





# HARRINGTON MIDDLE EAST, LLC

*Part of the Bin Zayed Group and the Harrington Institute*

## Organizational Design & Alignment

### Capability Assessment

Mission: To analyze the status quo in terms of work organizational design and delivery. A comprehensive evaluation (gap analysis) will be conducted. We will work on redesign options that are compatible with the vision and strategy and which are viable in terms of helping deliver the sought after goals.

### Competency Assessment

Mission To evaluate current HR skills mix and expertise level and to determine competency gaps that are critical for the implementation of the new work systems

### Competitiveness Assessment

Mission: To ensure that the process by which the new structure is effected in harmony with a systematic methodology for goal development and deployment. To further ensure that performance evaluation and reporting can enable optimization of processes and results

### Communication

Mission: To ensure that project planning, execution and reporting are effective and to keep the right communication strategy at all levels.

### Harrington Middle Organizational Alignment Technology Approach

Our internationally acclaimed Five Point Star methodology consists of five distinct stages which are inter-dependent (see Figure 2).

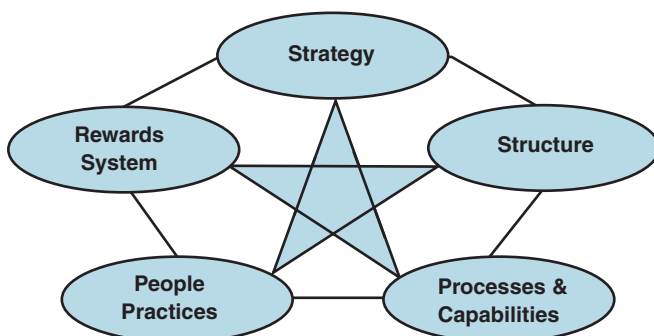


Figure 2

### Strategy

The strategy sets the direction and guidance for the organization. It must be pro-active for the company to reach its vision "to become the most operationally effective company possible".

### Structure

The organization structure provides the means to implement the strategy as it defines the power and authorities within the organization. It also defines the reporting relationships and organizational roles.

### Processes & Capabilities

Once the organizational structure is defined, the processes that run the organization can be refined or redesigned to make them efficient at implementing the organization strategy. This includes establishing the required networks to operate the processes.

### People Practices

In parallel with these activities, the organization needs to focus on the people side of the operations to be sure that this valuable asset is developing properly. Your people are not a cost; they are an investment for your future growth. Key activities like career planning, succession planning, competency analysis, employee surveys, dual ladders, education and training need to be reviewed to ensure they are aligned with the new requirements defined in the strategy.

### Rewards & Recognition

The last but not the least is the Rewards and Recognition Systems that need to be reviewed to ensure that they enforce the desired behavioral changes that is required to excel in today's challenging environment. Management training on how to use the rewards and recognition system is a must.