

# People and Change

PricewaterhouseCoopers (PwC) People and Change practice offers clients an integrated spectrum of professional services for seamless delivery of complex, multi-disciplinary people and change related services and solutions. Our services evolve around clients' strategic business and human resource (HR) needs to gear their Human Capital for sustainable business success.



## People/HR Strategy Development

- HR function effectiveness review
- Evidence-based Saratoga™ metrics benchmarking

## Pre-Deal & Post Deal Services

- HR due diligence
- Cost impact analysis
- Restructuring management
- Transition & integration management
- People risks management

## Organisational Structuring & Design

- Organisational diagnosis & design
- Business restructuring
- Grading structure & rewards alignment

## Change & Communication Management

- Change vision & roadmap
- Change assessment & readiness
- Cultural alignment
- Stakeholder engagement
- Communication planning



## Talent Management

- Competency, contribution & commitment: assessment & design
- Competency framework
- Career & succession management
- Business case & value realisation plan

## Capability & Training

- Customised facilitation
- Public seminars
- Leadership & top-team development
- Training needs analysis
- Training evaluation & strategy

## Performance Measurement & Management

- Performance Management Systems (PMS)
- HR transformation
- HR service delivery model
- Aligning PMS with rewards

## Reward & Incentive Systems

- Total reward strategy
- Long-term incentive system
- Executive compensation package

Please contact our People & Change (P&C) specialists to find out more.

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