

## Message to our Clients

*Aspire Team | May 1, 2020*

**Aspire HRC team appreciates the difficult times impacting most industries and all companies, changing not only our social lifestyle, but also how we work. Times like this, remind us that we are all connected and with patience , understanding and compassion, we will together cross the hurdle.**

A Message to our Clients

The covid-19 pandemic has created an unprecedented situation which affects us all. Aspire HRC team's heart goes out to anyone who's been impacted directly or indirectly by the situation. We appreciate the difficult times impacting most industries and all companies, changing not only our social lifestyle, but also how we work. Times like this, remind us that we are all connected and with patience , understanding and compassion, we will together cross the hurdle.

Our team has developed remote working techniques as well as solutions which proved to be effectively helpful to our clients.

Taking the opportunity, we would like to update you on how we are growing our business, team and services to our clients as well as developing business solutions and tools which you may find of interest to your business objectives.

Driving our growth and bringing value to our customers, Ayman Emam has been appointed as Partner to head our Consultancy Division. Ayman is one of the most competent HR consultants and practitioners in the region and comes with high business acumen, cross-industries and cross-geographies expertise as well as high level design capabilities.

Ayman has designed many easy to apply methodologies and tools which proved to be reliable as much as effective with several clients. Please refer to our Senior Team for more information about Ayman. With Ayman in place, we are growing further our consultancy team, not only in resources but also in capabilities.

**We established a partnership with Profit, a US based organization specialized in OKR systems;** which will enable the consultancy services to offer a complete solution to interested clients. The OKR (Objectives and Key Results) has proven to be an effective business management tool, beyond just a performance management tool and has been adopted globally not only by blue chip tech driven organizations, but many companies from different industries and geographies realized its effectiveness during the last decade. Recently, the OKR proved to be a highly effective tool in managing business and its performance remotely as well as in challenging context.

We have also taken the opportunity lately to develop further few business management tools which we have designed and put into effect with several clients successfully.

**Dynamic Job Description tool** which also provides for competencies index for different job families. The tool is customizable to each organization, with its template ready for use. The complete tool with a large Competencies Index is ready in English and Arabic versions.

**Job Evaluation system built on point factor**, using 10 parameters globally recognized in all the job evaluation methodologies; and the tool is complete with a grading structure and a dynamic salary scale tool. The package is available now in English as well as Arabic version. It is worth noting that it is mapped to the Hay index with a multiplier as well. The tool has been already put to test and was validated by 3 different experts, as well as it was actually applied to few clients, evaluating more than 3000 unique jobs in more than 50 companies accommodating more than 16,000 employees.

**A new technique to develop policies and procedures;** built on remote questionnaires and mechanisms which results in a standardized policy and procedure document(s), compatible with the global governance requirements as well as complimented with a process flow chart.

These are in addition to other tools which have been developed over the past several years and proved their effectiveness and up-to-date techniques with several clients.

To support you in our unprecedented situation, **we are making 4 new generous offers valid until end of May 2020.**

1. **20% discount on our executive search fees.** For more info about this service please visit <https://www.aspire-hr.com/en/about-irc/> If interested please send your request to this email, [executive.search@aspire-hr.com](mailto:executive.search@aspire-hr.com)

2. **20% discount on our HR Consultancy service.** For more info about this service please visit <https://www.aspire-hr.com/en/hr-consultancy/>

If interested please send your request to this email [consultancy@aspire-hr.com](mailto:consultancy@aspire-hr.com)

3. **15% corporate discount on Assessment & mentoring.** For more info about this service please visit <https://www.aspire-hr.com/en/assessment-coaching/>

If interested please send your request to this email, [assessment@aspire-hr.com](mailto:assessment@aspire-hr.com)

4. **A two-month free access to our online OKR Solution which works effectively in business as usual,** as well as, when working remotely. For more info about this service please visit <https://www.aspire-hr.com/en/digital-hr-consultancy>

If interested to explore more, kindly email us at [profit@aspire-hr.com](mailto:profit@aspire-hr.com)

Stay Safe, Aspire Team