

Human Capital

CORE CAPABILITIES

Human Capital

- Competency Modeling
- Selection and Promotion
- Workforce Planning
- Performance Management

Organization Assessment and Change

- Organization Diagnosis
- Business Process Re-engineering
- Organization Redesign
- Job Redesign

Methods

- Program Evaluation
- Surveys
- Literature Reviews
- Focus Groups
- Interviews
- Best Practices

Leadership Approach

- Communication: A Two-Way Process
- Managing Time and Stress
- Managing Individual Decisions
- Problem Solving
- Motivating and Influencing Others
- Setting Goals and Articulating a Vision
- People Skills
- Team Building
- Managing Conflict

Adnet uses a structured approach to support clients in undertaking Human Capital projects to evaluate and improve planning, processes, structure, management, selection and performance evaluation from the current state to a desired future state.

We at Adnet can successfully design an assessment and change management strategy that aligns your group's structure, processes, jobs and communications with your goals, while integrating your teams and managing their training. We consistently make use of performance metrics, such as survey ratings, job performance assessment, operational efficiency, and employee commitment and communication effectiveness, to design appropriate strategies to avoid change failures or solve troubled change projects. We spend time to fully understand the dynamics of each organization and can work within a variety of structures. We know interactions between the components of structure involved in organizational changes as shown below.



You must adopt changes through an understanding of your most valued asset, people. This approach is essential for success in the fast changing world fuelled by the infusion of new technologies and political and social pressures. Using our systematic approach, your organization can implement needed changes in stages to bring about substantial and sustainable changes.

Distinguished Clientele

- National Park Service / BDA Global
- The World Bank
- NIH - National Institute of Allergy and Infectious Diseases,
- Office of Personnel Management