

THARWAH PROFILE

2023 - 2024



Empowering Human Potential

ثروة THARWAH

Our brand name (THARWAH) means the Fortune or Wealth in Arabic; we were inspired by Saudi Arabia's Vision 2030 focus on the human element. The Human Capital (الثروة البشرية) is the backbone of any organization.

رؤية
VISION 2030
المملكة العربية السعودية
KINGDOM OF SAUDI ARABIA

Our country is rich in its natural resources. We are not dependent solely on oil for our energy needs. Gold, phosphate, uranium, and many other valuable minerals are found beneath our lands. But our real wealth lies in the ambition of our people and the potential of our younger generation. They are our nation's pride and the architects of our future. We will never forget how, under tougher circumstances than today, our nation was forged by collective determination when the late King Abdulaziz Al-Saud – may Allah bless his soul – united the Kingdom. Our people will amaze the world again.

2030 Vision Statement



Empowering Human Potential





Who We Are?

We are a Saudi firm specializing in Human Capital Advisory Services founded in 2012 to enable the human capital in communities and organizations. We believe that organizational success stems from people's success, therefore, we work with our clients to create best-fit organizations aligned with their aspirations. We assist them in selecting and developing their talents and offer advice on how to engage, reward and develop them to achieve sustainable high performance.

Our Vision

By 2030, we aim to become the center of expertise in Human Capital Advisory Services in the region providing best-in-class solutions delivered with global standards through local talents.

Our Values



Integrity

We strive to deliver on our promises and serve as a trusted partner to our clients that works in their best interest



Customer Focus

We are in the business of our customers' success. We deliver results to them and strive to exceed their expectations



Empowerment

We work with our clients, side by side to co-create their solutions and ensure sustainability of success



Excellence

We always strive for continuous improvement through research and development, in order to provide the best solutions suitable for the region

Enabling Human Capital development in organizations and communities

By 2030, Tharwah aims to become the center of expertise in Human Capital Advisory Services in the region providing best-in-class solutions delivered with global standards through local talents.

Management
Consulting



Talent
Assessment












Training
Academy




Human Capital Consulting

We believe that successful transformations start with having the right organizational infrastructure to help achieve strategic objectives, we are constantly expanding our service domains to ensure knowledge transfer and the development of local capabilities.


 <p>Organizational Maturity Assessment</p>	 <p>Operating Model Design</p>	 <p>Development of HR Policies Procedures and workflows</p>
 <p>Job Design and JDs Development</p>	 <p>Organization Structure Design</p>	 <p>Human Resources Strategy Development</p>
 <p>Workforce Planning</p>	 <p>Total Rewards Design</p>	 <p>Performance Management Design</p>



Improve organizational maturity at all levels, which enhances efficiency and effectiveness in the internal processes



Build an operating model that translates strategy into actions and governs the activities and authorities in the organization



Transform your organization into a performance-driven culture and achieve organizational success

Quality & Organizational Excellence

We believe that quality and organizational excellence are not an event or a symptom that organizations in various sectors (governmental, private and non-profit) have the option to avoid. Therefore, it sets its sights on standing by the authorities in their journey towards reaching the highest levels of excellence by achieving superior levels of performance or by obtaining the highest levels of stakeholder's satisfaction (of all categories) or by sustaining the good results of these organizations.

 <p>Assessment Planning and Executing</p>	 <p>Projects Improvement Management</p>	 <p>Qualifying for Accreditation</p>
 <p>Awards Participation Preparation</p>	 <p>Organizational Excellence Training and Qualifying</p>	 <p>Developing Organizational Excellence Roadmap</p>
 <p>Reinforcement of Organizational Excellence Culture</p>	 <p>Full Operating Model Development</p>	 <p>Internal Awards Management</p>

Our Specialized Consulting Services

 <p>Digital Transformation</p>	 <p>Policies & Procedures Development</p>	 <p>Governance, Risk & Compliance</p>
--	---	---

Strategy & Project Execution

The importance of strategy and project execution lies in its role as a process for managing all an organization's resources to ensure the achievement of its goals and objectives. This process begins with the identification of objectives, followed by an analysis of the competitive environment, an examination of internal systems, and the development of a system for evaluating strategies. Furthermore, it is crucial to assess available opportunities and potential risks the organization may encounter.



