



# ART

THE ART OF HUMAN RESOURCES



“You don't build a business, you build **people**,  
then people build the **business.**”

*-Zig Ziglar*

## **Welcome to H-ART.**






We're all about the art of creating HR solutions and building people's skills to bring success to the business.

We partner with leaders who want to make a difference with innovative HR solutions that will drive their business forward. Whether it's a long term people strategy, assistance with a specific HR project or issue, or strategic insight on how to make the most of your workforce, we are always ready to step in.



# OUR VALUES

*We want to be the best at helping you achieve success through your people, and to accomplish this, we rely on five main values to guide us.*

-  **INTEGRITY** We uphold the highest standards of personal and professional ethics & trust.
-  **RESPECT** We always treat ourselves and everyone with the highest respect and fairness.
-  **HUMILITY** Our employees are open to receiving feedback, trying new ideas, and willing to learn from others, they honor possessing more humility than false pride.
-  **DEDICATION** We are dedicated to deliver excellence at all levels.
-  **RESPONSIBILITY** We are responsible to fulfill our commitments to all our clients

# WHO WE ARE

We're an HR consulting firm working across various industries to drive engagement and business results.

One size does not fit all. At H-ART, you can rely on us to design and customize solutions that are scalable and responsive to your own challenge. We start by understanding your company and the way you operate, then we provide you with a strategy with a plan of action to succeed in your challenge.

The way we do business is driven by our own values system. We work with integrity and bring nothing but quality to your business. We would go above and beyond to support you. Regardless the size of your company or the scale of your issue, we will make things happen with our holistic and unique consulting model.



# WHY H-ART?

Art has several meanings; It's a a skill acquired by experience, study, or observation. It also means a branch of learning or an occupation requiring knowledge or skill.

In the Western tradition, the original meaning of art is skill in making; the word was used by the ancient Greeks to refer, first of all, to the crafts that satisfy basic human needs. Throughout the dialogues of Plato and the writings of Aristotle, this meaning of art is the basic one employed to explain all other skills, whether physical or mental. Art was also early on recognized as a sign of a certain excellence, testifying to man's progress beyond what nature can provide.

Our unique name is "H-ART" as in Human Art, which refers to our belief in the Art that people can bring to life and how their contributions shape history and organizations. Having been an integral part of those people, we believe in our mission to give back and use the experience we gained in creating value and transforming cultures throughout the journey of growth.

# WHAT WE OFFER

1

## Compensation and Benefits

We build innovative rewards programs & craft compensation strategies that are tailored to meet your unique business demands while focusing on people to maintain a healthy corporate culture.

## Performance Management

H-ART provides you with effective performance management process, from the development of the evaluation forms, the design and implementation of a performance management policy, to creating awareness to your team on how to conduct productive performance talks.



# WHAT WE OFFER

2

## Talent Acquisition & Management

At H-ART, talent acquisition is about setting you up with comprehensive strategic planning for your long-term talent needs. We run skills assessment and personality tests to match candidates with the right job.

## Employer Branding

We connect talents and brands emotionally through employer branding. Our strategies are built around the culture and values of the brand that would attract, hire and onboard the best talents. Our services that include digital and social media, employer brand awareness advertising, content management & multimedia production cover every step of the way in the process from recruitment marketing, onboarding programs, inductions & handbooks.



# WHAT WE OFFER

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## Training & Development

We design effective and personalized solutions and development plans. At H-ART we make learning interesting and we help your business implement and measure their learning initiatives.

## HR Policies & Procedures

Policies are there to provide clarity and help your business grow. We design it in the shadow of your company's culture as the major focus, so that your employees can relate to it and implement it, not as a rule but as guidance on how to be a better ambassador for your company.

# WHAT WE OFFER

4

## HR Digital Transformation

- 1) HR Solutions (ERP) Assessment
- 2) Mapping IT solution to the HR Budget
- 3) Initiate the Solution RFP
- 4) Manage the Implementation till delivery
- 5) Ensure proper implementation in place

## SPECIALS for Start-ups

At H-ART we are strong supporters of the entrepreneurship wave that has been taking over Egypt in the last few years. While you focus on building your startup we will be building your team and setting up your HR tools so you do not have to worry about that crucial side of the business.



# WHAT WE OFFER

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## Organizational Development

You will have the tools needed to provide a cohesive work environment for increased engagement and business productivity.

We help you create or change your organization's structure, in response to dynamic changes, re-engineer & integrate new elements, including team formations, job description, shift patterns, lines of reporting, workforce size, decision-making procedures, communication channels, and more.

# ABOUT OUR FOUNDER



Mary is a visionary, performance-driven strategist bringing more than 20 years of experience in multinational organizations and venture capital consulting. Prior to founding H-ART, Mary has assumed several leadership positions across telecommunication, manufacturing and luxury retail industries operating in Egypt, Europe and Gulf countries.

As a high-energy, hands-on leader with exceptional critical thinking and creative problem-solving skills, Mary's strength spans high growth environments and turnaround situations especially during the time of mergers and acquisition as well as economic crisis management. Mary has a strong record of accomplishment of building and inspiring high-performance teams, developing second line leader's capabilities to bring the company to the next level.

She has a proven record in reward management, creating solutions to strengthen the employee value proposition while adopting optimization measures and budgetary re-allocation with the purpose of protecting contribution margin in the face of economic & business challenges.

