



GLOBAL HR MANAGEMENT SERVICES
HR BUSINESS PARTNER



COMPANY PROFILE

MEET OUR COMPANY



GLOBAL HR MANAGEMENT SERVICES

Global HR Management Services, based in Karachi-Pakistan, offers you organizational and human resources management solutions, basing our services on quality and excellence. We will allow you to fulfill the goals set by your organization, allowing you to grow without the risk, and at the same time ease the processes that will allow our client to focus their attention on the core business of their company. We follow a systematic HR management plan to keep our process accurate and effective. This service is available worldwide. In order to maximize growth and efficiency, we offer HR Consultancy and services.

At Global HR Management Services, you can observe the HR practices performed differently than you've ever see it before. Yes, we love building great HR functions. But what makes us happiest is knowing our work practices makes life better for our clients. We believe work should be an outlet for greatness. If we can free up your time to do great work, everybody wins. Win – Win situation!

By being research-based & result-driven, our mission is to help our clients and their organizations to prosper and fulfill their business objectives.

Our Strength lies in our approach that remains exceptionally focused on HR practices while delivering excellent client services. We always deliver superb value for money by going the extra mile for our clients.

MEET OUR FOUNDER

Mahmood Ahmed Khan

Founder and Managing Director



Mahmood Ahmed Khan, Founder and Managing Director, has been in the industry since 2004 with an enriched experience of building the structures of many esteemed organizations and has served in the capacity of HR Managerial positions since 2011.

He has done MBA with Bi-majors: HR and Marketing and got over 40 professional certifications (Prominent ones include PMP, various HR certifications, Google Certifications and Advance Diploma in Supply Chain Management from PIFFA Institute on scholarship) that helps initially in the construction and growth of his employers' corporate business ventures and now in the improvement of his prestigious clients' business entities. Mahmood Ahmed Khan is a go-getter; an outstandingly determined individual for whom no challenge is insurmountable and no hurdle is impassable.

He has this demonstrated ability to accept the most difficult of projects and accomplish them with his resolve and hard work. These unique qualities have held him in good stead, & with his never diminishing drive to succeed & reach new level of excellence, the future holds great hopes for him.

He didn't start Global HR Management Services just to make a buck. He wanted to make an exceptional organization that customers would love and a company where employees would enjoy coming to work. If he could accomplish both—spoiler alert: he did—he knew financial success would follow. But success at Global HR Management Services is about much more than making money. It's about loving what he does because it makes a difference, and knowing his work supports his clients' personal lives—not the other way around.

He enjoys the challenges of improving policies and procedures that will facilitate growth, maintain control and increase the success of his clients.

“

“To win in the market place, you must first win the workplace.”

— Doug Conant

WHY CHOOSE US

1.

Improve Corporate Outlook

Multinational corporate firms hire HR Business Partner to improve their corporate outlook that we will perform for your organization by reforming clear business policies, practices and strategies after fruitful discussions with you.

2.

Increase Goodwill in Industry

Hiring us as your HR Business Partner will give you an edge over your competitors as it will increase your goodwill in industry as you will have an enriched HR expertise as your strategic HR Business Partner.

3.

Create Value Added Credibility

You will enjoy the benefit of free marketing on a separate business entity with goodwill; creating value added credibility through our website.

4.

Increase in firm's overall productivity

Extensive recruitment process will be offered that helps you to select the best talent that will not only save your time but ultimately resulting in the increase in your firm's productivity.

5.

Clear Assessment of Internal Controls and Reportings

The advance system reforms aligned with the overall business strategy that'll be implemented. They will not only reshape your better corporate outlook but helps you to clearly assess the internal controls and reporting of employees and their working practices.

6.

Show Real Picture of Employees Performance

Employees Performance Evaluations through delicate KPI's will give you the real picture of employees' productivity that will also help you in Employees Performance Appraisals.

7.

Create better image of firm

Change Management policies will be introduced and implemented to transform a better corporate image in the industry.

8.

Support in business expansion

Customer Relationship Management (CRM) practices will be properly utilized that will support massively in your business expansion.

9.

Achieve Your Organizational Goals

Properly formulated and implemented HR policies for instance, supporting Employee Trainings with well-maintained end results/outcomes will not only increase the skills of employees but ultimately leads towards the achievement of your organizational goals.

10.

Affordable and Flexible

You can choose the service level that's right for your business, whether it's working with us on a one-off basis, or on a monthly retainer.

11.

Return Good Value for Money

Providing great value isn't just about being affordable. It's about knowing what features you need right now & anticipating how you will grow. Its about making sure you've mastered all the tools before you hand them off to your people. And it's about providing insights—not just your HR practices.

