

Transforming Businesses

through Consulting, Staffing and HR Shared Services



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Skills Vision
Transforming Businesses

CORPORATE OVERVIEW

Skill visions is an independent HR Consulting & Staffing Solutions Organization.
We help organizations succeed through people.

We support our clients across the full employee lifecycle - helping them to build and develop highly capable and motivated teams that deliver real business advantage.

We are committed to increasing your business performance by:

- Reducing business risk through people management programmes which are fully up-to-date with current employment law and fit your business needs.
- Improving the performance of your people by designing bespoke training solutions which are a perfect fit to your business needs.
- Helping your business to grow by managing expansion projects, internal and external recruitment campaigns and implementing change management programmes.

VISION

With commitment to both our clients and our firm, we resolve to be the best at delivering talent and other professional solutions.

We will deliver high-quality, profitable services to our clients, while providing growth opportunities to both our clients and our employees.

MISSION

Our mission is to solve our clients' business challenges through strategic human capital solutions and operational support.

SERVICE OFFERINGS

CONSULTING

TRAINING & COACHING

HR SHARED SERVICES

STAFFING SOLUTIONS

EXECUTIVE SEARCH

TEMPORARY STAFFING

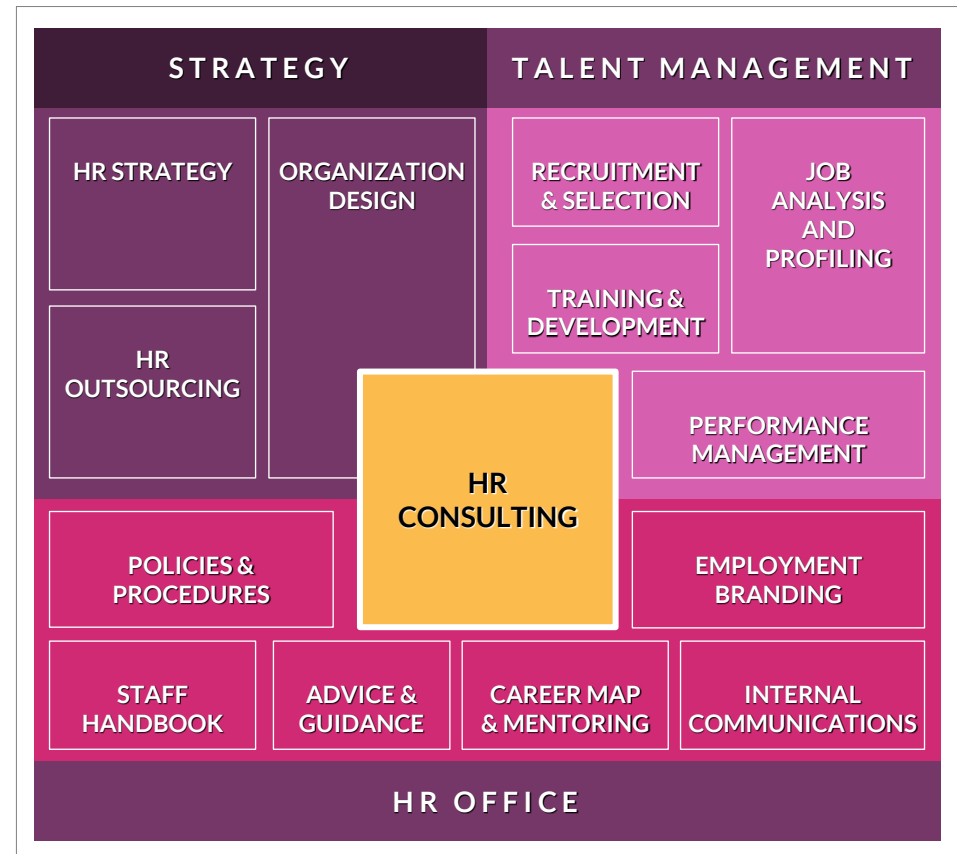
PERMANENT RECRUITMENT

Our service offerings are uniquely tailored to address critical business challenges in such areas as mergers and acquisitions integration, transformation and turnaround situations, leadership transitions, leadership development, and the alignment of strategy with human capital.