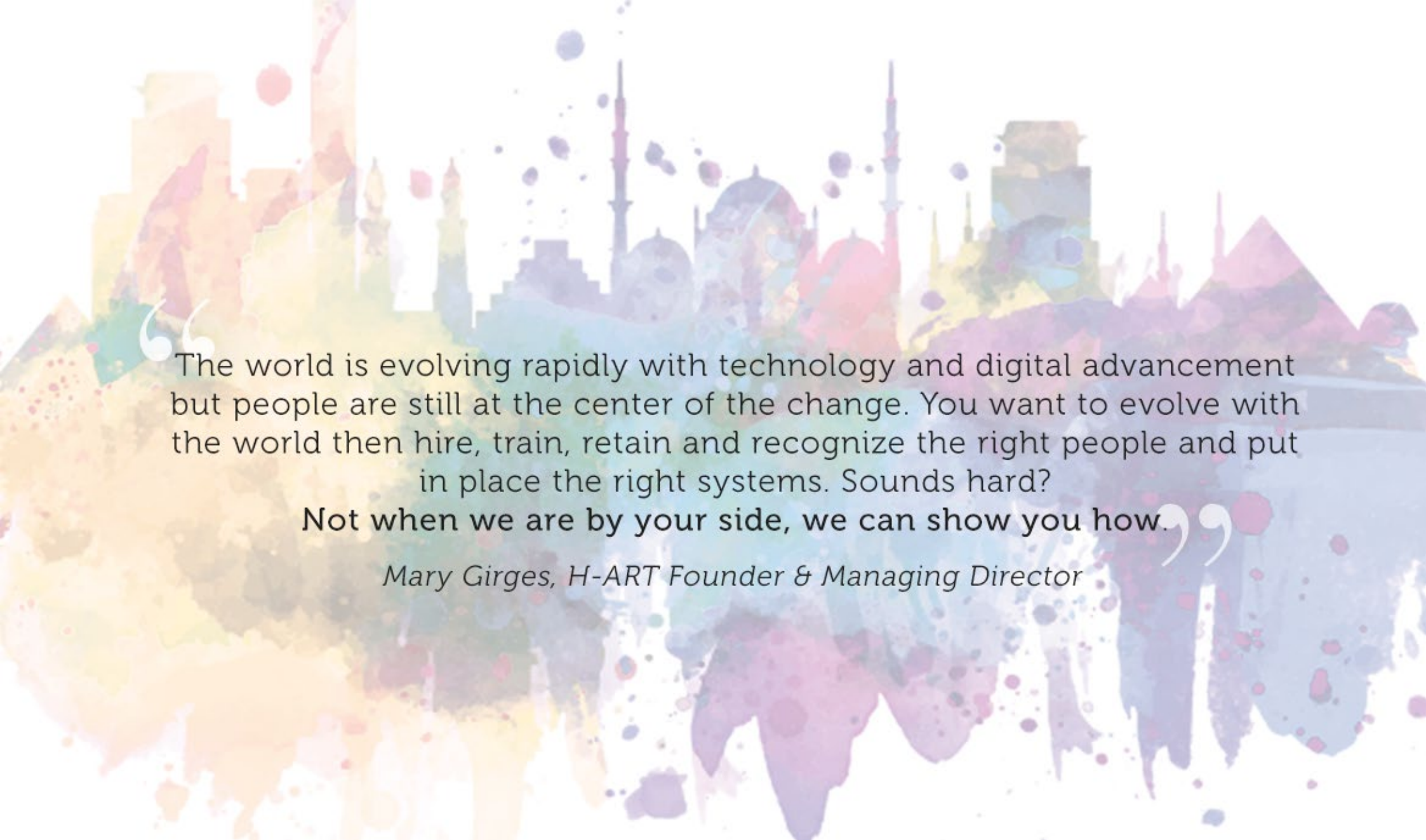


## ABOUT OUR FOUNDER *(cont.)*

Adding to this, her capacity of creating tailored programs for employees' retention and rewarding top talents, developing sales incentive plans, performance management systems and retirement plans, work-life balance policies and cost effective bundle of employee benefits, insurance plans and well-being programs.

After long years working in Compensation & Benefits, Mary decided she needs to focus on people development and connect with the younger generations. She developed internship programs as well as Leadership development schools, ran assessment centers, introduced career development plans and "Coaching" as a tool for development in many organizations.

Her clientele list covers various industries such as Education, Pharmaceuticals, Financial Services, Youth Development and Retail, supporting them in several areas including policy and procedure reviews and updates, human resources compliance, employee relations issues, organizational design and job description development, as well as talent acquisition, benefits administration, and employee onboarding, HR automation and employee full life-cycle and milestones.



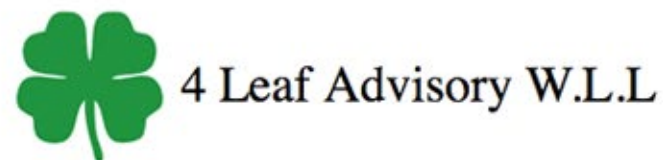
“The world is evolving rapidly with technology and digital advancement but people are still at the center of the change. You want to evolve with the world then hire, train, retain and recognize the right people and put in place the right systems. Sounds hard?

**Not when we are by your side, we can show you how.”**


*Mary Girges, H-ART Founder & Managing Director*



# OUR PARTNERS



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