



ANTONY CONSULTING

AC SERVICES

We offer advisory and implementation-driven consulting services to organisations in three main practice areas: **Strategy, Leadership Development** and **Human Performance Management**. Those services can be standalone or they can be integrated into a more holistic transformational project for clients which we call a "Change Journey".

All our services are geared towards creating engagement, alignment, performance, growth and sustainability for organisations.

STRATEGY

Organisational Analysis to consolidate internal and external challenges a company is facing in terms of structure, systems, processes, practices and human resources with the aim to develop appropriate solutions.

Corporate Business Restructuring for companies in Merger & Acquisition, Rightsizing or Growth situations to achieve improved performance, customer-orientation and efficiency.

Corporate Directions Development to set new defined strategic directions (Vision and Mission statements) as well as guiding beliefs and principles (Core Values Statements) which determine the organisation's future ways of operating.

Strategy Development and Implementation using the Balanced Scorecard methodology for Corporate, Business Unit and Department strategies. This includes developing a company's strategy map, setting strategic objectives, defining strategic measures (KPIs) and introducing an implementation grid to align strategic initiatives throughout the organisation.

Strategic Advisory Services which involves being a "sounding board" for senior leaders to clarify strategic thought processes, offer expert advice, challenge mental models and source for innovative solutions.

LEADERSHIP DEVELOPMENT

Global and Regional Leadership Development Programs targeted at management and high potentials of organisations. The programs will be customized to fit company's requirements and leadership models. Most programs are designed to integrate experiential, action-based, class-room and on-the-job learning.



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AC works in partnership with international alliances to design and implement Leadership Programs that can be conducted in Asia Pacific, Europe, USA and South Africa.

360° Leadership Assessment Programs where Leadership Matrix Profiles are applied to assess leadership practices, leadership styles and management practices of the management team by using inputs from boss, peers and staff. The Profile results can be presented and discussed during a 1.5 day Leadership Alignment Retreat.

Leadership Practices Survey a standard survey instrument to understand current Leadership practices in companies and explore the future needs of leadership development in the eyes of the business leaders.

Leadership Coaching for executives, senior management and high potentials to enhance leadership capabilities. Each program covers 8-12 sessions spread over 6-months where development roadmap & goals will be established and facilitated through fortnightly meetings of 90 minutes. Cognitive, emotional and behavioural framework and tools will be used to in the coaching process to ensure holistic success.

HUMAN PERFORMANCE MANAGEMENT

Strategic HR Management

HR Strategy Development & HR Scorecard Implementation to guide organisations in the transformation of HR into a strategic business partner by framing the HR landscape in line with corporate directions, planning and executing Human Capital Strategies for the short, medium and long-term. This may involve the restructuring of HR functions within the organisation.

HR Systems Solutions

Competency Models (CM) classify employee competencies needed for organisations to achieve their competitive edge and intended business results. Competency Models usually covers Core, Leadership and Functional Competencies.



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Performance Management Systems (PMS) define what employees should accomplish and how they should accomplish it while integrating assessment, feedback and continuous improvement mechanisms into the performance management flow.

Reward Management Systems (RMS) should be targeted, differentiated, employee-driven and aligned to the Performance Management of the organisation. It will integrate Reward Management Principles, Reward Assessments, Reward Structure & Model, Reward Plan Design and Reward Delivery.

Talent Management Systems (TMS) are designed and implemented to identify talents within the organisation, attract talents to the organisation and retain and grow such talents. The definition of "talent" varies from one organisation to another as competency requirements in companies change over time. A holistic system comprises of a Talent Management Framework & Talent Scheme Process Map, Talent Selection Criteria & Grouping, Talent Pool, Talent Development Program, Talent Reward Scheme, and Talent Scorecards.

Succession Planning Systems (SPS) focus on the identification of critical job positions and the planning of future staffing for these positions. The SPS is aligned to the Talent Management System as well as Leadership Development Programs for organisations. It will also involve the development of career plans of identified individuals to ensure effective staffing of these critical positions.

Employee Satisfaction & Engagement Programs usually start with assessing the level of satisfaction, engagement and retention of management and staff by using a Web-based Survey Tool. The Program includes the design, implementation and review of the survey results. Action plans are then customized and implemented in a way that takes the operating culture and business requirements of organisations into consideration.

Change Management

Organisational Readiness Assessments evaluate a company's capacity to change before large-scale change project implementations. It focuses on Business Goal Alignment, Communications, Teamwork, Competencies, Organisational Structure, Change Impact, Management Style & Decision-making, Performance Management and Change Processes.

Organisational / Functional Transformation Programs are long-term change management projects in which AC acts as a Change Advocate by combining consulting, program management, communications, facilitation and content expertise.