



Next Generations of Management Consultations

NGMC



الأجيال القادمة للاستشارات الإدارية
Next Generations of Management Consultations

Profile

| Next Generations of
Management Consultations



Next Generations of Management Consultations

A Saudi office which established at **2022** in Riyadh City.

specialized in providing HR management and consultation services to our clients strategically and operationally along with the digitalization of related processes to make life easier for our partners.





Vision

To provide the professional, innovative support as an efficient HR consulting partner



Mission

Enthusiasm, innovative and dedication to provide professional HR Consulting Services that help our partners to become more productive and profitable strategically and operationally.

Our Values



Customer First



Innovation



Integrity



Commitment



Trust



Consultations Services

HR Transformation

Our consultants craft strategic transformation plans, ensuring success through best practices. We offer guidance on risk mitigation, contingency planning, and address challenges like data loss and system compatibility. Our team of experts provide comprehensive and strategic transformation plans to help our clients achieve a smooth transition in accordance with the new strategy of the organization.



HR Audits

HR audits are evaluations of HR practices to ensure compliance, identify areas for improvement, and align strategies with organizational goals. They help mitigate risks, increase efficiency, and maintain a positive work environment for sustainable growth. Our team of experts assures high-quality HR audit services to our clients.



HR Digital Strategy

HR Digital strategy is HR Digital strategy is to digitize and automate and, thereby, improve HR efficiency and quality of service. Digitizing your HR processes may take time, but it can lead to improved productivity, reduced costs, and even higher employee engagement. Our team of experts provides comprehensive HR Digital strategy to help our clients achieve operational efficiency and excellence.

01



HR strategy,
Vision, Objectives

02



Department
Objectives

03



Company's
values

04



HR
Governance

Organizational Design

Organizational design aligns structures with core business strategies, offering benefits like increased efficiency, quicker decision-making, better governance, improved quality, higher returns, and enhanced readiness for future challenges. Our team of experts provides comprehensive and strategic organization design to help our client's business model.



Talent Acquisition

Talent Acquisition ensures the delivery of the organization's strategic goals by building high-performing teams that give the organization a sustainable competitive advantage. A strong employer brand coupled with an efficient and reliable selection process ensures recruiting talent with the right skills-set and cultural fit. Our team of experts provides comprehensive and strategic talent acquisition solutions to help our clients optimize their workforce, stay competitive, plan for the future, retain talent, adapting to change.



Talent Development

Learning and development are vital for both employees and companies, fostering individual growth and organizational effectiveness. Investing in these activities enhances productivity, leading to higher profits and a stronger reputation. Our team of experts provides comprehensive and strategic transformation plan services to help our clients achieve a complete talent development strategy.



Talent Management

Talent management strategically optimizes human capital, ensuring succession, development, and retention for overall performance. Our expert team provides comprehensive talent management to help clients utilize human capital effectively, fostering long-term success and competitiveness.



Performance
Management
System



Career
Development
Plan



Succession
Plan



Career
Path



Performance
Improvement
Plan

HR Automated Operations

HR Operations and HR Information System (HRIS) track key employee metrics, offering valuable insights for strategic decision-making in organizations. Our team of experts provides comprehensive HR operations to help our clients achieve a high level of services.



HR Operating Model



HR Personnel Management



HR Digitalization

Reward and Remuneration

Remuneration and rewards can be administrative or strategic tools, either just for labor exchange or aligning employees with organizational goals and culture. Our team of experts provides comprehensive and strategic reward and remuneration services to help our clients attract the right talent and retain their key talent.



Employees Expenses



Allowances, Compensation and Benefits



HR Budgeting to control all related overhead budget and cost for employees from organization perspective and government perspective

Competency Mapping

A Competency Framework provides the foundation of hiring the right talent, training and development and leadership succession. Well defined competencies clarify performance standards and expectations, and foster career development by building industry-related skills for employee advancement. Our team of experts provides comprehensive and competency framework to help our clients hire the right talent and increase their people's capabilities.



Design the competency framework for all positions on level base



Competency title for each position



Competency level for each competency



Performance Indicator vs each level

Employee Value Proposition (EVP)

EVP is key in recruitment, conveying to candidates why they should join and highlighting the benefits. It's equally vital for retaining talent, contributing to higher retention rates in companies with robust EVPs. Our team of experts provides comprehensive and strategic EVP model that help companies attract and retain talent.



