



Human Capital Management

> Services

Real Partner. Real Solutions. Real Value.



The Paradigm Shift of Organization and People. It is fair to say that enterprises have not previously encountered the rapid changes in business environment that are in effect today. With increased industry consolidation, technological advances, and the emergence of new players, it can be difficult for management to keep up with all the changes that are occurring.

About ABeam Consulting

ABeam Consulting provides business transformation services that create strategic advantage, improve business processes, leverage technology innovation, and enhance organizational performance for leading multinational and domestic companies world-wide. We serve as a real partner to our clients, building enduring relationships by delivering real solutions that create real value.

For more information about ABeam Consulting's capabilities, services and industry expertise, visit www.abeam.com.

ABeam Consulting sees what is happening now as a paradigm shift, from the "Order and Stability" of outdated yet reliable legacy systems to the "Chaos and Innovation" that comes from changing the way the enterprise itself is managed. Those enterprises that can adapt to today's endlessly changing environment will survive and achieve sustained growth.

To prepare for these changes, companies must be willing to transform both their people and the organization itself. Operations, functions, roles and responsibilities can not remain static. They must be redesigned as appropriate based on the change at hand, that is, they must switch from being "structure-oriented," or those based on entrenched processes, to being "network-oriented," relying on more flexible processes and roles. ABeam's Human Capital Management services can lead our clients' source of growth—their people and organization—through this next stage.

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Paradigm	Order & Stability	Chaos & Innovation
Aptitude	Structure-oriented	Network-oriented
Organization	<ul style="list-style-type: none"> Precise & certain role definition Established vertical reporting is common Maintain stability Creating value by integrating each responsibility 	<ul style="list-style-type: none"> Changeable & uncertain role definition Horizontal reporting built on demand is common Autonomous transformation in the scrap & build cycle Creating value within relationships
People	<ul style="list-style-type: none"> Existence of established role & responsibility within the organization Intend vertical career development in organization by improving capabilities Accomplishment level of the role is assessed Design compensation & position balanced against the total organization 	<ul style="list-style-type: none"> Meeting and parting team beyond the organization unit for particular objectives Intend to create opportunities by widening the area of ability based on experience Linkage & variety of possibilities are assessed Decide compensation and position based on employees' value

Figure 1: The Human Capital Management Paradigm Shift

ABeam HCM Service Offerings
Human Capital Assessment
Organization Design
HR Strategy
HR Management
HR Development
HR Information System

In helping enterprises cope with the challenges they are facing, ABeam Consulting provides a broad range of Human Capital Management (HCM) services. Our HCM services focus on improving the cost, quality and strategic value of an enterprise's HR services and can be categorized into 6 main service offerings: **Human Capital Assessment (HCA), Organization Design (OD), HR Strategy (HRS), HR Management (HRM), HR Development (HRD), and HR Information System (HRIS)**. Drawing from our Global Knowledge Database which accumulates best practices from our own experiences, ABeam will design a service offering that is best for your organization.

Below are brief descriptions of ABeam's six main HCM service offerings:

1. Human Capital Assessment (HCA):

ABeam's HCA service helps corporate executives and HR leaders examine the quality of a company's current

employees and organization status through a number of assessment methods, including HR activity completeness benchmarks, HR service model diagnosis, employee aptitude surveys, culture assessments, etc. ABeam can also perform HR due diligence analysis for Mergers & Acquisitions, to evaluate a target organization's HR operations' strengths, weaknesses, and values.

2. Organization Design (OD):

ABeam's OD service helps corporate executives design the right organization structure based on their corporate strategy, and then develop the transformation plan to move from the current structure to the future model. Theories and practices of Matrix organization, Corporate Governance, Profit Center, etc. are also examined and explored, in order to fully explore the organization's potential.

3. HR Strategy (HRS):

ABeam's HRS service helps an organization to define its HR strategy and transformation roadmap, providing a 3~5 year plan. Elements within an HR strategy include: corporate talent needs, HR service model, HR internal capability and outsourcing opportunities, HR departmental structure, Shared Services Center design, HR process model (HR Process re-structuring, outsourcing, BPO support), and the transformation roadmap.

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4. HR Management (HRM):

ABeam's HRM service covers the administrative aspect of the overall HR operations, helping to redesign and/or improve HR management's core processes to realize the defined HR strategy. Related services include recruitment, incentive, compensation, appraisal and staffing programs and more.

5. HR Development (HRD):

ABeam's HRD service involves the redesign and/or improvement in employees' development processes to complement the defined HR strategy. Related services include competency modeling of employee and manager, organizational learning/development program, OJT program, performance management, career path design, succession planning, and more.

6. HR Information Systems (HRIS):

Today, information technology is critical to the development of effective HR strategies and efficient HR operations. ABeam helps our clients implement HR information systems using various package implementations (such as SAP, PeopleSoft, Oracle, etc.) and customization development tools. ABeam emphasizes not only package functionality, but also process rationalization so that an HRIS is not merely a reflection of clients' current HR operations, but an improved vehicle for better management of HR operations. To achieve this, ABeam offers solid HRIS implementation planning plus experienced implementation consultants.

ABEAM: A REAL PARTNER FOR YOUR HCM INITIATIVES

ABeam's business transformation services create strategic advantage, improve business processes, leverage technology innovation and enhance organizational performance for leading multinational and domestic companies worldwide. Our HCM Methodology has successfully transformed our clients' HR business processes, HR development, shared services and outsourcing. Clients include leading organizations in the manufacturing, distribution, finance and public sectors.

