



We make **Teams!**



ORGANISATION EFFECTIVENESS

TALENT DEVELOPMENT

TEAM BUILDING

Clarity Consulting is a Saudi based company specializing in improving organizational effectiveness. Our international consultants have multi-national experience but have been in the Middle East long enough to understand the cultural context of getting things done successfully.

From **diagnostic surveys, organisation design, executive coaching, training and teambuilding** activities, Clarity has a wide range of services to increase the effectiveness of your organisation.

Contact us to discover more about how we can help you – info@wemaketeams.com



effective solutions for your business needs

WE PROVIDE CLARITY ON WHAT'S GOING WRONG AND HOW TO PUT IT RIGHT

Clarity Consulting make teams work more effectively! We can help organisations become more effective in:

- Organisation alignment to your strategy
- Clarity of roles and responsibilities
- Speeding up decision making
- Clear performance from your people
- Team work
- A cohesive leadership team
- A culture focused on the customer instead of internal politics

Clarity has developed a portfolio of services to help organisations work more effectively. We don't believe that any one particular service is the magic answer. Our clients use one or several of our services depending on what they really feel they need to address to make their strategies become reality.

What we do offer is a breadth of services covering all the critical people and organizational issues that companies are faced with today.

“UNPINNING OUR SOLUTIONS IS CLARITY’S FUNDAMENTAL STRENGTH OF UNDERSTANDING HOW WORK IS ORGANISED AND WHAT CAUSES PEOPLE TO PERFORM AT THEIR BEST”

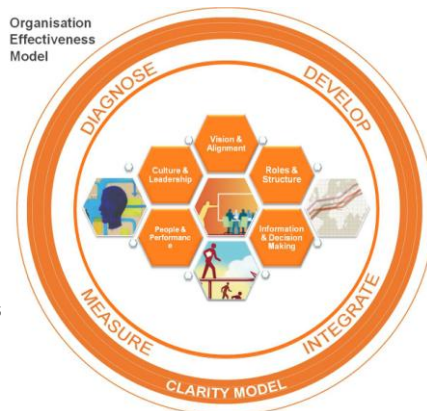
ORGANISATIONAL EFFECTIVENESS

Our approach to helping you make your organization more effective is to begin with a diagnostic phase. Just as the doctor checks your over before prescribing the medicine, we will conduct a survey, 1-2-1's and focus groups to ensure we have fully understood the current situation. We look at your organization through the following lenses

- Vision & Alignment
- Roles & Structure
- Information & Decision Making
- People & Performance
- Culture & Leadership

We will then work with your executive team to develop and integrate a range of solutions. These will typically include:

- Redefining the organisation structure
- Ensuring there are clearly defined roles
- Selecting the best internal candidates
- Creating performance management processes
- Creating individual development plans
- Coaching executives through change.



TEAM BUILDING

Even well organized businesses sometimes need individuals to work together more effectively. Our approach to teambuilding is to work on:

1. **Attitude & Behaviour** - our off site team building events cater from 6 to over 100 people. These events are a great opportunity to break the ice and build social skills between team members. This helps to build trust and confidence in each other.
2. **Skills Set** - whilst enjoyable off site teambuilding events are great, if people return to the office lacking in skills then quickly relationships can sour. As part of our approach we recommend that all key individuals complete an assessment and then we will review to see where there are potential problems in the team.
3. **Processes** - as with skills, if people go back to inefficient practices in the workplace, this quickly returns frustration in the team. We can review with your team which processes are hurting teamwork and agree a way forward.

TALENT DEVELOPMENT



CUSTOM SOLUTIONS

We believe that the best training programs are ones that are tailored to your needs and drive change in people's knowledge and behaviour.

From quality induction programs, to management skills that enhance your front line managers, we provide tailored management and technical training programs for companies in Saudi Arabia.

We have unique experience in creating courses that can be delivered by us or your in house training team. Our courses have been delivered to over 15,000 people in Saudi Arabia.



E-LEARNING SOLUTIONS

The best learning and instruction comes from established and authoritative sources. We've partnered with leading universities who offer a deep, rich curriculum through courses authored by Ivy League faculty and subject matter experts at the top of their fields.