Review and update the strategic plan



Developing the executive plan for the strategy



Develop a roadmap for achieving the strategy



Review and update the strategic initiatives card



Review and update strategic performance indicators



Determine the requirements for the strategy management system



Develop the operational model for the EPMO



Develop EPMO's policies and procedures



Determine project management system requirements

Strategic Goal Achievement

We assist your organization in achieving its objectives by analyzing the competitive landscape, optimizing your internal systems, and crafting effective executive strategies.

Performance Enhancement

Leverage our expertise to review and update your organization strategic initiatives and performance indicators for increased organizational efficiency.

Efficient Execution

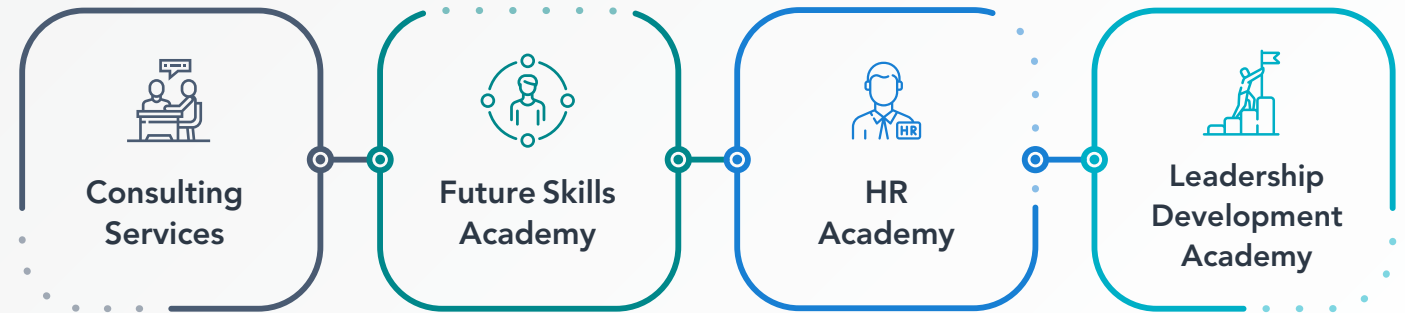
Our team collaborates with your organization to establish efficient operational models, policies, and procedures aimed at enhancing the efficiency of strategy & project execution.

Tharwah Academy

At Tharwah, our value proposition aims to unleash the potential of human capabilities to achieve superior performance. Our programs are globally and locally accredited to allow participants to enhance their career skills and build their abilities in their chosen fields.

We are proud to partner with some of the world's leading institutes in the Human development sector. We continue to grow our specializations to support creating local talents that compete globally.

The Academy Solutions



International Partnerships



Tharwah Assessments

Create a high-performance culture by identifying The Organization's Human resources capabilities with Tharwah Assessment Services which have been tested both globally and locally. We deliver highly customized assessment solutions to identify both abilities and competencies, as we offer a range of industry-leading assessments to help make great Human resources decisions, and development plans to support our clients in the end-to-end employee life cycle.





Our Partners



The Society for Human Resource Management (SHRM) is the world's largest HR professional society, representing 285,000 members in more than 165 countries.



A top-ranked global provider of executive education, offers an exclusive focus on leadership education, research and unparalleled expertise in solving the leadership challenges of individuals and organizations.



Hogan has over 30 years of experience helping businesses dramatically reduce turnover and increase productivity by hiring the right people, developing key talent, and evaluating leadership potential.



The Association for Talent Development (ATD, formerly ASTD) is the world's largest association dedicated to those who develop talent in organizations.