CONSULTING

Skills Vision provides transformational HR solutions for business. We work with C-level and corporate management to address Change, Turnaround, Growth and HR Processes.

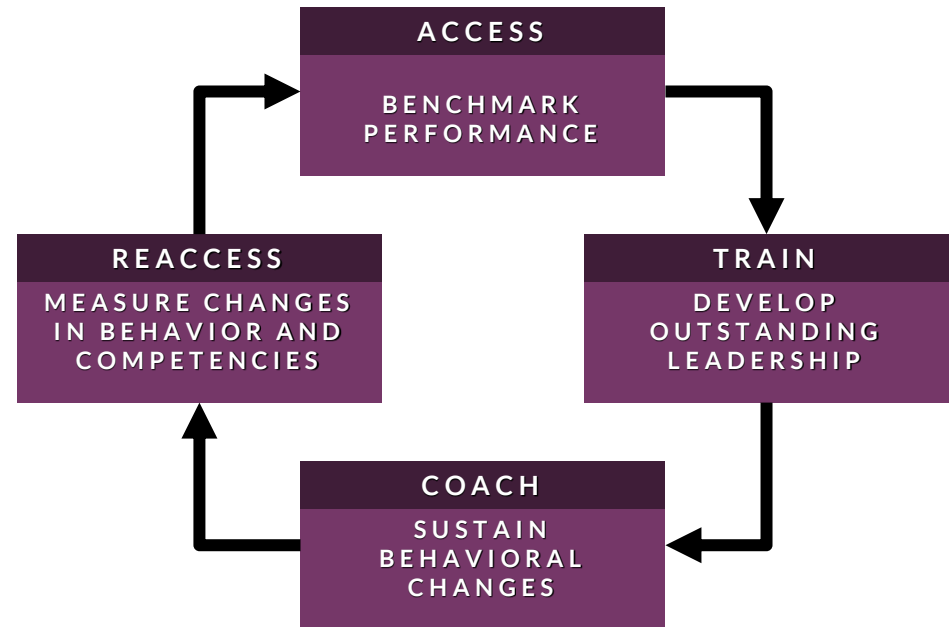
We offer full end-to-end services that cover the spectrum of Human Resource Management and Planning. We ensure that your every requirement is addressed by impactful solutions that fulfill all your People Challenges and Business needs. Our specialties are Executive Coaching and HR Assessments, as well as implementing Talent Management, Performance Management and Leadership Assessment Processes.



TRAINING & COACHING

Skills Vision develops, inspires and enthuses each individual, team or organization with which we work, and by utilizing the appropriate coaching, mentoring or learning and development intervention, discover their unique abilities and maximize true potential.

Our Training and Coaching services empower and inspire workforce. Our focus is on Entrepreneurial Skills Development and Business Planning, that helps in developing committed and result oriented workforce for any organization. We developed our one-to-one consultancy services offering in-depth business analysis and solutions to business problems and issues.



HR SHARED SERVICES

Skills Vision HR Shared Services practice combines global sourcing and delivery capabilities to offer flexible and cost-efficient solutions for acquiring, administering and developing talent.

We serve clients from our near shore and offshore delivery centers focused on Kuwait and GCC Markets.

Effective shared services capability streamlines and standardizes data and processes, building a foundation for HR to provide the integrated talent management capabilities that set an organization apart from competition.



STAFFING SOLUTIONS

We identify, attract and retain exceptional talent who can make a significant and positive impact on corporate performance and shareholder value.

EXECUTIVE
SEARCH

PERMANENT
RECRUITMENT

TEMPORARY
STAFFING

Our Staffing Solutions cover the entire talent acquisition value-chain and we support businesses from hiring leaders to operational staff.

EXECUTIVE SEARCH

Our Executive Search practice helps organizations in acquiring exceptional leaders and critical talent which is unique to GCC Markets and Kuwait in particular.

