



Watson Wyatt **Dubai**

Watson Wyatt Worldwide

Human Capital Consulting

Human Capital Consulting is a key differentiator for financially successful organisations. Beyond traditional human resource activities, a strong human capital strategy allows for direct connection between the value an employee offers and a company's bottom line. Watson Wyatt is a world leader in human capital strategy consulting. We take a complete approach to help organisations keep and reward a talented workforce, while aligning people with the business strategy.

Our approach to consulting is innovative and research-driven, drawing on our experience of advising global firms on international human capital and reward issues. Our key consulting focus is to bring skills in human capital consulting, financial analysis, modelling, and engagement to provide solutions that link pay, performance and shareholder value. An understanding of our clients' business objectives underpins everything that we do.

Our Human Capital Consulting services include:

- Human Capital Strategy
- Executive reward
- Strategic reward
- Total rewards methodology
- Organisational effectiveness
- Talent management
- Data services
- Reward Academy

Watson Wyatt is the trusted business partner to the world's leading organisations on people and financial issues.

Our client relationships, many spanning decades, define who we are. They are shaped by a deep understanding of our clients' needs, a collaborative working style and a firm-wide commitment to service excellence.

Our consultants bring fresh thinking to client issues, along with the experience and research to know what really works. They deliver practical, evidence-based solutions that are tailored to your organisation's culture and goals.

With 7,000 associates in 31 countries, our global services include:

- Developing attraction, retention and reward strategies that help create competitive advantage
- Managing the cost and effectiveness of employee benefit programs
- Delivering related technology, outsourcing and data services
- Advising pension plan sponsors and other institutions on optimal investment strategies
- Providing strategic and financial advice to insurance and financial services companies



We Value

Putting clients first is our core value

Putting clients first means many things. Sometimes it means moving mountains. Often it means moving quickly. It always means identifying and meeting clients' needs and measuring our performance by the standards they set. Building strong client relationships and consulting with clients, not at them, to deliver clear value for money, sets us apart from our competitors.

Integrity in all our dealings with clients and with each other

Watson Wyatt is a place where personal and professional integrity is paramount. This means we trust and respect both our clients and colleagues and actively defend our principles.

Excellence in all we do

Put simply, this means striving to be the best in whatever we do. It also means recruiting the best people. Our clients rightly expect work of the highest quality-accurate, valuable, on time, on budget with no surprises. Read about Watson Wyatt's WorkExcellence program.

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Creativity, innovation and diversity of thought

We support creativity and innovation. We respect thought leaders, not hierarchy. We welcome new ideas and help our people to deliver world class solutions for clients. We roll up our sleeves and attack problems with all the energy, resources and innovation the situation requires.

A collaborative, multicultural environment where people can learn and grow

We believe that the best solutions are developed by working together seamlessly in integrated multidisciplinary teams. We make it happen for clients by making our global resources their global resources. We learn and grow together. We share knowledge, ideas and solutions and partner with clients worldwide to solve problems. And we have fun doing it.

Further information

Please contact your Watson Wyatt consultant or call +971-4-3640096.

www.watsonwyatt.com/uae

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