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# Profile & Allies

- **Saudi House of Expertise with global reach through our strategic Partners and Allies .**
- **Focuses on strategy and business alignment to create value.**
- **Specialized in modeling the ‘capability leverage’ and integration initiatives.**
- **We build customer-centric business process to drive achievement and meet challenges.**
- **Our commitment to quality revolves around our clients requirements and crafts our determination to successful solutions.**



## Our Strategic Partner



- OAM is a management consultancy organization based in Oxford with strong world-wide presence.
- OAM spent more than 20 years supporting businesses from different sizes and delivering professional services for clients to consolidate and grow.
- OAM is licensed and accredited by the highest accreditation bodies accredited by the Queen.
- OAM is MAP (Managerial Assessment Of Proficiency) licensed and ISM (Institute of Supervision & Management) Accredited to deliver management qualifications at four levels up to Diploma.
- OAM has circa 15 HRD accredited and certified specialist websites to cover a comprehensive range of HRD consultancy and training services.



## Our Strategic Ally



### The Arab Academy for Banking and Financial Sciences (AABFS)

- Founded in 1988 as one of the Organizations for Joint Arab Action, and not-for-profit institution, owned by the League of Arab States. It enjoys full diplomatic status, financial, and administrative independence.
- AABFS is considered to be the only Arab academic institution that provides an integral spectrum of activities (education, training, research and publication, consultancy, and global certification).
- AABFS developed and enhanced research in accordance to the acknowledged standards of excellence and representing the international scope and reputation of the Academy.

## Our Strategic Ally



### Allied-HR Services (AABFS)

- *Allied-HR Services is a Human Resource outsourcing company that offers a wide variety of true core HR services that caters to the emerging needs of Small & Medium Enterprise (SMEs) in the region.*



### Alliance Human Performance Development

- *Alliance is specialized firm operating in the field of Training to improve performance since 1989 started in Dallas, USA with a reach to KSA. Alliance brings value by the unique blended techniques*

# Our Products Portfolio

We Provide Cross-Functional Consulting Services



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# Strategy & Choice



## Strategy & Choice Modelling

- ❖ Business Valuation & Portfolio Analysis.
- ❖ Consolidation & Spin Out.
- ❖ Strategy Initiatives Design.

## Restructuring & Governance

- ❖ Turnaround & Reorganization.
- ❖ Change Management.
- ❖ Process Mapping to strategy & Objectives.

## High Level Plans & Decisions { - - - Implementation - - - }

Alignment

Manage Change

Measure Progress

### Business Process Management

- ❖ Process measures configuration.
- ❖ Identify Process critical areas.
- ❖ Business Process Optimization.
- ❖ Business Process Automation.
- ❖ Business Performance Report.

### PMO Setup & Interim Management

- ❖ Strategy Execution Master plan.
- ❖ Interim Management Supply.

### Balanced Scorecard Development

- ❖ Strategic objectives formulation.
- ❖ Dimensions Definition.
- ❖ Key Result Areas definition.
- ❖ Achievement Measurement.
- ❖ KPIs definition.

