



## Talent Re-alignment Initiative: Powered by Technology, Driven by Advisory

To help a Malaysian non-profit organisation efficiently move forward after a radical restructuring, KellyOCG® helped provide context for a new business plan through effective assessments.

### THE COMPANY

A Malaysian non-profit organisation with a strong presence in country, specialising in training and development of the workforce.

### THE CHALLENGE

A key leadership change sparked the consolidation of the company operating structure to a much leaner one, wherein talent needed to be reviewed for better alignment with the new model. During this time, lack of clear communication led to retention distress and low performance, which translated to a loss of customer confidence.

### THE SOLUTION

KellyOCG conducted staff interviews and assessments to gain a better understanding of the situation, stakeholder concerns and objectives, and proposed relevant action items aimed at addressing the concerns that were diagnosed.

### THE RESULT

The new leadership endorsed KellyOCG findings on the organisation state of matter and engaged us to design and conduct similar roles assessment solution for pre-hires.

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A Malaysian non-profit organisation was facing major leadership and organisational changes and needed to restructure its business in a very aggressive manner. One of the key measures was to reduce the present number of functional verticals in which they operated by 70%. These seismic changes led to a plethora of resignations and non-performance.

In order to gain a better understanding of the current staff mindset and identify the non-performers, KellyOCG conducted assessments on behalf of the company. We proposed a three phased approach:

1. Review the change / move and highlight areas of concerns which may have led to the resignations and non-performance.
2. Assess the top two levels of management to determine fit and suitability.
3. Finally, propose relevant action items to bridge identified gaps in item two.

The three phase approach went very well. Our assessment findings aligned with many of the assumptions the new leadership team established, allowing them to execute the current business plan to revamp the business. Our high-touch delivery model managed to re-instate the confidence vote by employees towards the organisations realignment objectives. Plus, the assessment phase went so well, we are in discussions to repeat our assessment method with their pre-hires in the future.

## Our Value

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### About KellyOCG

KellyOCG® is the Outsourcing and Consulting Group of workforce solutions provider Kelly Services, Inc. KellyOCG is a global leader in innovative talent management solutions.

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