INTRODUCTORY ASSESSMENT	Extensive consultation about the client's needs
IDEAL CANDIDATE PROFILE	define the objectives of the assignment and develop an ideal candidate profile.
SEARCH STRATEGY	specific search universe is drawn up and agreed along with the client.
RESEARCH	Once the target markets are determined our Research Team begins to target and source the widest possible audience of achievers to match the requirements.
ADVERTISING & OUTREACH	sometimes appropriate for the appointment to be advertised in carefully selected media and outreach through networking
INITIAL CONTACT	Potential candidates are thoroughly screened before initiating a contact
BENCHMARKING & ASSESSMENT	list of qualified candidates together with brief profiles is usually presented and recommendations are made on those who best meet the specifications.
CANDIDATE MEETINGS & FACILITATION	We provide feedback, discuss areas of concern about the opportunity and work closely with client to achieve the best possible solution.

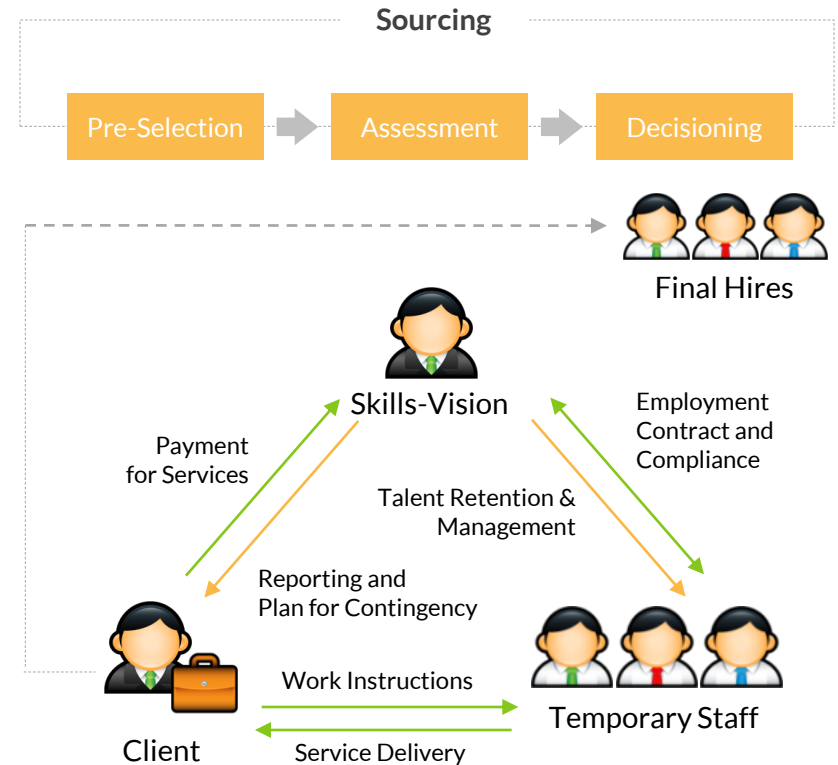
Our consultants possess global search expertise, comprehensive industry knowledge and experience, a commitment to service and a dedication to deliver consistently exceptional executive recruiting results across the energy value chain.

TEMPORARY STAFFING

Existing staff on contract and be re-allocated as Skills Vision resource to manage with all compliances ensured

Skills Vision specializes in streamlining bulk staff management and realigning based on Client's needs.

- Project specific overheads for outsourced activities can be expensed out with each project rather than adding to permanent HR.
- HR can focus on strategic work, we solutions encompass end-to-end services (from induction to exit)
- Dedicated customer service desk for employees to manage compliance issues
- Our Industrial Relations professionals anticipate and address issues at grassroots levels to avoid work hindrances. Employees are monitored and counseled to focus only on service delivery
- Fulfillment at short notices
- Background checks to ensure high quality hires