Project Management Institute (PMI) is the world's leading professional association for a growing community of millions of project professionals and changemakers worldwide.



Some of our Clients

Government & semi government Sectors



Private Sectors





Our Locations



Riyadh (HQ)



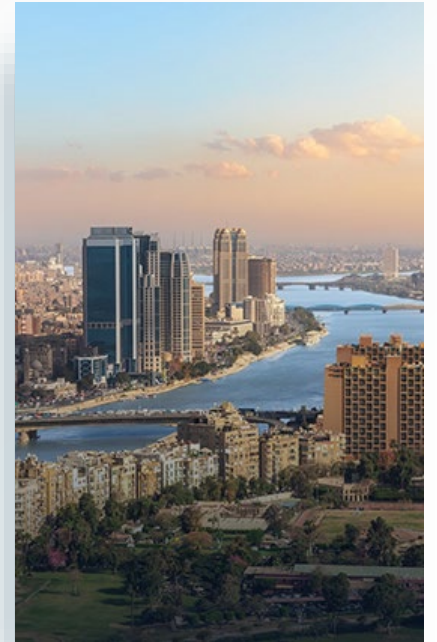
Jeddah



Dammam



Dubai



Cairo



Some of our Previous Projects





Job Architecture design and performance management system on an online portal for 7000 Employees and Leaders



المركز الوطني للفعاليات
National Events Center

Development and Detailing of the Organizational Structure, Job Architecture, and Design of The Salary Scale and Compensation Framework

وزارة البيئة والمياه والزراعة
Ministry of Environment Water & Agriculture



Strategic Workforce Planning, Assessment, and Placement of 5000 Employees and Leaders



وزارة الرياضة
Ministry of Sports

Performance Management System, Job Descriptions Development, Assessment & Placement of 1800 Employees and Leaders



National
eLearning Center

Operating Model Development and Full Organizational Development Transformation



رابطة الدوري السعودي للمحترفين
Saudi Pro League

Consulting Services in Human Capital, Strategy, and Organizational Excellence & Quality

كفاءة

المركز السعودي لكفاءة الطاقة
Saudi Energy Efficiency Center

Full Organizational Development Transformation

HASSANA

HASSANA INVESTMENT COMPANY

Establishment of one of GOSI Companies (Operating Model & Full OD)



Full Organization Development
Transformation, and policies &
procedures (SOPs) Development



N-1 & N-2 Leadership
Assessment and Development



Operating Model Development
and Full Organizational
Development Transformation



Design Training and Development
Programs in Finance, and
Management



Memorandum of
Understanding Human
Capital Development



Top Tier Leadership
Assessment



هيئة الرقابة النووية والإشعاعية
Nuclear and Radiological Regulatory Commission

Design, Development and
Implementation of Training
Programs



Assessment of Executive & Administrative Leaders, and Succession Planning



Development of 2021 Training Programs for The Ministry



Leadership Assessment Project



Consultancy Services for the National Technology Development Program



Development of the Organizational Structure, Job Descriptions, Grading Structure, and Full Benchmark for the Total Rewards framework



Review and Application Quality Standards to Obtain The ISO 9001 Certificate



Design, Development, and Implementation of Training Programs on Local and International Levels



Establishment of an Assessment Center and Conducting Assessments for First and second-Level leaders



Previous project case studies

Human Resources Transformation Project

A Private Telecommunications Company



Scope of work

- Development of the operational model and organizational structure of the telecom company.
- Develop HR strategy.
- Building detailed job descriptions for all jobs, including the required skills and job requirements based on the new organizational structure.
- Building a dictionary of behavioral, leadership, and technical competencies for all functions of the organization.
- Development of a succession plan.
- Establishing a comprehensive performance appraisal system and linking it to the achievement of goals and for annual rewards and promotions.
- Designing and developing a comprehensive framework for benefits and compensation including (basic salary, allowances, annual increases and bonuses, and material and non-financial benefits).
- Building a plan for financial and non-financial incentives and designing a plan for benefits and job benefits.
- Develop a plan for the workforce and determine the methodology for the optimal use of the workforce.
- Develop human resources policies and procedures manual.