12.

Most Important Benefit – The Partnership Approach

You will get 70 percent more advantages as discussed aforementioned in outsourcing our services due to the Strategic Business Alliance - HR Business Partnership, on a competitive cost rather than hiring HR Manager / Head on the same remuneration.



ADVANTAGES OF BUSINESS PROCESS OUTSOURCING (BPO)

- Improve corporate outlook
- Increase goodwill in industry
- We set people free to do great work
- Saves you time, hassle and stress
- Free marketing on a separate business entity:



CUSTOMER ON BOARDING

- Client Need Analysis
- Compatibility Assessment
- Selection of Solution
- Performance Evaluation
- Service Level Agreement



SECTORS WE SERVE

- HR Management Services
- Accountancy, Financial, Audit and Taxation Services
- Information Technology Services
- Logistic Services – Supply Chain Management
- Corporate Affairs



OUR RECIPE OF SUCCESS

- Bulls Eye
- Profit Maximization
- Confidentiality
- Flexibility
- Hardworking



Services Offered



**HR
Management
Services**



**Accountancy
Financial and
Taxation
Services**

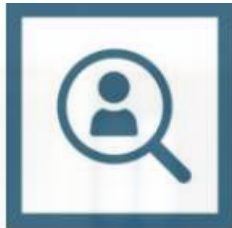


**Information
Technology
Services**



**Logistics
Services and
Supply Chain
Management**

HR SERVICES



Recruitment



Outsourcing



Training and Development



CRM



Organizational Development



Payroll



Compensation and Benefits



Candidate Assessment



Performance Evaluation



Change Management



Health and Safety



Attendance Management



Employee record and Management



HR Consultancy



People Management



Employee Relations



Interin Or Part Time Management



Outsourcing

ACCOUNTANCY, FINANCIAL AND TAXATION SERVICES



Global HR Management Services' accountancy, financial and taxation services come with strict local compliance built in. Local experts (Chartered Accountants as well as Chartered Financial Analyst; CFA) deliver consistent services and quality wherever you do business. A flexible delivery model supports you as you grow while our consultants strip uncertainty from even the most daunting transformation.

In short, when it comes to tackling complexity and risk in international accountancy, financial and taxation services, we are your single, integrated, outsourced answer.

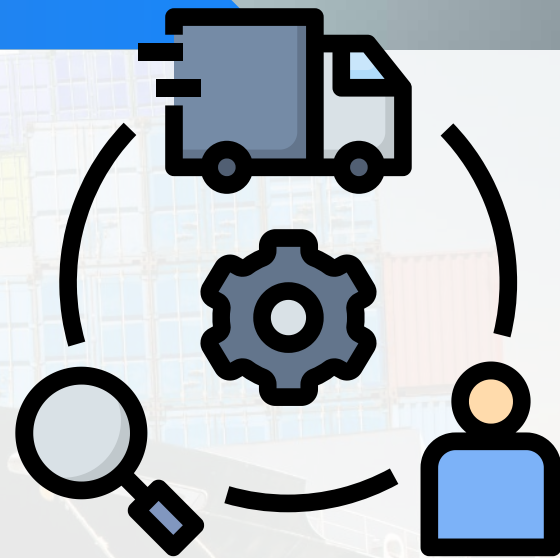


LOGISTICS— SERVICES SUPPLY CHAIN MANAGEMENT



The challenge of planning, deployment and logistics can distract your team from delivering maximum value.

our comprehensive supply chain services ensure your operations are running efficiently and productively – covering tailored procurement solutions through to complex national and international logistics.



We can help you with the following services:

- Warehousing
- Distribution Services
- IOR / EOR Services
- After Sales Support
- Procurement
- National / International Logistics
- Customs & Technical Compliance
- Relocation Services
- Movers and Packers etc.





INFORMATION TECHNOLOGY SERVICES

Take an advantage of our wide portfolio of value-added reseller and distribution services cover break-fix support through to enterprise-class cloud computing solutions, so we can manage any part or your entire infrastructure.

Global HR Management Services managed information technology services bring together a highly-skilled technical team and an industry-leading approach to customer services.

We can help you with the following services:

- E-Commerce
- Website Designing
- Web Applications
- Value-Added Reseller (VAR)
- Onsite Support
- Service Desk and Management
- Network Support Services etc

Supercharge Your HR Team's Skills

3 strategies that can complement existing reskilling and upskilling efforts

By Mahmood Ahmed Khan

Tomorrow's new hires and today's employees have one thing in common: they need to stay competitive in an ever-evolving workplace. How they do that is the stuff of HR leaders' dreams, and it often looks like upskilling, reskilling and continuous talent development. This is where many of us shine.