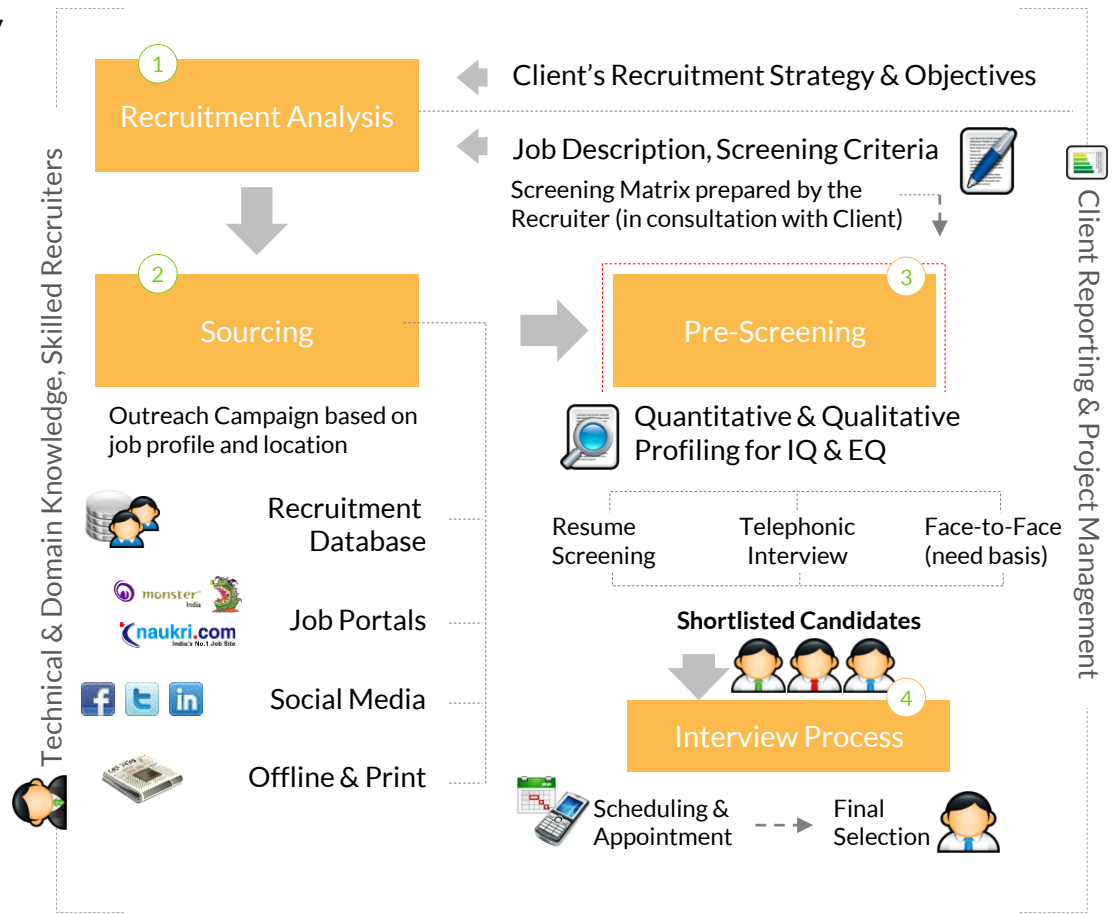
Quality of hires at par with Client's direct sourcing, without the added responsibility of administering benefits and compliance