Leadership Development Project

- Private Bank

Scope of work

Designing and implementing a leadership training programs focused on developing leaders. The programs were implemented in several stages for a one year.



Institutional Transformation Project

- Governmental Entity



Scope of work

- Building the organization's operating model and value chain.
- Reviewing the current organizational structure of the entity and developing a flexible and agile structure that reflects the required functions and capabilities and detailed at all levels inside the center.
- Develop a manpower plan and forecast the entity's needs of manpower for a period of three years.
- Develop job descriptions for all jobs in the organization, including job data, responsibilities, and expected results for all jobs within the organizational structure.
- Design strategic and operational KPIs for all sectors and departments within the organizational structure.
- Develop a framework of behavioral, leadership, and technical competencies for the center.
- Conducting assessments to measure the behavioral capabilities and competencies of all employees and developing a methodology to place all employees in job roles compatible with their capabilities in the new organizational structure.
- Establishing the Institutional Project Management Office to manage the entity's strategic priorities and develop the required tools, procedures, and key performance indicators to measure the entity's performance.
- Designing a leadership capacity building program in the organization.



Leadership Development Project

- Governmental Entity

Scope of work

Designing and implementing a leadership training programs focused on developing leaders. The programs were implemented in two phases within two months.



Performance Management System Development Project

- Governmental Entity



Scope of work

- Reviewing and developing the entity's job descriptions.
- Developing a framework of competencies (behavioral, leadership, and technical), including the levels of competencies and behavioral indicators related to them, and preparing a dictionary of all competencies and linking them to positions and job levels.
- Developing key performance indicators at the departmental level and converting them into key performance indicators at the individual level and preparing a bank of performance indicators for each job position in the entity.
- Developing the performance management system, including the system's general policy, detailed procedures, and their forms, and setting a policy to link annual bonuses and performance bonuses for employees to the results of the center's performance and their individual performance.
- Providing managers and employees with training on the performance management system and its features.
- Follow up the implementation of the performance management system by holding orientation sessions for managers in four stages, including individual orientation sessions for each manager on the process of setting goals and performance indicators, providing feedback to employees on their performance, holding a semi-annual review session, how the final evaluation of employee performance works, and managing the evaluation session in a manner methodical and effective.



Emotional Intelligence Training Programs

- Governmental Entity

Scope of work

Designing and implementing a training program in emotional intelligence aimed at developing the employees of the organization. The programs are implemented in several stages.



HR Transformation Project

- Governmental Entity



Scope of work

- Building an integrated organizational structure to the lowest level, developing roles and responsibilities and building their integration for all organizational units to keep pace with the strategic plan, vision and mission in accordance with the strategic objectives.
- Developing job families and job grades and developing job descriptions for all jobs, according to the approved organizational structure and defining tasks related to each job, appointment requirements, roles and responsibilities.
- Evaluating jobs and placing the appropriate rank according to the evaluation criteria used.
- Preparing the manpower plan, measuring the job burden for the current and future situation of the group, and building a manpower plan for the next three years.
- Develop a framework of basic competencies (behavioral, leadership, and technical) to include all functions and align it with the needs of the organization.
- Building a comprehensive remuneration structure that includes a salary scale and benefits according to the approved job grades and in line with the labor market, according to a market study.
- Developing key performance indicators for organizational units and projecting them on jobs and building a performance management system and mechanisms with a statement of performance evaluation criteria and periodicity.
- Develop career paths for all jobs and build a succession plan that includes policies, models, and a methodology for identifying critical jobs.
- Conducting a capacity assessment for 30 leaders and 210 employees and building a distinct methodology to place them on the new jobs and matching them with the jobs.
- Providing the entity with housing results based on previously designed housing standards and building a housing plan.
- Develop a change management and communication plan.



تَجْوَد
THARWAH

