

# People Transformation

KPMG in Malaysia

As organizations work through the talent revolution resulting from technological and AI advancements, geopolitical tensions, climate change, and other changes which have led to profound shifts in the global business landscape, **people transformation remains crucial to help organizations adapt and excel in this new world.**

Prioritizing **PEOPLE** in their transformation journeys involves empowering them through skills development, well-being and organizational culture, enabling them to realize their full potential to **innovate, adapt and sustain growth** in the changing business landscape. This, in turn, contributes to the organization's overall success and resilience in navigating challenges and transformations.

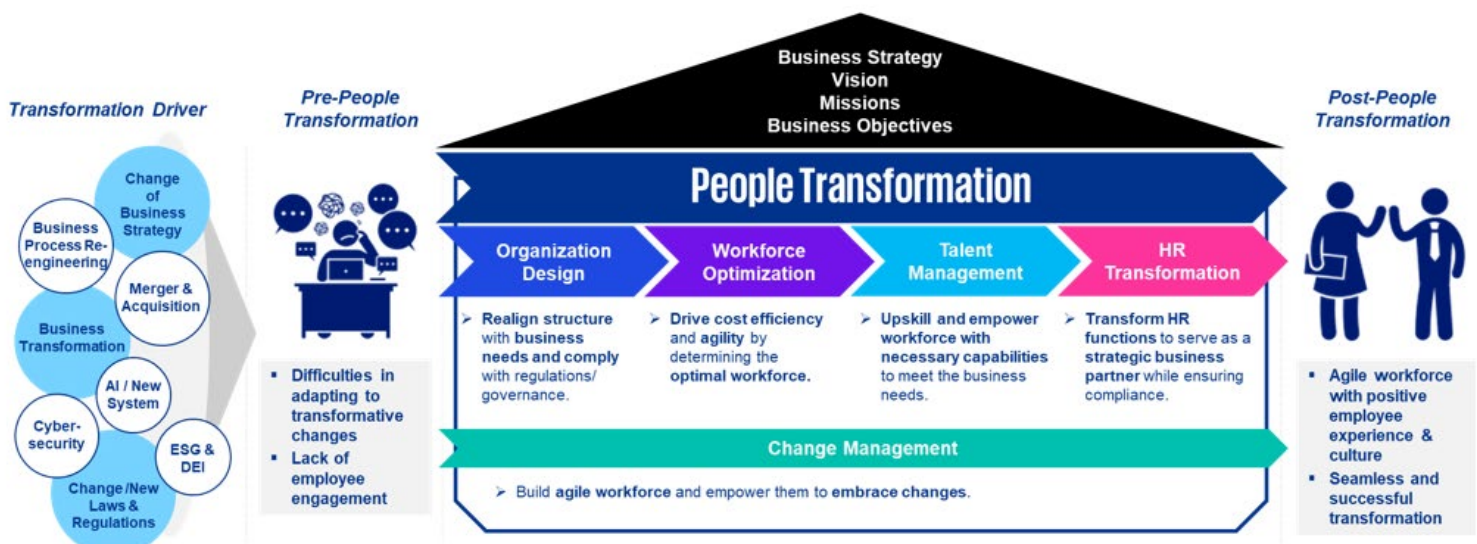
**62%** of senior leaders often undervalue the people perspective in the transformation

**84%** of line leaders reported the "people" are often neglected in the transformation plan.

(Source: KPMG Transforming the Enterprise of The Future 2024)

## Introducing KPMG's People Transformation Framework

KPMG's People Transformation Framework highlights the five (5) core areas that focus on people elements, including but not limited to the organizational structure, workforce needs, capabilities, employee life cycle and culture, towards sustainable changes within an organization.



# How can KPMG help?

Organization Design	Workforce Optimization	Talent Management	HR Transformation	Change Management
<p><b>What we do:</b></p> <ul style="list-style-type: none"> <li>Design an organization structure that is aligned with business strategy and regulations.</li> <li>Realign the roles and responsibilities required by each position in the organization structure.</li> <li>Establish chain of command and reporting line based on the structure and roles.</li> </ul>	<p><b>What we do:</b></p> <ul style="list-style-type: none"> <li>Evaluate workforce profile to determine the capacity of existing workforce.</li> <li>Align current and future workforce needs to business strategy and structure to determine the right size.</li> </ul>	<p><b>What we do:</b></p> <ul style="list-style-type: none"> <li>Develop performance management and competency framework in line with the organization needs.</li> <li>Refine total rewards strategies to remain competitive and aligned with organization's value proposition.</li> <li>Identify critical positions for succession planning to maintain a sustainable talent pipeline.</li> </ul>	<p><b>What we do:</b></p> <ul style="list-style-type: none"> <li>Refine HR policies and processes based on the business strategy and direction.</li> <li>Develop a HR service delivery model across the three dimensions of an organization, i.e. strategic, operations and consultative/ HRBPs.</li> </ul>	<p><b>What we do:</b></p> <ul style="list-style-type: none"> <li>Identify key stakeholders and potential change impacts to drive clear communication for increased acceptance and accountability.</li> <li>Help set the tone from the top for leaders to lead the change and drive employee engagement.</li> </ul>

## Explore other People & Change services tailored to your business needs

If you have already taken steps towards People Transformation, you may choose to focus on the elements that are critical to your organization i.e., [Culture & Capabilities](#) and [Redefining Organizational Efficiency](#) to propel meaningful and impactful progress in your transformation journey.

## Connect with us

[Inquire](#) with P&C for further insights!



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