

Partners & Beyond

COMPANY PROFILE

2021



ABOUT US

PARTNERS & BEYOND S.A.R.L is a management consulting firm that provides a wide array of professional services in Recruitment, Human Resources, Management Consultancy, IT & Cyber Security Consultancy and Events Management. We are a dedicated, certified and professional team whose goal is to play a strategic partnership role that supports the success of all our clients – Corporations and employees alike.



We, at PARTNERS & BEYOND, are committed to provide our clients complete and effective solutions that elevate their businesses to become leaders in their fields. We've created a business model that can cater to their specific Recruitment, Human Resources and Events Management needs and ensure the efficiency and legal compliance of their organizations.

VISION

P&B's vision is to be recognized as a trustworthy, efficient, and innovative consulting partner. We want to become leaders in our field and implement solutions that improve the client's performance, cut costs, build capabilities, and strengthen the culture.

VALUES

Professionalism

Develop and empower individuals, teams & organizations.

Provide on-going support & advice

Client confidentiality

Clear & productive communication

MISSION

Provide innovative and reliable consulting services that meet the ever-changing needs of our clients and help them achieve their objectives with the highest professional excellence in the delivery.



SERVICES



RECRUITMENT

We are a specialized Recruitment and Talent Acquisition Agency committed to finding the right candidates who fit the organization's culture and work ethic by following a detail-oriented and personalized approach. P&B's in-depth database allows us to tailor the recruitment strategies and provide customized services to all our clients in Lebanon and the MENA region. We are very passionate about what we do and want to become the leading platform for professionals around the world.

Our team consists of experts in all industries, especially:



Healthcare



Retail



Engineering



Finance & Banking



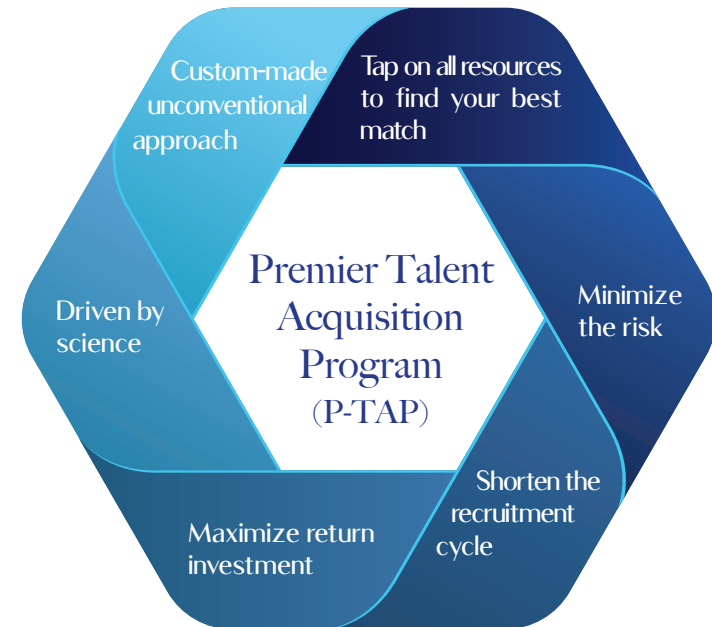
Manufacturing

PREMIER TALENT ACQUISITION PROGRAM (P-TAP)

Recruiting senior leadership members is among the most significant –and perhaps most transformative– decision a healthcare organization can undertake. Our Premier Program is there to support in this decisive transformation for our clients in the MENA region.

Premier Talent Acquisition Program (P-TAP) is diligently crafted to offer our healthcare clients an exclusive and unique solution for Mid-level management positions to C-level Executive placements. The program is driven by science, using a custom-made unconventional approach, and is delivered by seasoned experts.

P-TAP is especially designed to maximize return on investment for our clients, minimize their risk associated with misfit after hire, and shorten the recruitment cycle. Our Premier program experts embrace equal opportunity principles targeting both external and internal candidate sourcing. In P-TAP we will simply tap on all the resources to find your best match.



Executive Level Recruitment for Health Care in MENA Region

- Comprehensive, exclusive & unique Solutions for Health Care
- Mid- Level Management positions to C- Level Executive placements
- Equal Opportunity Principles
- Targeting Both External & Internal Candidate Sourcing



ORGANIZATION DEVELOPMENT & EFFECTIVENESS

P&B's strategy for organizational development includes a rigorous diagnostic of the current situation in order to realize the next steps. The diagnostic helps us to formulate a development plan to enhance organizational structures, operating models, policies, procedures & HR processes, work climate, and company growth factors in order to lay grounds for more effective and efficient ways of managing a company:



TALENT MANAGEMENT & LEADERSHIP DEVELOPMENT

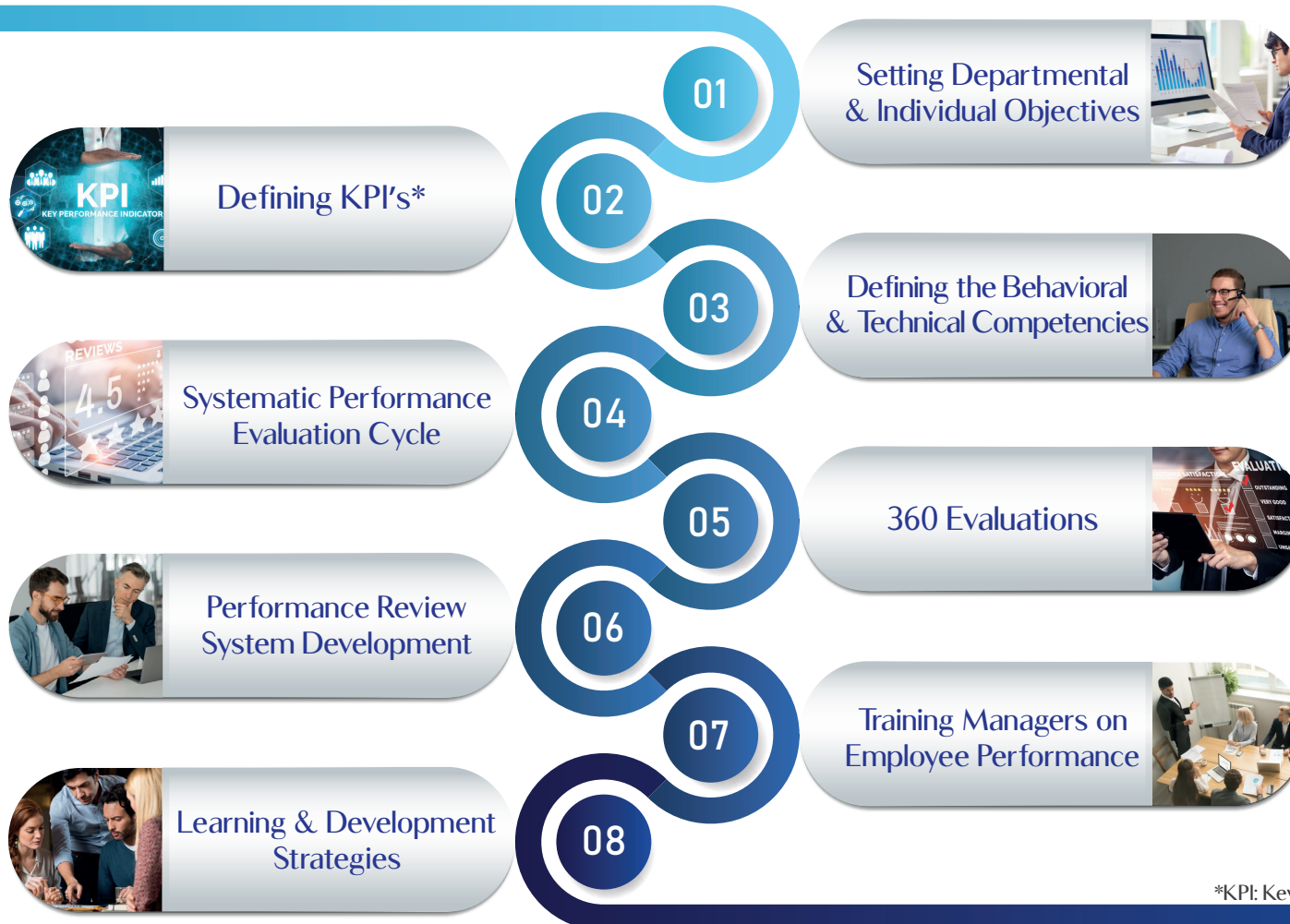
As part of our talent acquisition process, P&B takes into account each company's requirements for an excellent leader. Therefore, during the acquisition phase, we make sure to identify candidates with remarkable leader qualities, assess them and develop their characters in order to become indispensable leaders that are highly effective, culturally sensitive, and able to adapt to any situation. This process includes:



PERFORMANCE MANAGEMENT

Once a candidate is approved to join the organization, P&B establishes the Performance Management System that measures the individual's contribution to the company. We look for the individual's ability to be goal-oriented, enthusiastic, and adaptable.

The performance management system includes the following steps:



*KPI: Key Performance Indicator

TOTAL REWARD STRATEGY

P&B helps organizations develop a comprehensive reward and compensation policy, which entails beneficial pay strategies, reward programs, as well as additional benefits, packages and perks in order to strengthen the company and turn it into an undeniable competitor in the market. Reward strategies must be involved for an organization to be effective and to meet the needs of both the employee and the organization.

01 Establish position class

03 Establish grading structure

05 Maintain salary equity & develop salary structure

07 Benefit matrix

02 Establish short term incentives

04 Establish long term incentives

06 Balance promotions

08 Develop merit increments

