



Managing National Talent

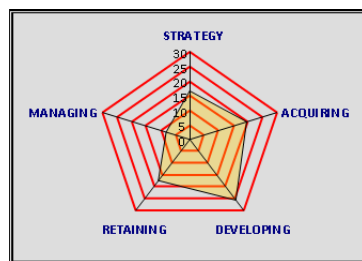
OSC have been working in the area of nationalisation for several years and have developed a unique approach:

Developing National Talent - Not Just Filling Quotas

The details of our approach have been designed by taking best practice talent management principles and researching what leading organisations across the GCC do to attract, retain and develop their national talent - in order to meet business needs. Consultation with over 40 organisations and hundreds of nationals has resulted in a model of excellence that enables you to see (and demonstrate) where you are doing well but also identifies key areas for development along with the practical steps you can take.

Where are you now?

The Nationalisation Audit is based on a set of best practice standards within each phase of the “Talent Life-cycle”. Our approach begins by reviewing how you specify the Talent that you need to deliver the business strategy, identifies how you acquire, develop and manage it. Our objective assessment will give you a confidential view of how you measure up to best practice.



Each facet of the 5 stage talent cycle is explored in detail via a combination of interviews with Senior and Line Management, surveys of staff, focus groups and review of existing documentation and local practice.

Our aim is to objectively and honestly assess where you are now in order to help you to develop an approach that delivers the results that you need.

Where you need to improve

The result of the process is a clear understanding of the strengths and weaknesses of the organisation’s approach to nationalisation, along with a practical step-by-step improvement plan that will shift the organisation towards best practice.

Our expertise covers the practical aspects of making the required changes happen - including engaging with the business, gaining buy-in, planning in detail what you need to do and, if needed, developing detailed approaches and delivering them for you.

Continuous Improvement

We will support you as long as you want us to but we also strongly believe that you need to be able to manage your own future! We always plan to transfer our knowledge and provide you with the tools to develop your approach further on your own. We will transfer our intellectual property to you to ensure that you can check progress yourselves and continue to improve the way you identify, attract, acquire, develop and manage those talented Nationals who are vital for your businesses and the country’s future.

For more information or to discuss your specific requirements please contact us at info@oxfordstrategicconsulting.com or call Andrew Porteous on +447786 176050, Bashar Kariem on +447748 504105 or Professor William Scott Jackson tel: +44(0)7785 110910.