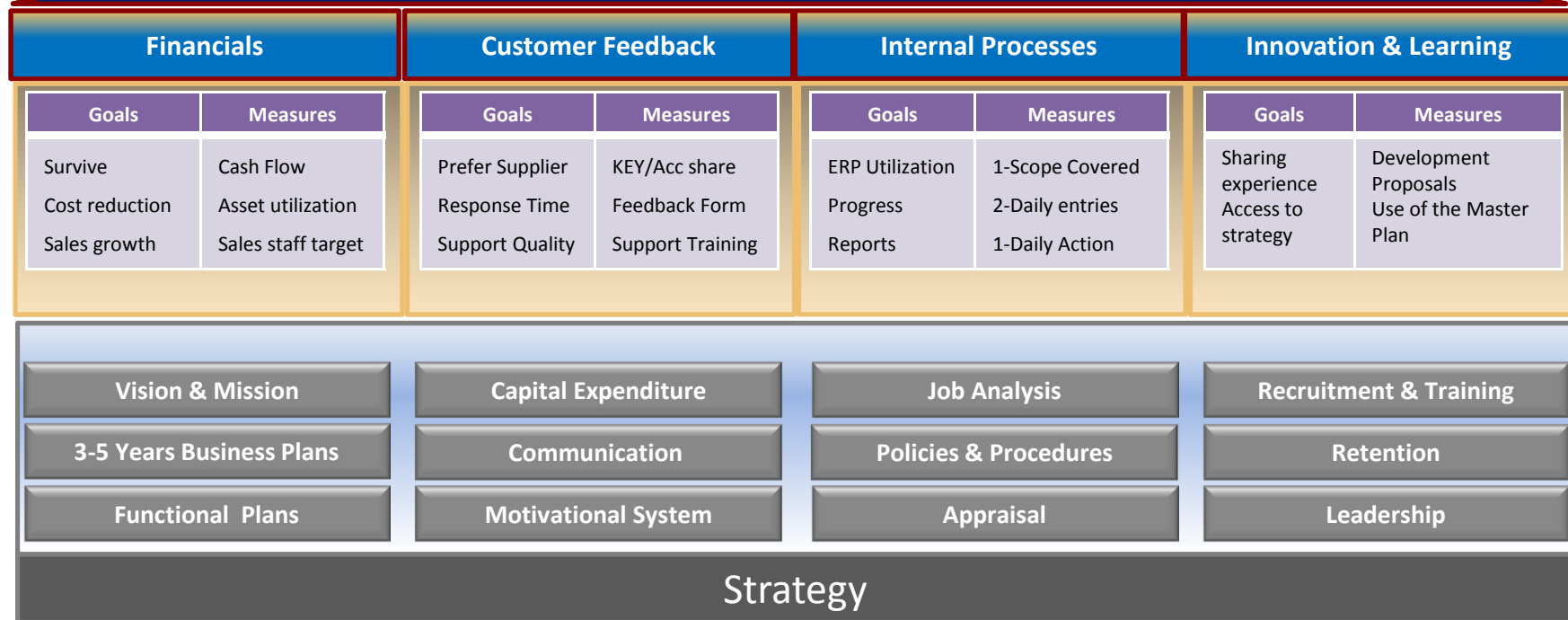
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# Strategy Execution Control



## Balanced Scorecard

Lag & Lead in objectives Measures



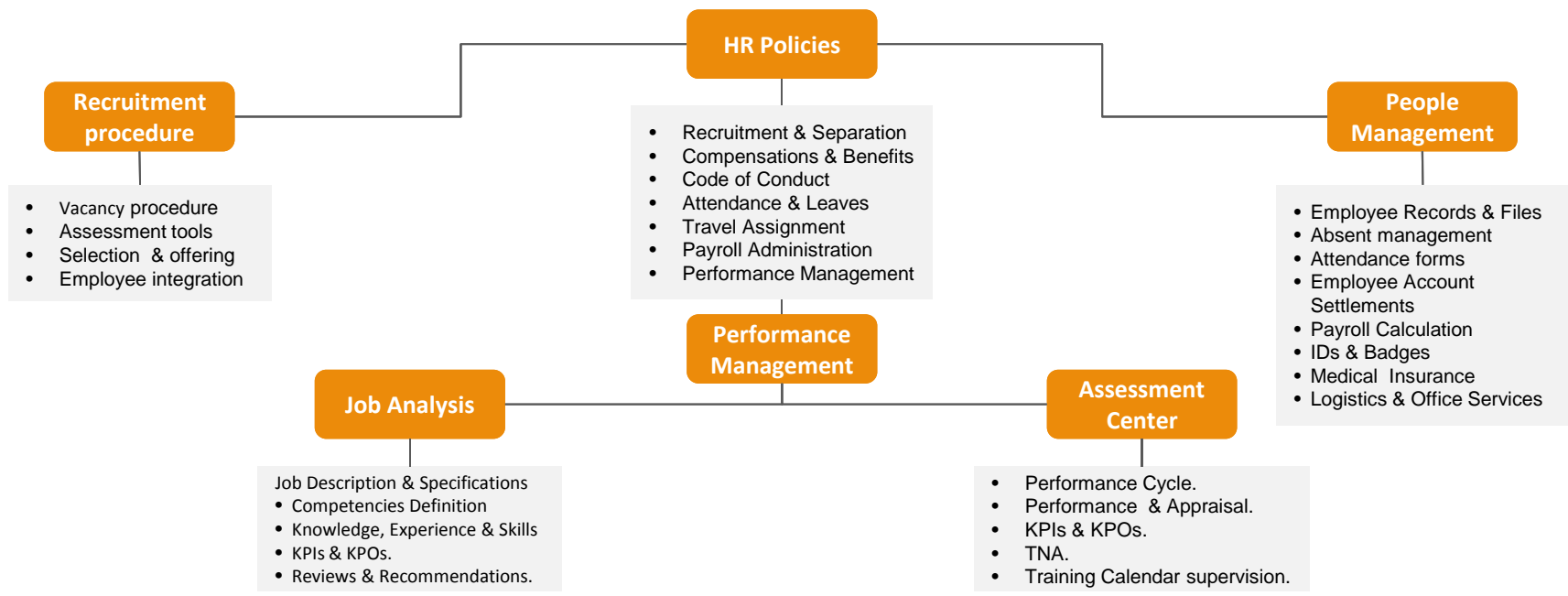
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# HR Development

