



## **ULIBARRI-MASON GLOBAL HR, LP (UM GLOBAL HR)**

Established in 1994, UM Global HR is a management consulting firm specializing in organizational analysis and transition management with an emphasis on human resources utilization and talent management.

We provide services to improve organizational performance and reduce costs by combining the power of informal networks with employee performance and talent management strategies.

We work with companies to align the three main organizational components unique to each organization: (1) work environment, (2) systems & technology, and (3) people, so they function as a cohesive unit to support the organization as a whole. Our holistic and integrated approach leads to identification of strong and weak areas in your organizational performance, and maximizes successful implementation of change initiatives derived from our organizational analysis.

### **Work Environments (An Organization's Unique "Service Delivery Model")**

Work environments are the organizational structures, policies, procedures, systems, work processes, and designed to provide guidance for doing things in a structured and predictable manner and thereby enable employees to perform their work. By this very nature, however, they often create unintended roadblocks. In many cases, managers and other employees know this and have informal networks and "work-arounds" in place to overcome these obstacles. In worst cases, employees relish in the power they have in enforcing adherence to "following procedures", instead of fixing them.

The number one cause of a "broken" service delivery model is that they are not developed out of strategy, but instead, have developed over time as part of corporate culture, tradition, established "ways of doing" things", and by existing employees' resistance and fear of change.

UM Global HR uses Informal Networks Analysis to examine strengths and weaknesses in the work environment to identify areas of improvement as well as innovative solutions to obstacles in the work environment. We specialize in identifying and removing obstacles to performance, while enabling those informal systems and "work-arounds" that produce results in spite of obstacles.

### **Strategic Talent Management as Key to Organizational Performance**

Strategic talent management is the deployment of key employees to key roles and positions in the organization. It involves identifying both key employees and key roles and responsibilities that enable work to be done. It includes identifying and working with change positive, influential people who have the capacity to help create movement against specific business priorities, in line with strategic direction.

Talent management is a key strategy to operating a business and is even more crucial in times of change. In times of change, it is particularly imperative that talent management be targeted so key people are deployed in key positions in a way that builds an optimal workforce, so all employees are enabled. Unfortunately, the reality is that few companies know how to integrate a talent management strategy into restructuring or change initiatives.

Equally important is ensuring key employees and roles are compensated fairly and in proportion to their importance to the organization.

UM Global HR combines **Informal Networks** analysis with human resource utilization strategies encompassing compensation analysis, job analysis and talent management to identify key talent as well as key roles and positions in the organization. The objective is to align compensation and talent management strategies with the way that work gets done in an organization, while aligning job duties and compensation within the organization to attain effective employee utilization and talent management.