



Deepening Management for Total Consultancy - DMTC
Consulting Services Profile

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DMTC Profile

- **DMTC** is a Management Training and Consultancy, with years of experience as results-oriented learning facilitators in National and International co-operations and our experts are dedicated professionals, working with great flexibility and understanding.
- **DMTC** enhances the competencies of staff members, assists organizations to improve performances, maximizes the impact of partnerships and networks and focuses on sustainable results in projects and programmes.
- To achieve results, we focus on the abilities of people. We will build onto your existing knowledge and experiences, respect diversity, and meet your reality at work.
- At **DMTC**, we believe in positively affecting people by inspiring them in their personal, social and professional environments. In doing so, we strengthen their respect for themselves and for each other, and give them a new, take on their values, beliefs and perception.
- An acronym for Succeeding through Enriched People, **DMTC** recognizes the significance of people as the true differentiator in today's competitive environment.

Our Mission

Is to provide Full integrated Development Services with Multi – National Standards through applying Real Life Business Environment and Best Practices.

Our Vision

Is to be an active agent in changing training and consulting industry in the Middle East.

Our Commitments

- In light of the same, we are committed to help modern organizations harness the Human Resource function as a strategic partner in business success and growth with a range of Learning and Development activities and initiatives, including a host of path-breaking proprietary tools.
- After conducting a thorough Need Assessment of an organization, we offer customized solutions that bring about positive and measurable changes in behavior, attitudes and skills at all levels of an organization.
- We assure clients that we are not just working for them but also representing their best interests.

Our Aim

- A continuous drive to add meaning to organizations through people development initiatives. We are constantly evolving our adopted methodologies, tools and techniques.
- **DMTC** consultants are passionate about delivering the best L&D solutions to help your organization evaluate strengths, develop talent, train leadership, and manage change. We understand the criticality of corporate learning and development, and we have the experience to help ensure your project's success. Our consultants partner with your project team, complementing and enhancing internal resources until your goals are achieved.

Our Consulting Services

Business Development Consultation

Talent Management System

Leadership and Management

Organizational Development

Strategic Planning

Marketing and Sales Services

HR Transformation

Team Building

Talent Management Programs:

- Competence Modeling
- Identifying Cultural and Organizational Priorities
- Succession Planning

Talent Management Programs Results:

- Everyone on your team perform at highest level every day.
- The best people look for opportunities to work on your team.
- You make good choices so your new recruits blend in quickly with the team.
- People thrive around you and are ready for the next challenge at just the right time.
- When people do move on you can celebrate because they have prepared their own successors.
- Your people leave as advocates for your organization.

Leadership Management Programs:

- Leadership Skills.
- Interpersonal Skills.
- General Management Skills.
- Team Management.

Leadership Management Program Results:

- Employees Skill & Knowledge Development.
- Behavioral Change
- Employee Retention
- Organizational Performance

Performance Consulting Programs:

- Performance Need Analysis
- Performance Improvement Planning
- Performance Transformation

Performance Consulting Programs Results:

- Organizational Processes aligned with business objectives.
- Managers able to incentivize employees.
- Training Budget better utilized.
- Employees more motivated.
- Organizational Performance.

Organizational Design & Development Programs:

- Organizational Diagnosis.
- Organization Structuring & Re-designing.
- Job Description.
- Job Evaluation
- Compensation and Benefit System
- Manpower Recruitment & Planning
- Organizing Change Management

Organizational Design & Development Program Results:

- Structure aligned with business strategy
- Organization cost reduction
- Improved organizational communication
- Team & Individual accountabilities clarified
- Decision making responsibilities clear at all levels
- Organizational change managed effectively
- Organizational performance improvement.

Train the Trainer Programs:

- Training Needs analysis
- Training Design Skills
- Training on the Job Trainers
- Training of Management Trainers

Train the Trainer Program Results:

- Training in the Organization Systemized
- Training focuses on organization, team and learner needs.
- Participant centered approach to training.
- Training Cost reduced due to development of internal core training team.

Facilitation Programs:

- Strategic Planning (Vision, Mission, Values, Goals, Objectives & Measures).
- HR/Training Strategy Development.
- Team Development.
- Conflict Management.
- Problem Solving and Decision Making.

Facilitation Programs Results:

- Clear strategy, goals, objectives and measures based on business review.
- Clear value maps.
- Creative Solutions to challenges.
- Organizational focus.
- Organizational Performance Improvement.

Employee Assessment & Development Programs:

- Aptitude and Personality Testing
- Assessment Center Design and Implementation.
- High Potential Identification.
- Succession Plan Development for all levels.
- Development Planning.

Employee Assessment & Development Program Results:

- Competency framework aligned with business strategy and needs.
- Competency and behavioral profiles for key positions.
- Standardized employee assessment processes.
- Succession plans for all level.
- Development plans for all levels.
- Organizational performance improvement based on employee improvement

HR Transformation programs:

- HR Diagnostic
- HR Strategy development
- HR Infrastructure.
- HR Process design / re-design.
- HR Training

HR Transformation Program Results:

- Accurate diagnosis of current HR effectiveness vs. best practice.
- HR Organization structure aligned with business type and needs.
- HR Strategy aligned with business strategy.
- HR Processes support and enable business.
- Trained HR Personnel.
- Professionalization of HR.

Our Consulting Methodology and Approach

Assess and analyses

- **Assess the current situation in the company –this is done through a systematic approach.**
- **Benchmark the current situation for future measurement and improvement.**
- **Asses the people, machines, equipment, inventory and targets.**
- **Do a detailed Gap analysis and determine the status quo.**
- **Measure status quo against targets and budgets.**

Submit Proposal

- **Scope of work –to know we understand the company’s needs.**
- **Step-by-step work-plan.**
- **Deliverables / milestones.**
- **Fees and terms of payment.**
- **Written agreement/contract.**
- **Legal relation.**
- **Confidentiality terms.**
- **Consent from client.**

Design & Implementation

- **Design solutions specific to the customer’s needs.**
- **Assess the current situation in the company.**
- **Benchmark the current situation.**
- **Brainstorm, SWOT analysis, coaching, benchmarking against similar companies in the trade.**
- **In production plant: Line balancing, Machine optimizing, Efficiency models, Labour utilization and reduction.**
- **Report-back sessions measured against project plan, benchmarks and outcomes.**

Final Assessment & Delivery

- **Final assessment and evaluation measuring original status against outcome after improvement.**
- **Audits put in place to ensure current status.**
- **Measures put in place to promote continuous growth and improvement.**
- **Training and training programs in place to enhance improvement.**

Accomplishing Target

- **Goal is accomplished.**
- **Improvements have been implemented successfully.**
- **After implementation care is guaranteed.**

Notes:

- DMTC will invoice the company 20% of the cost as an advance.
- Upon completion of the Consulting programme successfully, DMTC shall Invoice and receive the remaining balance of the training cost.