thereby enabling our clients to attain leadership position within their chosen markets.

Our talent pool consists of both strategic and operational consultants, all of whom are highly qualified and certified professionals. We do not believe in 'One size fits all' approach. Our Consultancy service distinguishes itself by offering personal service and individualized attention to each and every assignment and each discipline within the realm of Consulting services, will be handled by a team of designated experts. As a result, Roshcomm understands the Client organization, its culture, skills availability and provides a filtered best-fit solution.

1.1 Just another Consultancy service?

Not just. We offer our clients de-jargonised and fresh approach to consultancy. The Consultancy we offer is based on genuine market research of identified, agreed and targeted market segments. Our domain expertise are in Management, Information Technology, Human Resources and is focused on SMEs, financial and the Government sectors.

1.2 How are we different?

Our differentiation strategy in the HR Consultancy services is quite simple:

- All consultancy assignments that we undertake are based on original primary research, supported by secondary research, market surveys and expert opinions
- Our consultant team includes recognised industry experts with sectoral real-world experience
- Our 'ear-to-the-ground' approach provides clients with genuine information that helps them in decision-making and our assignments are never remote-controlled
- Our primary research helps clients understand the trends and market dynamics in this rapidly changing market place
- Our research findings are simple and to the point. They are completely de-jargonised, thereby providing clients with real value and not just fancy words

Throughout all our assignments, we work very closely with our clients, with regular progress reports and all upcoming tasks.

1.3 Key reasons for choosing Roshcomm

- We know and **understand your industry**
- We are a proud partner of **Society of Human Resource Management (SHRM)**
- We have **experience in the HR domain** and a proud organiser of HRM Summit over the past five years
- We provide a **compelling commercial offer** and good value proposition
- We **manage and promote change** and have a robust risk strategy
- We engage our **partners in HR** projects, including industry-leading individuals and international organisations.

2 Executive Summary

The Human Resources Division should in any organisation should remain committed to providing leadership and high quality service company's staff by assessing their needs and proactively addressing those needs through developing, delivering, and continuously improving human resources programs that promote and support the Company's vision. The efficiency of any organization rely primarily on the efficiency of the human resource and the success of the organization depends on finding the best elements of human capital.

An "organisational restructuring" is a significant intervention in organisational life. As such, it affects and is affected by many variables including the organisation's culture, decision-making strategies, risk taking orientation, leadership strategies and perceptions of the value of Human Resources. For your organisation to achieve business benefit in their HR reorganisation, the consultancy and implementation must be short, raise appropriate issues for business to make decisions on, and effectively implement those decisions. **In this document, we present a compelling scenario that significantly enhances our ability to take up your HR Project and effectively deliver stated objectives and real business benefits.**

Such implementations are fundamentally agents for organisational change, and such change requires effective leadership practices, beyond the focus of personal qualities and professional skills. Benefits from HR modelling lies in achieving business performance improvement, employee motivation over time and this requires effort for process redesign and some tough decisions. Any such change involves risk and your organisation's orientation to risk in terms of adoption or failure avoidance may be a critical variable in our implementation. In addition, the adoption of a more nimble and universal system replacing existing legacy practices is a significant change to the enshrined organisational practices and sense of ownership.

Roshcomm understands these key factors that lead to success in any HR Project. Our Project Manager's job would be to focus on delivering the project on time and within budget. This way we assure the client that the project is not stretched, pulled or manipulated to suit the vendor's convenience. The Project approach will be based on shared-values:

- Value to your organisation – a successfully implemented HR organisation at a low cost with support assurance
- Value to Roshcomm – Another satisfied client who would be willing to provide good reference, due to our commitment and sincerity

This document provides a broad understanding of the various components of Human Capital Management, the values to be delivered to your organisation, implementation approach and the key differentiators that sets us apart from many others.

3 Roshcomm's HR Offerings

Tailored to address individual client needs and unique sector priorities, Human Capital market offerings are developed by drawing upon our broad portfolio of core Talent and HR capabilities. Combining experience, deep functional and sector knowledge, quality processes and the ability to deliver globally, we offer proven solutions and frameworks to address our clients' most important asset - people.

3.1 HR Strategic Services

- **Performance Management** - increases productivity by aligning employee and organisation goals.
- **Leadership Training** - trains and develops your managers.
- **Talent Acquisition** - helps you recruit the best talent to your company.
- **Career Transitions** - supports employees as they move on in their careers.
- **Team Accelerator** - develops strong teams by assessing individual talents and strengths.
- **Compensation Consulting** - helps define compensation strategy.
- **Time and Attendance** - provides a comprehensive management solution for all employees.

3.2 HR Transformation Services

- HR Transformation Strategy and Planning
- HR Operating Model and Function Design
- HR Outsourcing
- Project-based interventions that develop and leverage your talent pool.
- HR Shared Services

3.3 HR Technology and Solutions

- brightHCM - HRMS
- Oracle, Microsoft, Success Factors
- Roshcomm Time and Attendance
- Roshcomm KPI System

3.4 Resourcing and recruitment services:

- Tailored recruitment services
- Executive recruitment
- Managed services

3.5 Talent, Performance and Rewards

- Retirement and Risk Solutions
- Compensation Strategies
- Sales Force Effectiveness
- Leadership development
- Teambuilding strategies
- Quality improvement in performance through people
- Talent Strategies
- Learning and Development Services
- Training Needs Analysis
- Workforce Analytics

3.6 Organization Transformation

- Organization Strategy and Design
- Technology Adoption
- Strategic Change
- Restructuring and Organization Design

4 Roshcomm HR Services snapshot

Recruitment	<ul style="list-style-type: none"> ✓ Define or refine an organisation's recruitment model ✓ Standardize the Recruitment system (including recruitment process, templates, Guides, competency based interview manuals) for select positions. ✓ Pre-employment checks ✓ Train internal recruiters on the recruitment system and measure effectiveness of Recruitment system.
HR Policy Manual	<ul style="list-style-type: none"> ✓ Systems ✓ Policies ✓ Procedures
Performance Management System	<ul style="list-style-type: none"> ✓ Implement a comprehensive Performance Management System in line with Corporate strategies ✓ Goal setting, Performance metrics, progress tracking, performance review and feedback mechanisms, KRAs & KPIs
Competency Mapping and Skill Gap Analysis	<ul style="list-style-type: none"> ✓ Develop a competency Model for the organization ✓ Define behavioral indicators at proficiency ✓ Assess competency levels of selected employees to identify Competency gaps and provide individualized feedback. ✓ Train internal competency assessors in design and delivery of assessment/ development centers. ✓ Address competency gaps through training, role modifications etc.
Leadership and Management	<ul style="list-style-type: none"> ✓ Fast Track Development ✓ Succession Planning ✓ Leadership Assessment ✓ Coaching & Mentoring
Employee Engagement	<ul style="list-style-type: none"> ✓ Employee Satisfaction Surveys ✓ Customer satisfaction surveys ✓ Survey feedback and action plan
Assessments	<ul style="list-style-type: none"> ✓ Personality Type ✓ Leadership Assessments ✓ Psychometric assessments
Learning & Development	<ul style="list-style-type: none"> ✓ Training Needs Analysis ✓ Employee development plans