**Employee
Experience**



**Employee
Engagement**

Quality Assurance

Lorem ips

Quality assurance ensures high standards in products and services, with auditors evaluating the processes and tools. The Quality Management System controls documentation, demonstrating standard procedures and managing stakeholder interactions. Our team of experts provides comprehensive and strategic quality assurance services to help our clients achieve quality standards.



Designing all related policies and procedure



Design Standard Operation Process (SOP) for all positions



Design the quality Management System for the organization (QMS)

Enhanced Accessibility for People with Disabilities (PWD)



Premises accessibility gap analysis consultation



Digital accessibility gap analysis consultation



HRM/Policies consultation for PWD



Organization structure, position titles, Job description consultation for PWD



Strategic objectives, values and strategic KPIs that supports accessibility for PWD



Training/workshop services on all related courses for how to deal with PWD



**Mowaamah consultation
(Pre-Induction, Review evidence,
Improvement plan after assessment/auditing)**

Our Methodology





HR Management Outsourcing

“

We work on
behalf of your
company and
contribute with
your

COMPANY'S SUCCESS

by enhancing the employee performance,
creating a motivating workplace environment with a
HIGH STANDARD AND QUALITY PROCESS

Total HR Management Outsourcing



HR Advisory
Consultancy

Shared
Services

HR
Auditing

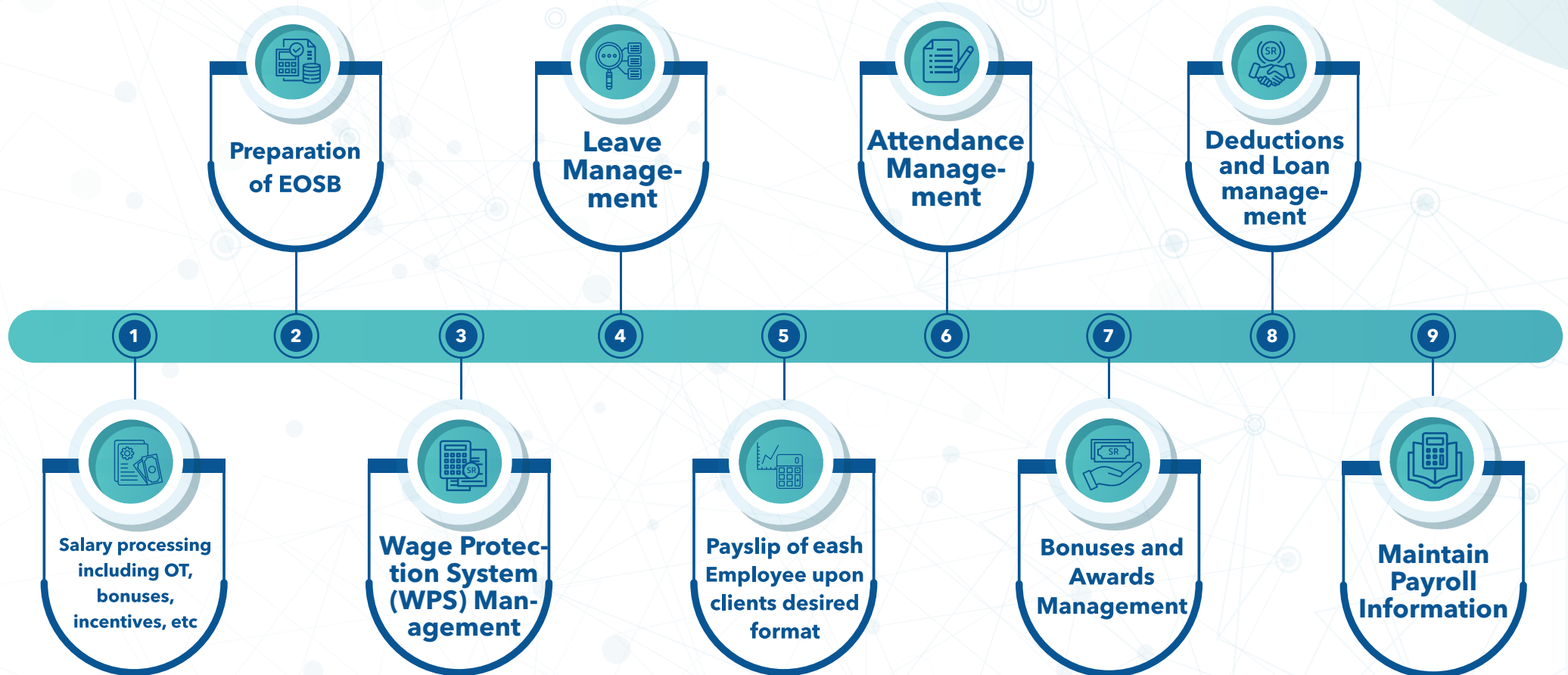
Talent Acquisition Management



HOW OUR RECRUITMENT PROCESS WORKS



PAYROLL MANAGEMENT



ADMINISTRATION & GOVERNMENT RELATIONS MANAGEMENT

**Medical
Insurance
Manage-
ment**

**Company
Cars Man-
agement**

**Business
Trips Man-
agement**

**Maintaining
& Monitoring
MHRSD
Portal**

**Maintaining
& Monitoring
GOSi
Portal**

**Maintaining
& Monitoring
Muqem
Portal**

**Maintaining
& Monitoring
Qiwa Plat-
form and
Mudad
portal**

**Processing
for the
Application
of temporary
Residency
(Iqama)**

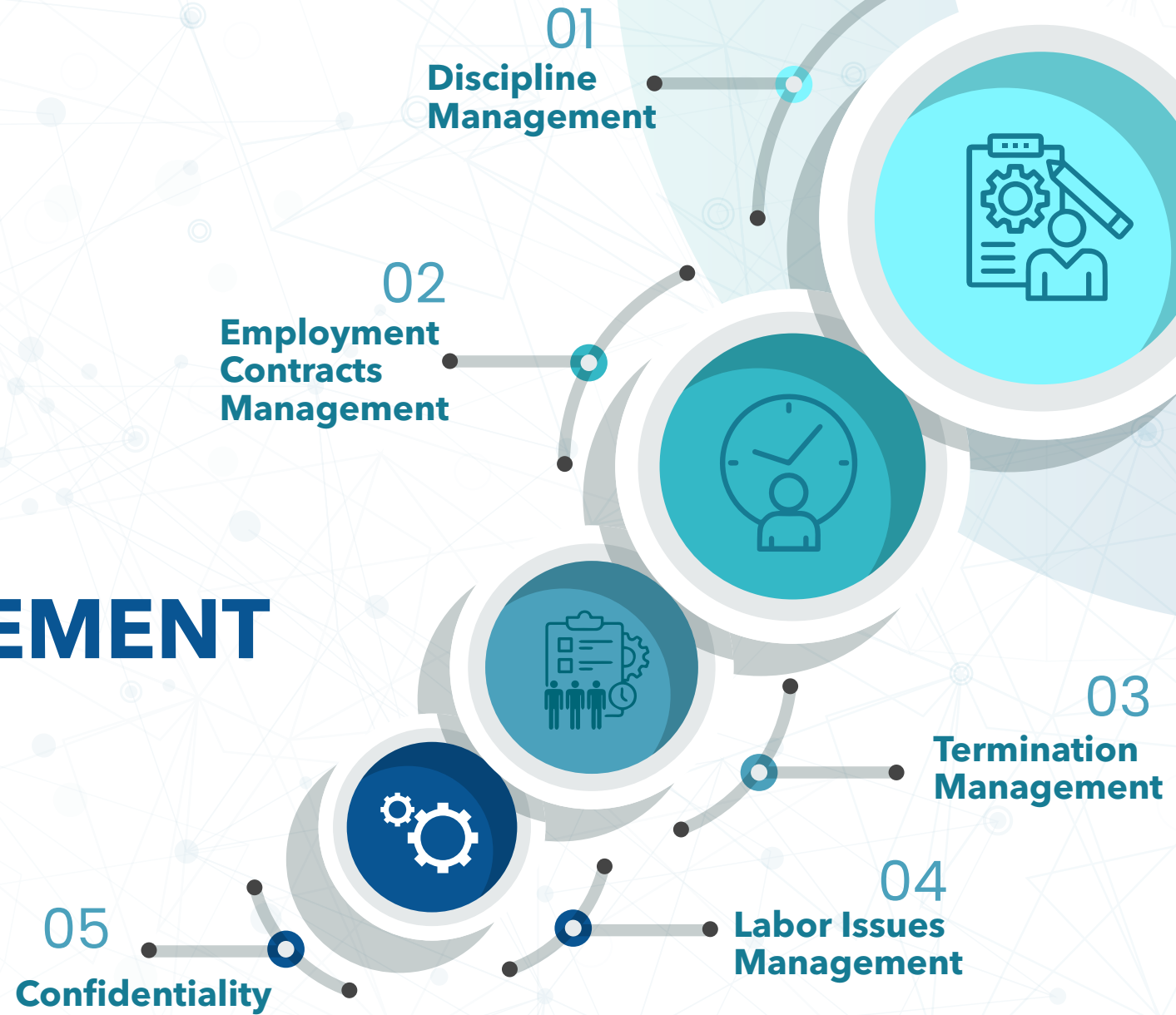
**Document
Expiry
Tracking
Notifications**

