



Case Study by Aon Solutions Singapore Pte Ltd

Title

HR Transformation of a regional organisation enabling its people to leapfrog as the best player in the region

Problem Statement

Develop a holistic HR strategy backed by future ready job design to build and increase the local workforce capabilities.

Sector/Industry of the Company

Financial Institutions

Approach for the project

As part of the exercise, we helped the organisation reshape the roles and functions to align with the transformation strategy. Specifically, Aon helped set up the following

1. Redefine the Organisation Structure in line with the revised operating model (up to C-3 level)
2. Design role 'success profiles' for the future state while applying the company know-how and synergies to be achieved while redesigning the jobs
3. Built a repository of end state competency requirements (functional and behavioural) to help carve the path to the new roles across the organisation
4. Reviewed and redesigned the talent acquisition, talent management and rewards programmes to attract and develop local talent pool

Benefits derived/outcomes achieved

Following were some of the outcomes of the project

1. Established a holistic talent management approach to continuously adapt and service future talent needs
2. Increased attractiveness of the redesigned jobs for the local workforce
3. Expanded job value for critical roles and prepared the organization to scale its operations seamlessly