PERMANENT STAFFING

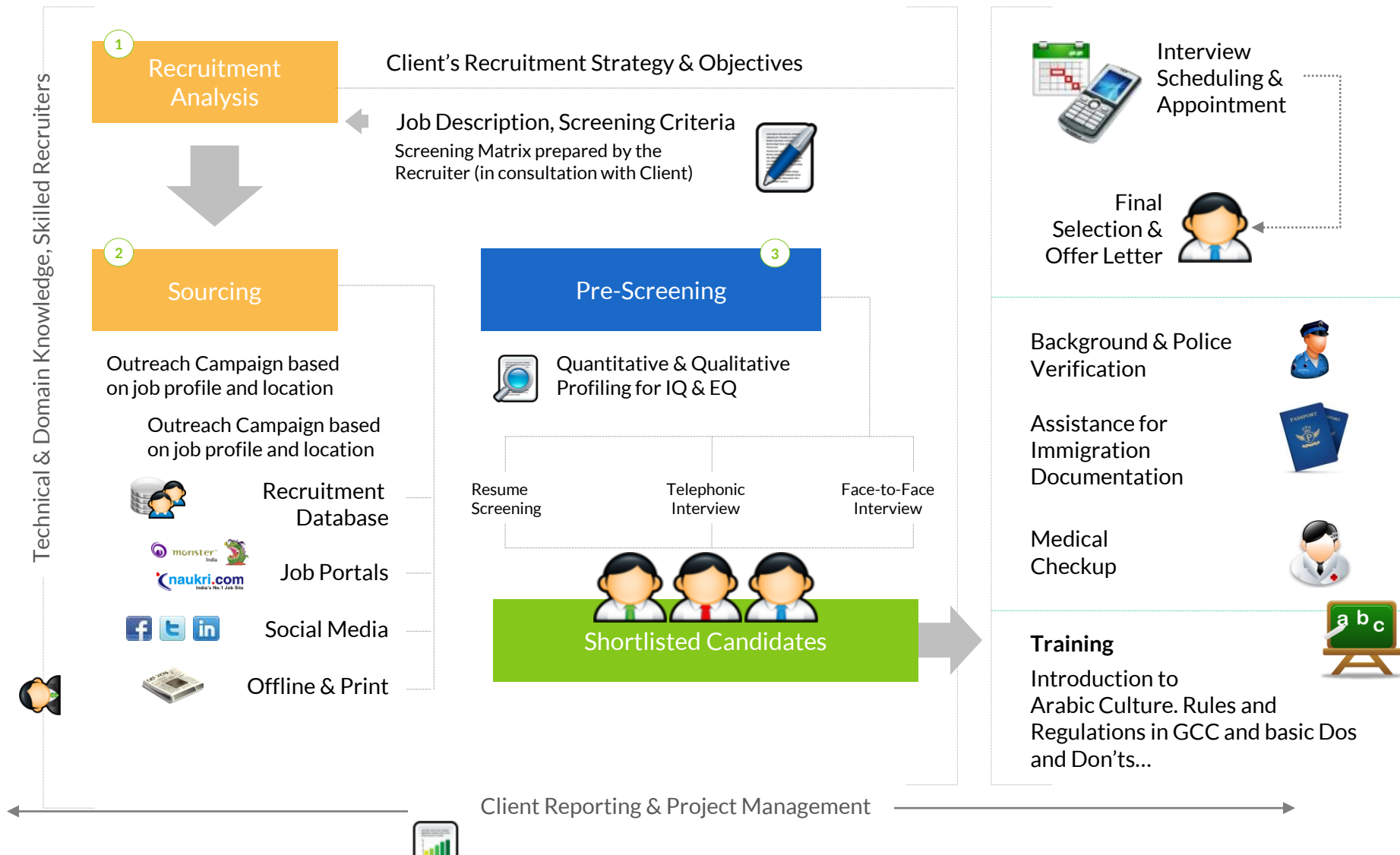
We compliment your recruitment process by making available the right talent through a time-tested and proven Skills Vision Sourcing Model.

Our ability to research, attract, screen, assess and deliver is unmatched in the industry