- **HR Strategy:**
  - ❖ Succession Planning.
  - ❖ Saudization Plans.
  - ❖ Redundancy Planning.
  - ❖ Employer Of Choice.
- **HR Policy Design (SOPs Mapping) :**
  - ❖ Compensations & Benefits (Grading system and salary scales).
  - ❖ HR Policy & Procedures Manual .
  - ❖ HR Help Desk Setup.
- **Performance Management :**
  - ❖ Assessment Center and Competency Profiling.
  - ❖ Job Description & KPIs.
  - ❖ Career Management.
  - ❖ Succession Planning.



# HR Scope



## Targeted Effect:

- ❖ Fact-based decision making.
- ❖ Succession Planning.
- ❖ Productivity & Adaptability
- ❖ Loyalty & Integrity.

- ❖ Organization Awareness.
- ❖ Self Development.
- ❖ Career path Plans
- ❖ Best Job Match

- ❖ Improved performance
- ❖ Streamlined Process
- ❖ Quality driven Operations.
- ❖ Standard Processing Timeframe.

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# Training Consultation

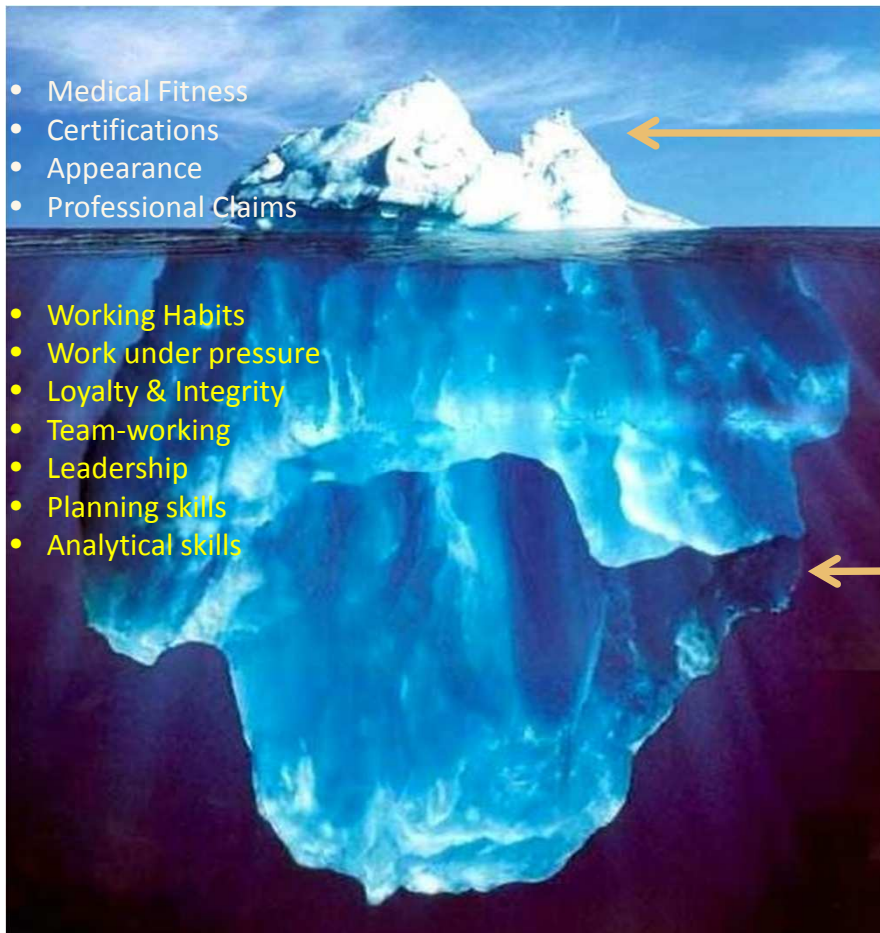
- **Identifying** Actual Training Needs
- **Designing** Course Material to Accommodate Specific Requirements
- Identifying **Specific Caliber** to Conduct Training
- Supervise Training **Outcomes**