**Document
Attestat-
ions**

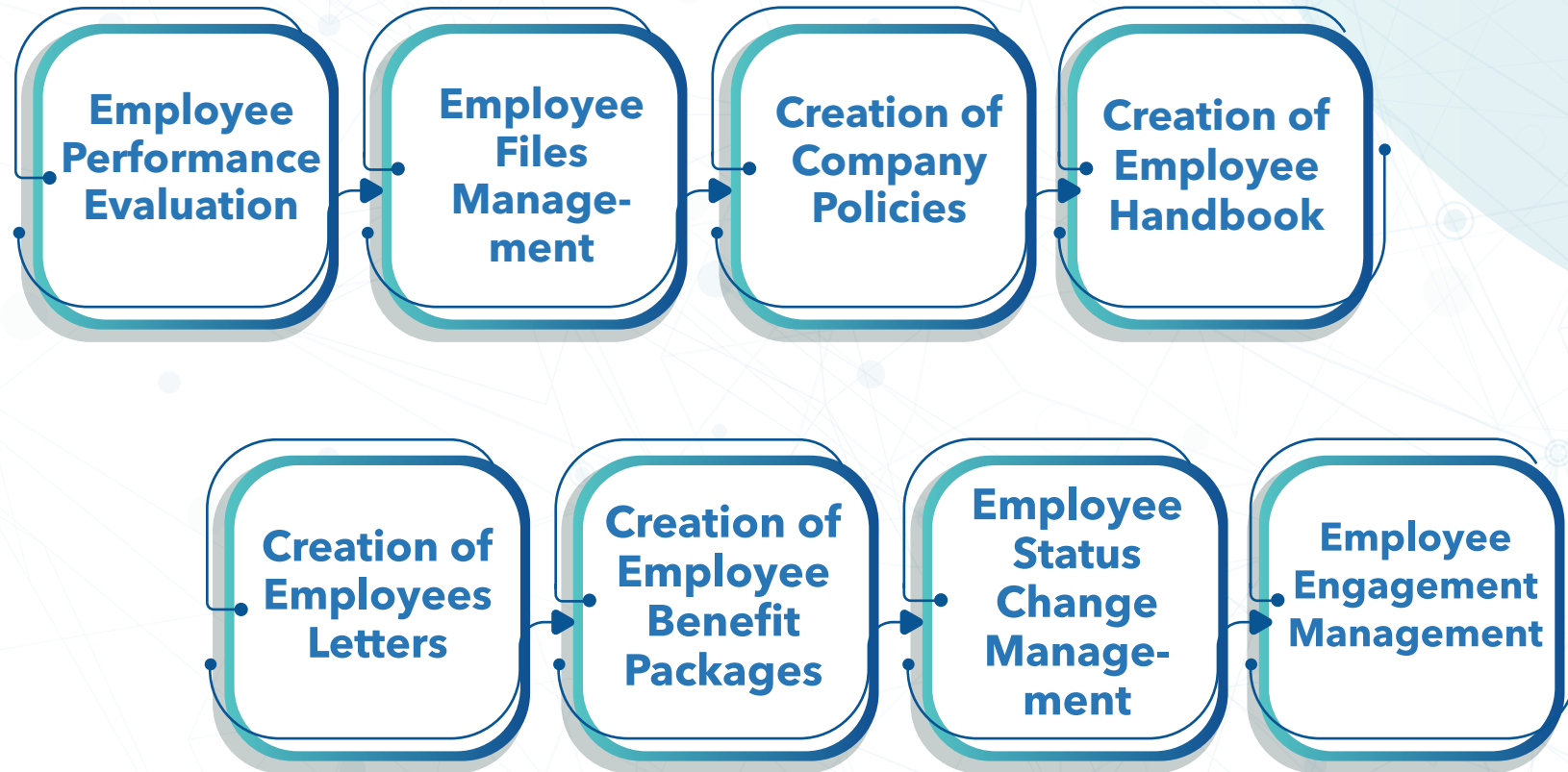
**Visa Manage-
ment (Final
Exit, Exit
Re-Entry),
Visa
Renewals**