But HR leaders sometimes drop the ball when it comes to own teams. And who can blame us? HR leaders, pressed from all sides and straining to be more competitive by the day, often fall behind in upskilling their own teams.



Every HR team member has unique skills. We should work hard to develop our own people with training that works to their strengths. Here are three strategies that can complement existing reskilling and upskilling efforts, but this time, aimed at your HR colleagues.

1. Boost HR Employee Development

Want a better HR team? It all comes down to fostering employee development. And we all know it's not a "one and done" activity. To help develop the right skills for the future, organizations need to strive to offer excellent learning content with the right technology.

Some companies may decide it's better simply to hire what they need, especially in hard-to-fill roles, but this comes with a significant cost. According to the Society for Human Resource Management's (SHRM) [2016 Human Capital Benchmarking Report](#), the average cost-per-hire is \$4,129 – and it takes an

average of 42 days to fill any given position.

So, shelve those thoughts of just hiring the HR talent you need, and instead, craft strong employee development programs. It will send a positive message to your HR colleagues, boost morale, productivity and engagement. In short, give your teams a reason to believe in their own innate talent and potential.

2. Hone Ongoing Skills Most employees want to improve their skills. And they are willing to stay with companies that make skills development a priority. Recent research points to career development programs as a key factor for engaging employees, turning them into loyal and dedicated workers (rather than bolting for the competition). The Saba 2017 State of Employee Engagement Report found that 86 percent of millennial employees (who have been perceived as job-hoppers) are more inclined to stay at their current company

if they're given access to quality training and development.

One way to help fellow HR colleagues gain valuable skills

– and show them that you care

– is to assist them in developing transferable skills. These skills differ from job qualifications.

Rather than degrees, experience or certificates, transferable skills are the qualities you bring to the job, such as a willingness to learn or leadership.

What skills are good ones to start with? LinkedIn named the five “soft” most in-demand skills:

- Creativity
- Persuasion
- Collaboration
- Adaptability
- Emotional intelligence

Offer support to HR colleagues by providing them with the course offerings, mentors and resources they need to develop these transferable skills. When learning is done well, the outcome is behavior that drives performance. Make sure upskilling opportunities are personalized and ongoing for greater impact.

3. Coach for Growth

It's up to managers to help employees envision their future with your organization. When managers do this, they provide an enormous boost to employee engagement and retention. But if employees aren't intrinsically motivated to improve their current skills, manager coaching can be

a huge game changer. Teach your HR managers to coach so that your people feel as if they are receiving guidance in a helpful, non-critical manner.

Encourage HR managers to provide ongoing coaching and feedback so their direct reports can develop new skills, reach their goals and improve performance. One-on-one meetings are a fantastic way to facilitate coaching objectives. Use these tools for regular check-ins about goal progress, roadblocks and successes, and career growth.

Does your organization embrace a culture of feedback? As organizations increasingly shift and change in an era of digital transformation, employees are becoming subject matter experts. By using 1:1 meeting, your HR employees can share new ideas and give upward feedback that benefits the organization.

Two quick questions can kick off a 1:1 meeting. Managers can ask “What have you done really well since our last meeting?” and “What, if anything, would you have done differently?” These two questions offer the HR colleague a chance to trumpet their successes and reflect more deeply on any missteps or failures that may have occurred.

Identify, Then Develop

In the uber-competitive race for talent, we would be negligent to consider the people we already work with day after day. Given the opportunity to upskill our

workforce, we need to pay particular attention to our own HR teams.

As the workforce and workplace changes with an almost dizzying pace, we need to lean on employee development


and coaching to enhance our strategic footprint in our organizations. Leverage your HR team's talent and embrace the same skills-building process that benefits the overall company.

Your HR pros deserve nothing less, so help your people upskill, adapt and thrive!

...



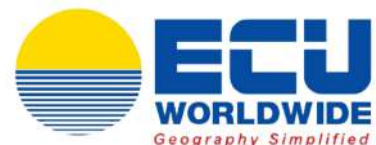
As the Managing Director of Global HR Management Services, **Mahmood Ahmed Khan** is responsible for human resources strategic planning, employee motivation and talent management. Mahmood brings more than 15 years of passion and experience building high-performance teams and cultures that deliver results.

 [linkedin.com/in/mahmood-ahmed-khan](https://www.linkedin.com/in/mahmood-ahmed-khan)

 [Would you like to comment?](#)



OUR CLIENTS





Contact Us



K10 Cosy Homes, Gulshan-e-Iqbal,
Block 13 - A, Karachi 75300,
Pakistan.



+92 (305) 2903322



info@globalhrmservices.com