Oxford Academy of Management  
*Specialised Executive Education*

- Certificate In Management: *12 months blended training programme.*



# Assessment In Concept



- Medical Fitness
- Certifications
- Appearance
- Professional Claims

**%10**

**This is the normal view seen in Organizations, People, and Iceberg.**

- Working Habits
- Work under pressure
- Loyalty & Integrity
- Team-working
- Leadership
- Planning skills
- Analytical skills

**%90**

**This is what we make it possible to see, explore and identify to shape up your business and people.**

**Focal Shift Towards Objectives**

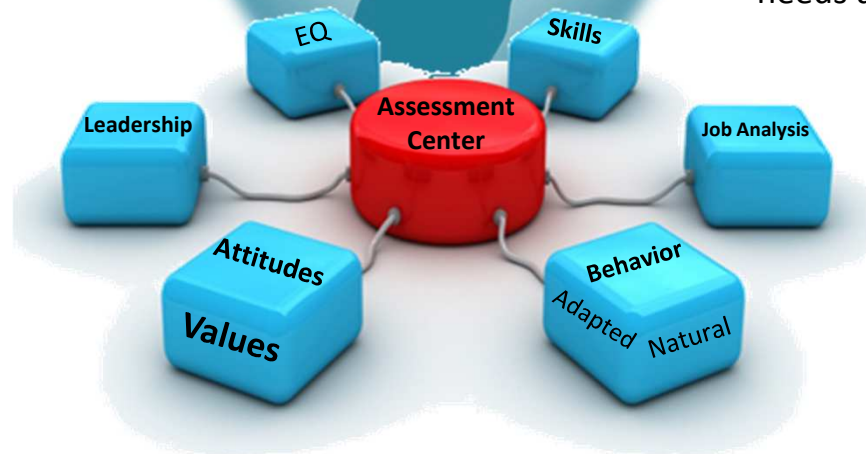
# Assessment Center Development



Leadership and future planning depends heavily on the competencies an organization owns within the teams and individuals.



Assessment draws the competency map within the organization and thus assigns the roles to the best fit individual and identify the training needs and career path.



Assessment also gives highly certain answers in analyzing pitfalls and drawbacks in performance and thus help develop and enhance productivity and maximizes ROI.

# Types of Assessments



Occupational & Psychometric Testing for career development and succession planning decisions

<b>Based on Fact</b>	Career Path Planning	Behavioral Style	Interviewing Insights	Sales Strategy Index
Selection	Team Building	Motivators Analysis	Personal Talent & Skills Inventory	Customer Service Analysis \DISC
Job Benchmarking	Leadership	Personal Skills	DISC Management-Staff Analysis	Customer Service Attribute Index
Coaching	Talent Identification	DNA	Sales Analysis\DISC	EQ (Task Quotient)
Training Needs Identification	Talent Management	Performance DNA	Sales Skills Index	TQ (Task Quotient)

Behavioral Intelligence will allow individuals to identify, understand and adapt to the right behavior to achieve success.

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# Methodology



# Methodology



We diagnose and analyze the state of the business in terms of the level of possible developments and improvements.

In collaboration with our client we identify the content of our model components which consists of three layers,

- 1- The Core Concept.
- 2- The Strategy Cycle, Plan, Review and Implement.
- 3- Business Plan to achieve the core concept.



# Methodology



We focus on our client priorities and build the solution around the client.

We are flexible because we profoundly understand our client requirement and priorities.

We customize and specially design unique Job Modules to meeting the highest expectation and satisfaction levels.



## Our Affiliates & Network



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## Contacts



# Thank you!



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