WE HELP COMPANIES IDENTIFY, SELECT & DEVELOP EXCEPTIONAL LEADERS, MANAGERS & TEAMS

HR Solutions & Services

www.ajyal-hr.com
Talent is the single most important item on the minds of CEO’s today. Many executives believe they have a long way to go before their talent can deliver the kind of performance needed to make a major impact on the bottom line. All companies try to hire well, the most successful companies fight to hire the right people. Companies should periodically be asking themselves the following question:

“If a candidate tells us they are considering another company, do we have the available information to present a compelling case to persuade them not to do so.”

Our Talent Sourcing team are specialists in acquiring the right candidates, irrespective of sector and any number of vacancies. We believe that there is no reason any business needs to be short staffed, regardless of budget, size or requirements. We specialize in large scale recruitment solutions from graduates, skilled employees, management and executive head hunting.

“We tailor the optimal recruitment process for your business to ensure that you hire the right person for the job

HOW WE DO IT

PROFILING
We help businesses to develop the ideal candidate profile for a position. We focus not only on the skills required but also on understanding what makes existing managers and employees successful in the organisation. We determine how efficiently candidates can discover what is required of them in the first 60 days of employment and how they will interact with the required stakeholders.

Ajyal’s vast network has been carefully nurtured and starts with schools, colleges and universities, moving through various layers to professionals and top leaders from various sectors/industries. Thus we pride ourselves in having a large and extensive database of applicants from different nationalities. We expand the Candidate Pool through Social Media and Educational Institutions and we are experts on hiring Omani Nationals.

DISCOVERING
We are experts in the design and development of Executive Search and Recruitment and Selection processes. We build standardised job specification and capability profiles. We Leverage Assessments to hire for potential and perfect fit. We deliver detailed candidate reports, long/short listing and client interview(s). We also complete assignment sector research, targeted sourcing and candidate evaluation.

SELECTING

“We with the right recruitment processes in place you will not lose staff due to poor job fit and you will avoid the ongoing recruitment costs caused with losing people who are not the right fit for the organisation.”
If you want to have a loyal, committed and creative workforce then you need to make sure that your employees are able to provide for themselves and their families and you need to provide learning opportunities to enable them to develop professionally.

At Ajyal we firmly believe in accredited training based on the professional qualification, such as CIPD qualification for HR professionals, PMP for Project professional, ACCA for Finance professionals.

Our difference is that we also believe that there should be more focus on job training, formal coaching sessions, job rotation, assignments, projects, etc. which are more effective and comes at a lower cost.

“A complete solution from assessing the suitability of candidates, to developing a formal plan for bridging the gap between new hires to customized learning & coaching solutions.”

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“WE partner with specialists in the industry to ensure that we deliver a customized solution based on your specific requirements to ensure that you get a return on your investment in people development.”

**ON THE JOB TRAINING**
We design and develop customized on the job training through a thorough analysis of workforce and business requirements. We also provide solutions through our network of specialized service providers who are experts in their respective fields.

**JOB ROTATION**
We provide tailored solutions to meet the challenge of shifting workforce demographics, mobility and the need for more complex skill sets. Providing opportunities for people to experience other areas of the business so that they have a complete understanding of the value chain.

**COACHING**
We know what is required to build the next generation of leaders at all levels. We provide non-directive coaching solutions for leaders and managers which has been shown to significantly increase the levels of employee engagement and improve results.

**E LEARNING**
The workforce of the future will be multi-generational and through our partners we provide Omni channel learning solutions to enable learners to acquire the necessary skills to constantly adapt to the changing needs of the marketplace.
1. Competition for skilled Resources and Leaders
Competition for limited number of highly skilled resources and leaders, especially from previously disadvantaged backgrounds and driven by localization initiatives.

2. Determination of the most relevant Assessment & Development solutions.
Companies are now starting to focus on the next level of IT and diagnostic solutions, however this will be subordinated to operational efficiencies unless it has a direct bearing on growth.

3. Manage Operating Expenses
People development must take advantage of the availability of cheaper diagnostic and assessment tools which deliver the same core data.

