

# Case Example | Growth Company Quick Scan

Humatica delivered fast, pragmatic improvement recommendations to increase organizational performance and eliminate obstacles to further profitable growth.

## BACKGROUND & CONTEXT

- Middle East -based manufacturing company
- Rapid growth in previous 3 years
- Organizational process and structure not keeping pace with growth:
  - Lack of critical business processes
  - Poor internal controls
  - Undefined roles, responsibilities and accountability, ...
- Organization and coordination issues beginning to have significant negative impact on sales & profits

## MEASURES

- Design of new organizational structure and key business / leadership processes
- Define key required roles and profiles to be recruited from the outside
- Develop Vision & Mission
- Design and agree on job descriptions and KPI's by position holders
- Assessment of leadership competencies and recommendations
- Improve leadership communications processes

## RESULTS

- Organizational platform for future growth put in place
- Business and people risks significantly reduced
- Clear roles and responsibilities for all managers - fewer disputes and greater efficiency
- Performance management and Management-by-Objectives implemented and adopted
- Critical organizational gaps filled with external hires

## HUMATICA APPROACH

- Quick scan (two week effort)
  - 12 in-depth management interviews
  - Employee survey
  - Workshop with top management to prioritize issues, measures
- Identification of key problem areas and recommendations
- Implementation support provided in specific areas to accelerate improvements including: realize new organizational set-up, performance management, recruiting and other key HR processes

