

حلول التمكين
TAMKEEN SOLUTIONS

Tamkeen Solutions for Management Consulting

Company Profile 2024

Empowering you to grow your business and sustain your performance

About us

Tamkeen Solutions for Management Consulting is Saudi company specialised in providing the sustainable solutions and the efficient tools based on best practices in the fields; Strategy and Transformation, Governance and Compliance, Organisation Design and Development, and Human Capital Management. Which enable clients in all sectors and industries to solve complex challenges and achieve their operational and strategic goals.

Vision

To be among the top 5 local management consulting companies by 2030.

Mission

Empowering our clients to evolve and keep pace with the kingdom's 2030 vision.

Our Values

Ownership

We consider each project as if it is our own project.

Professionalism

We provide quality services that meet the client expectations, and achieve the project's goal.

Efficiency and Optimisation

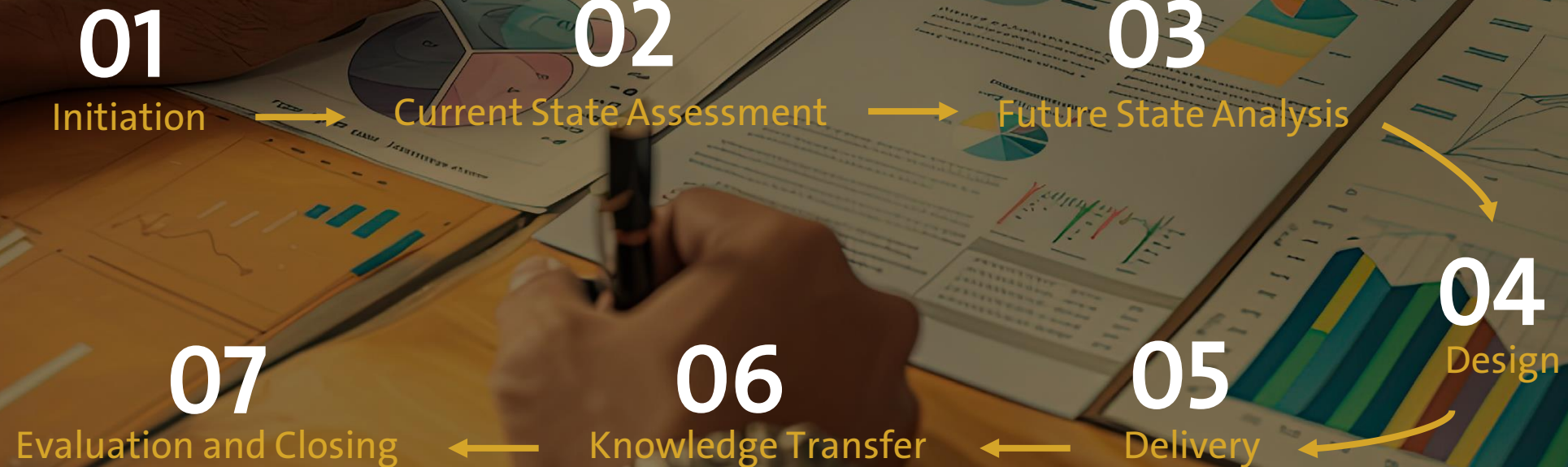
We balance the work done with costs through an optimal performance.

Continuous Development

We keep pace with the continuous improvements, and dealing with transitions.

Our Methodology

Methodologies can vary according to the nature and type of project; however, the following can be taken into consideration



Team's expertise

Our team of experts focuses on providing an added-value throughout our services and solutions, relying on their experiences and knowledge across different industries. Our consulting team worked previously with these entities:



عاماً
YEARS



صندوق التنمية الصناعية السعودي



للتمويل



العشيم
Othaim
منكم وفيكم



naizak



Our Services

Transformation
and Strategy

Organisational
Design

Organisational
Development

Governance
and Compliance

Human Capital

01 Organisational Design

Organisational Design helps your organisation to improve its operational efficiency by setting the organisational frameworks, and clearly linking them to the strategic and operational goals. Furthermore, applying the proper organisational design practices will boost your organisational flexibility and adaptability to internal and external changes.

Our team of experts apply the best-practice methodologies that fit with the core activities and culture of your organisation, including, but not limited to:



**Operating Model
and Organisational
Structure**



Workforce Planning



**Talent Management
Strategy
(Succession Planning
and Career Paths)**



**Performance
Management
(KPIs/OKRs)**



**HR Policies
And Procedures**



Authority Matrix



Total Rewards



**Job Design
and Evaluation**



**Competency
Frameworks**

02 Organisational Development

Is a planned systematic approach to enabling sustained organisational performance through the involvement of its people.” “CIPD “

Organisational development activities are collectively driven by the organisation’s strategy, goals and core purposes.

In our fast-paced world, organisational development acts as the primary safeguard against the unpredictable changes and challenges. As the organisational development considers people as the core asset of every organisation; it aims to elevate the organisational performance through the optimisation of human capital performance,

it also ensures highly sustained organisational performance and improved flexibility while facing any transitions. Our team of experts cover a broad range of services in this discipline, including, but not limited to:



**Organisational
Health Assessment**



**Organisational Culture
Transformation**



**Employee Engagement
Assessment and Wellbeing
Programs**



**Diversity, Fairness and
Inclusion**

03 Transformation and Strategy

Strategic planning helps leaders to learn more about their organisation's business, its purposes, values and objectives, also get a glimpse of its future. Strategy is designed on that base. In the uncertain world, strategy became essential to survive, sustain and grow. In case if major changes need to take place to achieve the strategic goals, this is referred to as "Transformation".

Our team of experts cover a broad range of services in this field, including, but not limited to:



Strategy Formulation, Implementation and Evaluation.



Create and follow-up the Transformation Plans, and Communication Plans towards successful transformation.



Aligning the Operational Objectives with the Strategic Objectives and Initiatives.

04 Governance and Compliance

Governance ensures business continuity and sustainability through the determination of authorities at both the board and executive levels. It ensures transparency and organisation's compliance with regulations. It also mitigates the risks of non-compliance. In addition, the right application of Governance and Compliance policies maintain organisation's reputation and growth on one hand and mitigate the legal and corruption risks on the other hand.

In Governance and Compliance, our team of experts can assist you by preparing governance and compliance documents, such as;



**Policies, Forms, and
Matrix of Authority**

05 Human Capital

Human Capital services encompass the day-to-day functions and activities within the human resources department, which is essential to achieve the organizations' strategic goals and maintain a productive workforce.

In the Human Capital domain, our team provides many solutions, including, but not limited to:



HR Strategy



Recruitment and
Selection
Methodologies



Onboarding
Programs



HR Governance
and Compliance



Human Resources
Information System
(HRIS) and Analytics

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