



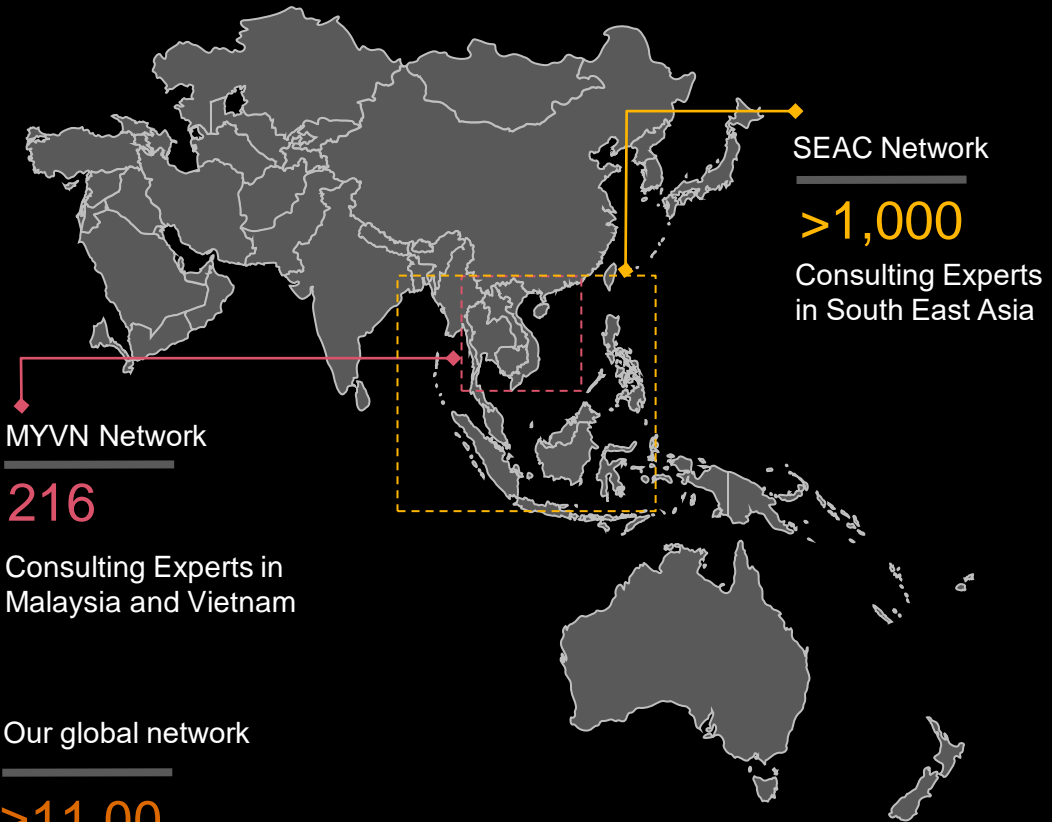
# People and Organisation Services

PwC Consulting Vietnam



[www.pwc.com/vn](http://www.pwc.com/vn)

# Access to global key resources in a wide network



MYVN Network

216

Consulting Experts in  
Malaysia and Vietnam

Our global network

>11,00

Consulting Experts  
Worldwide

Country Locations

138

#1

Leader in Asia-Pacific <sup>1</sup>  
Business Consulting services



#1

Global Leader in Workforce  
Management Consulting <sup>2</sup>

ALM Intelligence

#1

Global Leader in Talent <sup>2</sup>  
and Leadership Consulting

ALM Intelligence

<sup>1</sup>IDC MarketScape in 2018

<sup>2</sup> ALM Intelligence report in 2019

# How We Can Help Take Your Business Forward



## Workforce Productivity & Organizational Capability

- Workforce Effectiveness
- Organizational Design
- Process Optimization
- HR Due Diligence, HR pre and post close services



## Talent Management & Leadership Development

- Competency Development
- Talent Assessment
- Leadership Development & Executive Coaching
- Advancement Planning & Career Mapping



## Innovation & Digital Transformation

- HR Operational & Process Excellence
- HR Capability Development
- HRIS - Global Alliances and expertise (SAP Success Factors, Oracle Cloud, Workday)
- Digital Workplace and new ways of working



## Performance & Rewards Management

- People Analytics & Insights
- Performance Management Process & System
- Balanced Scorecard/KPIs
- Rewards and Benefits



# Workforce Productivity & Organizational Capability

PwC offers customised solutions by optimizing employee productivity and organizational agility for strong operational and financial performance. Our services encompass the strategic, operational, analytical and management activities that affect the entire structure and inner workings of an organisation.