**Processing
of Ajeer
Contracts**

HR LEGAL MANAGEMENT



EMPLOYEE RELATIONS MANAGEMENT



HR ADVISORY CONSULTANCY



How Do We Guarantee You The Best Service



HR BUSINESS PARTNERS

A dedicated HR Business Partner will visit your organizations at scheduled times every week



24/7 SUPPORT

In between site visits, our HR operations team will be monitoring and servicing all requests by your staff and management



CLOUD SUPPORT

We provide simple and efficient HR System that allows your employees to access HR services through any device online



PAYROLL PROCESSING

Our team takes over the management of the entire payroll process to ensure confidentiality of staff salaries within your organization



INQUIRIES

Please get in touch with us and we would be happy to answer any queries.



RECRUITMENT & SELECTION

Our recruitment team is fully equipped to handle all of your business's requirements



SPECIALISED EXPERTISE

The development and implementation of HR Frameworks will be managed by experts in those particular areas, routed through the Business Partner your staff and management

Packages



The background features a blue-tinted collage. On the left, a Gantt chart is visible, listing tasks such as 'Setup der Entwicklung', 'Softwareentwicklung', 'Integration der Daten', 'Testphase', 'Milestone 1', 'Deployment', 'Milestone 2', 'Go-live', 'Milestone 3', 'Post-Go-live', 'Milestone 4', 'Evaluation', 'Milestone 5', and 'Projektabschluss'. Each task is accompanied by a duration in days. On the right, a network diagram with nodes and connecting lines is overlaid on a blurred image of people working at a table.

Payroll Department

	Premium	Gold	Basic
Attendance Management	✓	✓	✓
Leave Management	✓	✓	✓
Bonuses And awards Management	✓	✓	✓
Deductions and Loan Management	✓	✓	✓
Payroll Calculation and Processing	✓	✓	✓
Payroll Reports and Pay Slip	✓	✓	✓
WPS Management	✓	✓	✓
End of Service Calculations	✓	✓	✓

Employee Relation Management

	Premium	Gold	Basic
Creating Employees Personnel File (E-Filing)	✓	✓	✓
Employee Status Change	✓	✓	✓
Employees Letter	✓	✓	✓
Company Policies and Procedures	✓	✓	✓

HR Legal Department

	Premium	Gold	Basic
Discipline Management	✓	✓	✓
Confidentiality	✓	✓	✓
Employee Contract Management	✓	✓	✓
Termination Management	✓	✓	✓
Full Covered of Legal Advisory	✓	✓	✓
Labor Issues Management	✓		

HR Legal Department

Premium Gold Basic

Medical Insurance Management



GOSI Portal Management



Muqem Management



MHRSD Portal Management



HRDF



Maintaining & Monitoring (Qiwa Platform and Mudad portal)



Business Trip Management



Company Cars Management



Ministry of Commerce



Baladia



Salamah



Expeditor Services



Recruitment Department

	Premium	Gold	Basic
Job Description	✓		
Interview Process	✓		
Candidate Background Checking	✓		
Scrutiny and Final Selection Process	✓		
Job offers	✓	✓	✓

Additional features

	Premium	Gold	Basic
Creating Matrix of Authority	✓	✓	✓
HR Cloud System	✓	✓	✓
HR Consultancy & Building Culture	✓	✓	✓
Account Manager Physical Visits during the month	4 Visits	2 Visits	Non

Development through Coaching and Training

Amad is a Saudi company which is our strategic partner and we provide various high-quality training and guidance services, with the aim of enhancing the skills and knowledge of individuals in various fields, in an effort to develop a society characterized by a high level of knowledge and skills, and the ability to continuously learn and adapt to rapid transformations, while maintaining psychological balance.



Our Expertise

Our team comprises individuals with diverse experiences in various HR functions within local and international organizations. By bringing together experts from different industries, we ensure that our deliverables consistently meet market expectations in terms of quality and effectiveness.



our clients



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