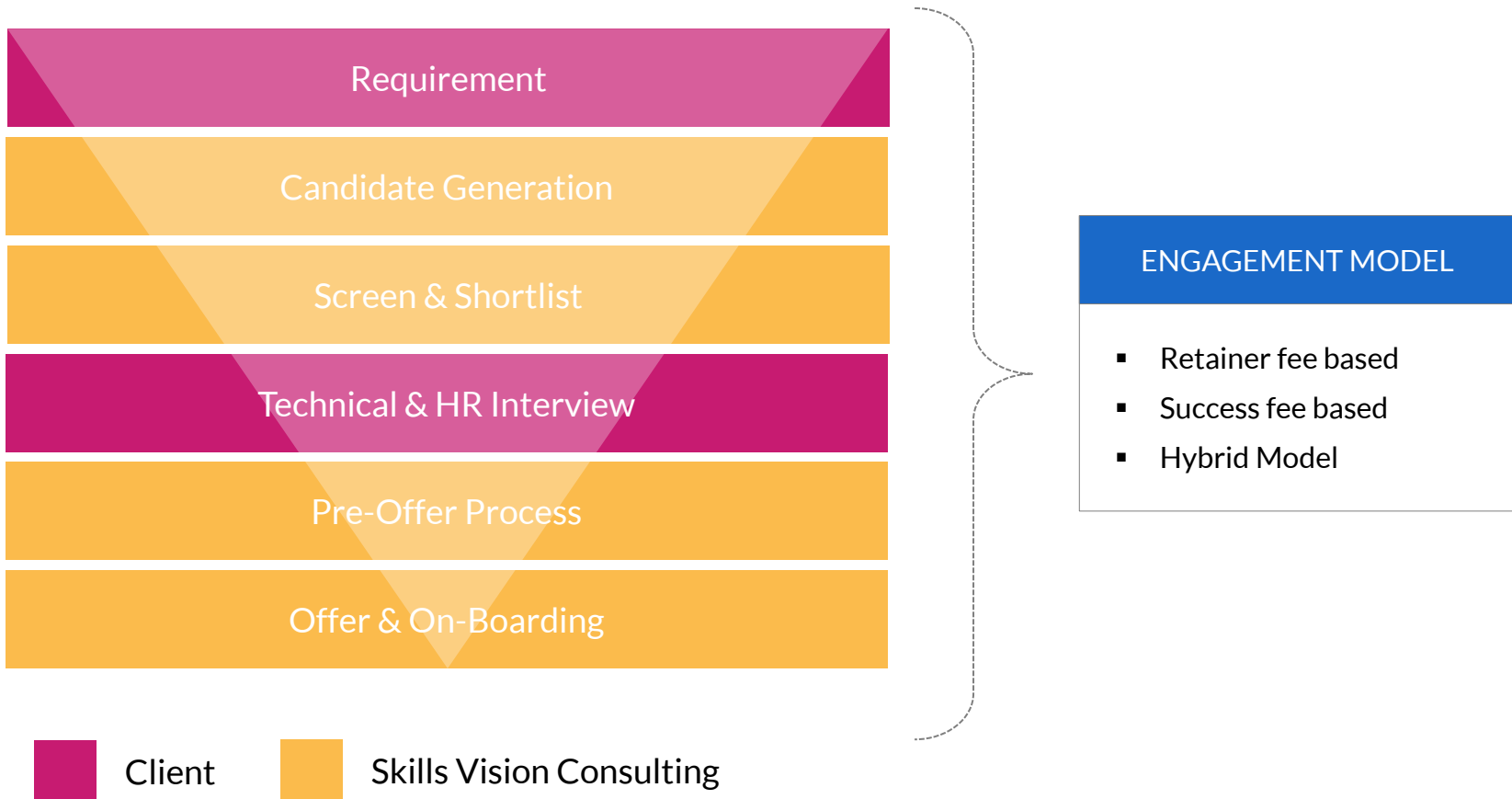
- Guaranteed list of short-listed candidates against agreed timeline
- Guarantees a level of transparency which is unique in the executive search industry
- Robust Pre-screening process to achieve maximum hit rate
- Quality profiles ensure reduction in time and effort of internal recruitment team



SKILLS VISION ADVANTAGE FOR HIRING EXPAT TALENT



RECRUITMENT PROCESS OUTSOURCING



STRATEGIC PARTNERS

Skills Vision's Strategic Partners bring expertise and experience in human capital management to deliver high value transformational solutions to our Clients not in Kuwait but across GCC region.

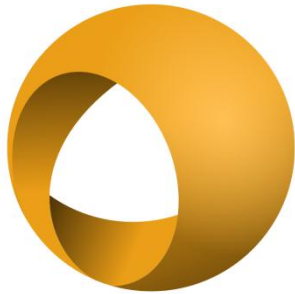


STRONG VALUE PROPOSITION

STRATEGIC BENEFITS TO THE CLIENTS

- **Focus:** Clients can focus more on strategic HR initiatives rather than sourcing and employee management
- **Control:** Our process driven approach gives clients a complete control to manage outsourced employees or a staffing need
- **Technology:** We continuously invest on newer technologies to provide better customer service to employees and also to source new candidates
- **Cost:** Clients can derive long-term cost benefits when employees will have a variable cost.







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