## Workforce Effectiveness

- Developing the right **people skills**
- Cultivating a highly **engaged workforce**
- Delivering **exceptional performance**

## Organizational Design

- Refining **organizational** and **job structure**
- Creating position **success profiles**
- Aligning resources for **performance effectiveness**

## Process Optimization

- Optimizing **value chain** and **business ecosystem**
- Improving **core** and **support processes**
- **Eliminating** operational **waste** and **inefficiencies**

## HR Due Diligence & Integration

- Conducting comprehensive **HR Due Diligence**
- Managing complex **cultural integration**
- Achieving **synergy** expectations

## Your benefits



Operational  
Efficiency



EBITDA  
Improvement



Profitable  
Growth



# Talent Management & Leadership Development

We focus intensely at understanding organizational culture and employee concerns in order to build a deep pipeline of talent and grow leadership capability to capture market opportunities. A clear, measurable and executable people strategy, together with strong leadership, is becoming a key success factor.

## Competency Development

- **Building** business, functional/technical and leadership **competencies** to driving **business strategy**
- **Integrating** competencies in HR system in **enabling** business growth

## Leadership Development & Executive Coaching

- Defining a **core leadership model** that is supported by tools and processes
- Providing highly **customized coaching services** for senior executives

## Talent Assessment

- Defining **leadership capabilities** to execute business strategy
- **Analyzing** leaders' skills to determine **leadership potential**
- Creating customized **development plans**

## Advancement Planning & Career Mapping

- Developing **leadership transition process** from individual contributor to enterprise leadership levels
- **Mapping competency requirements** and creating clear **roadmap to career success**

## Your benefits



Leadership  
Effectiveness



Workforce  
Effectiveness



Organizational  
Effectiveness



# Performance & Rewards Management

We build data analytics capability to provide performance visibility enabling clients to make informed decisions. PwC performance management framework and process optimization methodology enable clients to achieve highly motivated productive workforce

## People Analytics & Insights

- Building **data analytics capability** that brings new insights
- Enable organization to **increase visibility on human capital performance**

## Performance Management Process & System

- Creating strategic management **performance framework**
- Identify and **improve internal business functions** and their resulting external outcomes

## Balanced Scorecard/ KPIs

- **Designing strategic performance measures** to improve business performance
- Clear and cascading **alignment of key measures** and monitoring **real-time** performance results

## Rewards and Benefits

- **Designing total rewards** as broader part of business ecosystem
- Using a **combination** of technical capabilities, market intelligence and analytics

## Your benefits



Exceptional  
Performance



Motivated  
Workforce



Process  
Optimization



# Innovation & Digital Transformation

In this fast-paced digital age. PwC supports in creating innovative performance solutions, implementing and integrating HRIS, and leveraging digital revolution for growth acceleration.

## HR Operational & Process Excellence

- Creating **agile fast-transforming organization**
- **Integrating** the right talented people, technology and ideas to **drive innovation** and **power-up growth** while focused on bottom-line

## HRIS - Global Alliances and expertise (SAP Success Factors, Oracle Cloud, Workday)

- **Partnering** with the right technology solution providers to design HRIS solutions
- **Managing** the **implementation** of HRIS to improve efficiency, reduce cost, and achieve workforce effectiveness

## HR Capability Development

- Creating **diagnostic tools, behavioural economics**
- **Embedding** a **people centric approach** to culture to help **organization improve HR** function, policy, procedures & processes

## Digital Workplace and new ways of working

- Building **greater enterprise value** by aligning people strategy to the future business strategy to drive **revenue growth and profitability**

## Your benefits



Innovative Growth



Organizational  
Agility



Digital  
Transformation



## Change Management & Communications

Getting the best from people at every level when there is constant change is one of the keys to sustainable competitive advantage. PwC has a robust change management approach to ensure leaders and staff understand, accept and drive change, which bring lasting benefits to the company. We partner with our clients to drive change and help clients build capability by providing customized tools, behavioral & cultural interventions and training support.

### Cultural Diagnosis

- **Assessing** existing culture to understand workforce behaviours
- Identifying and analyzing **cultural traits**, including **strengths** and potential **challenges**, which affect organizational trust & company performance

### Change Readiness Assessment

- **Evaluating** the level of **risk and readiness** for change through in-depth **organizational assessments**

### Building Internal Change Capability

- Leveraging **PwC change methodology** to build in-house change management teams and capability
- Supporting client to drive transformational change through **project management** and training

### People Engagement & Communications

- Embedding the right **people communications** and **cultural interventions** in the project delivery model while making the shift from transactional to **inspirational communications**

### Your benefits



Organizational  
Trust



Employee  
Satisfaction



Competitive Edge



# Our Dedicated Vietnam Team to Work with You



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