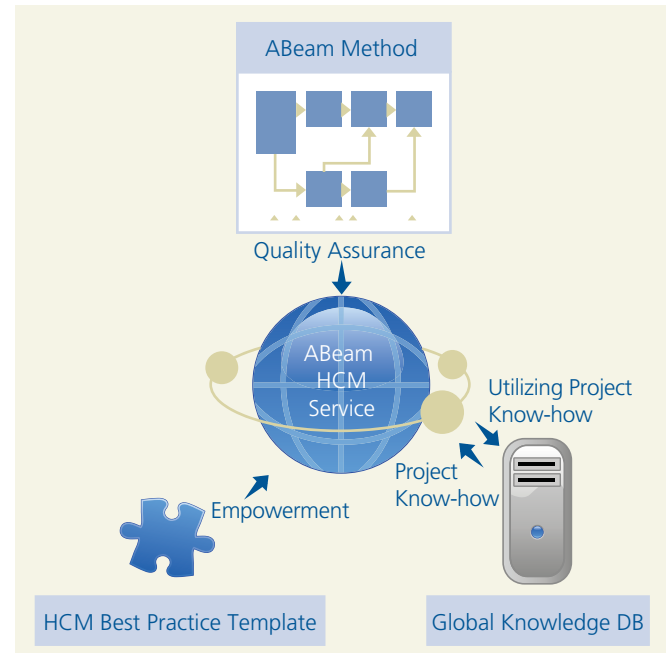


Figure 2. The ABeam Methodology

ABEAM CUSTOMER SUCCESS SNAPSHOT

Company: Leading precision instruments manufacturer

Challenge: Consolidated human resources information base, which provides for the implementation of efficient operating processes and accurate and prompt information for the continuing expansion of the business as well as handling rapid globalization was urgently needed.

Solution: An HRIS that realized these three goals, as well as a unified worldwide HR business process.

- Standardization: Implementation of standardized business rules and processes for an ERP system had to be established.
- Globalization: Standards had to be implemented across the board, while taking local customs and laws into consideration.
- Visualization: Mapping the current and future systems while maintaining compatibility with existing systems.

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Real Benefits: This challenge accomplished real-time collection of every personnel status change such as hiring, transfer, overseas assignment and retirement. This transformation helped our client to grasp its employees' information, including a worldwide electronic directory, updated in real time. Furthermore managers can now swiftly search for the talents within the organization and/or group

companies on their own. At the same time, a comprehensive authorization process enabled information security and internal control. Moreover, globally standardized skill and qualification data corresponds to a fast changing business environment and enables flexible personnel deployment and organization change.

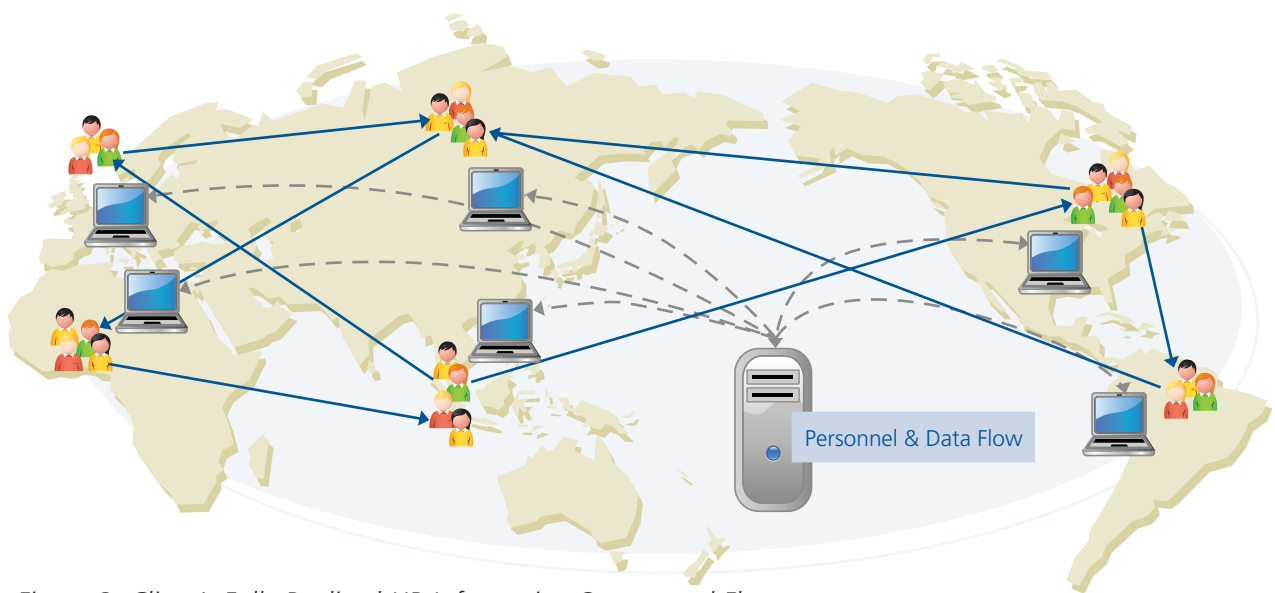


Figure 3. Client's Fully Realized HR Information System and Flow