**THE BUSINESS CASE FOR ASSESSMENT AND DEVELOPMENT**

**GRADUATES**
We design and develop customized Graduate programs from assessment of potential candidates to a fully customized graduate development program for your business.

**SELECTION**
We provide tailored solutions by utilizing state of the art Assessments and customized job profiles to ensure that the right candidates for the job are identified and that their development is according to the position.

**DEVELOPMENT**
Our solutions for development are based on the requirements for the organization, the position and the individual to ensure alignment with the strategic and operational direction of the organization.

**MANAGERIAL**
We design solutions that meet the requirements of the next generation of business leaders at all levels of the organization. Placing the wrong candidate leads to a significant increase in the operating expenses of the business.

**HIGH POTENTIAL**
We focus on personal diagnostics as well as current performance data to identify high potential candidates and combine this with customized Assessment Centre solutions to identify suitable candidates.

**360 ASSESSMENTS**
We administer solutions from the leading service providers and customize the results to ensure that they are aligned to the organizations competency and people development frameworks. We identify the data that leads to increased engagement.

**STAFF SURVEY**
Whether your requirements are at the departmental or functional level, we can develop or provide staff survey solutions through our established preferred supplier network to build the right solution.

**ENGAGEMENT SURVEY**
We distinguish ourselves from the market by building customized surveys or aligning specialist providers surveys to ensure that they meet the specific needs of your departments or organization.

“Environmental drivers and trends means new challenges and we believe that Winners separate themselves from the competition by ensuring that their investments in Assessment and Development deliver a positive ROI.”

Ajyal provide a holistic approach to assessment, as assessment without follow up actions would be a total waste. Therefore follow up by providing proper feedback sessions, assistance in developing of Individual Development Plans (IDP), Coaching and Performance Reviews.

**ASSESSMENT & DEVELOPMENT**

Environmental drivers and trends means new challenges and we believe that Winners separate themselves from the competition by ensuring that their investments in Assessment and Development deliver a positive ROI.”
At Ajyal our approach to HR Consulting is based on the belief that people are the competitive advantage of future business. Our HR Solutions consultants are specialists in providing the full range of services from Organization to Rewards and HR Operations.

“We deliver HR solutions for your business to ensure that Human Capital is a key lever in delivering a definitive ROI to your business. We have developed an industry first approach to ensure that you are delivering value to the business.”

THE BUSINESS CASE FOR HUMAN RESOURCES

MANAGING COST
Our End-to-End service provides reductions in business costs through established technologies and processes which results in standardized processes, improved quality, increased efficiency and reduced application and technology costs.

MANAGING PERFORMANCE
The World’s Top companies have an ability to effectively manage cost & improve performance. Ajyal’s proven methods deliver increased levels of engagement, accelerated time to competency, reduced attrition and increased levels of productivity.

RESULTS
We are experts in the design of performance based organisations. We build solutions that allow organizations to attract, develop and retain top performers. We help you to increase levels of employee engagement and make accurate business decisions.

1. Revenue Growth/Business Results through Workforce Engagement
Values driven organisations have high levels of employee engagement; they generate higher earnings; they are more profitable, more customer focused, and more productive—they have high retention rates and low absenteeism. They also generate more customer loyalty and more societal goodwill. (1) Source: Richard Barrett.

2. Improved Workforce Productivity and Performance Management
The Publicly Traded 100 Best Companies Outperformed the S&P 500 by 2 to 1 (2) Source: Russell Investment Group.

Over the Past 18 years the 12 companies that have appeared on the 100 best companies list every year created 341,567, new jobs, an increase of 172% new growth.

In 1998 the average amount of training for managers and professionals was 41 hours, while hourly and administrative staffers received 33 hours. This year the numbers were 78 and 94 hours, respectively, which is nearly 80% higher.

3. Manage Operating Expenses
End-to-End service provides reductions in business costs through established technologies and processes.
BUILDING THE NEXT GENERATION OF BUSINESS LEADERS

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