



People and change

Service offerings
KPMG People and Change Advisory

Organizations are operating in a constantly and rapidly changing world, presenting new challenges for businesses and a requirement for organizations to become more flexible and responsive, and operate in risky, costly and more complex environments.

This, in turn, creates an opportunity to design new and better strategies, develop new products, expand into new markets, rethink business models and transform the performance of organizations.

To be successful, it is necessary to change the way people are led, managed and developed through large scale, complex, transformational change programs.

Today's HR function also has the potential to enable a profound transformation, challenged as never before to convert the full potential of an organization's people into financial performance and market value.

At KPMG, we unlock potential and navigate transformational change across all functions to drive unprecedented levels of performance

We offer differentiated solutions across the following six clusters

Organizational Development



Organization Development enables us to create an organization where the strategies, operating models, structures, processes, infrastructure, values and behaviors are aligned to realize the shared organizational intent.

Talent Management



P&C's Talent Management solution pack targets the performance management, competency development, succession planning and capability assessment.

Workforce Intelligence and Rewards



Workforce Intelligence and Total Rewards enables organizations to evaluate and redesign their employee compensation and reward schemes (base salaries, benefits, commissions and bonuses) with that of the organization's strategic objectives and market benchmarks. Furthermore, it focuses on enabling organizations to get better value from their workforce through workforce data analytics, allowing them to make evidence-based decisions that enhance business performance.

HR Optimization



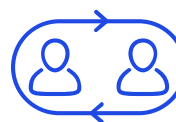
HR Optimization creates fit-for-purpose people functions by aligning HR with business strategy and putting the appropriate structures, capabilities and systems in place that enable HR to deliver value to the business.

Behavioral Change Management



P&C stands out for its ability to help clients understand the underlying culture of the organization, develop creative approaches that transform resistance into commitment and build a change capability that cultivates operating agility.

Mergers & Acquisitions



Talent Management focuses on critical aspects of mergers and acquisitions from a people integration and culture perspective, ensures critical checks and acts as a catalyst for a successful integration.

Solution overview

Overview of the key offerings within the solution



Organizational Development

- Organizational vision, mission and values
- Organizational effectiveness & future readiness
- Job Descriptions
- Strategic organization design
- Strategic workforce planning
- Workforce segmentation
- Employee efficiency and effectiveness
- Key Performance Indicators (KPIs)
- Policies and Procedures manual

Workforce Intelligence and Rewards

- Total rewards compensation structuring
- Compensation and benefits benchmarking
- Job Evaluation and Job Grade Structure Design
- Short-term and long-term incentive plan design
- Workforce analytics and modelling

Behavioral Change Management

- Business case & vision for change
- Stakeholder analysis
- Change impact assessment & business readiness
- Roll-out plan
- Change risk analysis
- Communication strategy & execution
- Knowledge transfer

Talent Management

- Talent strategy
- Competency modelling
- Assessment centers
- Succession planning
- Capability development
- Leadership development

HR Optimization

- HR strategy and performance assessment
- HR maturity assessment and roadmap
- HR service delivery
- HR capability building
- HR manpower optimization

Mergers & Acquisitions

- HR due diligence
- Integration management
- Culture integration
- Divestiture support
- HR harmonization in acquisitions
- Vendor and HRMS harmonization

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