



People and Change

Reimagine and create talent-driven organizations for a better tomorrow

www.kpmg.com.my/PnC



About People & Change Advisory

KPMG's **People and Change Advisory** team focuses on the human experience in business transformation and on improving the performance of organizations by changing the way people are managed, led and developed.

Our clients benefit from the extensive experience our team of professionals bring to the table. By working shoulder-to-shoulder with our clients, KPMG provides customized support in the five core areas.



Behavioral Change Management

Behavioral Change Management makes organizations, leadership and employees ready, willing and able to implement change. It places the impact of change on people at the heart of the projects, thus facilitating their success and sustainability.

Samples of our past experience:

- Direct & Indirect Stakeholder Engagement
- Culture Assessment and Way Forward
- Transformation Change Management Strategy & Plan



Talent Management

An agile workforce requires its workforce to swiftly adapt to dynamic needs of the global marketplace. Talent Management is a planned approach to attract, develop and retain the right people to deliver your business strategy.

- Competency Modelling
- Leadership Development
- Succession Planning & Career Development
- Competency Gap Assessment



Organization Design

In the face of the disruptive forces changing the business world, the people of your organization have to coordinate and collaborate like never before. Organization Design is an approach to provide a structured way to design your organization to deliver its strategic intents.

- Organizational and functional realignment
- Job Descriptions refinement and Job Evaluations
- Compensation and Benefits Benchmarking



HR Transformation

To support the ever-changing needs of your workforce, HR functions are required to deliver more strategic value in putting the necessary structures, capabilities and systems in place. The primary objective of HR Transformation is to configure HR model to align to your business strategy and drive strategic value for your organization.

- HR Structure realignment
- HR Due Diligence
- HR Policies & Procedures realignment, including Succession Planning & Career Development Plans



Workforce Optimization

With cost pressures and a need for increased business efficiency, hiring and retaining the right people, for the right costs, at the right time is crucial. Workforce optimization is an approach to help you analyze your current and future workforce demands to enable workforce monitoring plans and bridge critical gaps within your organization.

- Workforce Planning in line with Business Strategy & Way Forward
- Retention Incentive Framework

For more information, please contact:



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