



IGI FSI 

*Organization design proposal integrated with
business strategy and KPI dash board*



Who we are:

IGI FSI is a Packages Group company, pioneering in emerging technologies driven business solutions. Equipped with State of the art technology, IGI FSI can become your growth partner anywhere around the world.



Project overview

Design of the Organization Structure

Alignment of Structure with the Business Strategy

Design of key performance indicators (KPIs)

Alignment of Business KPIs with the Structure & Strategy



Overview

Our proposed intervention can provide your company with a competitive edge. We help you structure your organization to align with your business strategy so that you can

Increase productivity

Improve speed to market

Speed up decision making process

Leading & lagging indicators on your dash board



Sample Management Health Scorecard

IN 000 PKR	2020 (1 +11)	2020 (0 +12)	YOY
Net Revenue Growth	28,943	29,178	-0.8%
Gross profit Growth (= or > Net Revenue Growth)	8,912	8,958	-0.5%
Gross Profit Margin (2020 > or = 2019)	30.8%	30.7%	-0.1%
Indirect Function Costs (< or = 75% of NR Growth)	3,999	4,024	-0.6%
Personnel cost (< or = NR Growth)	2,435	2,437	-0.1%
Depriciation (< or = NR Growth)	600	586	2.3%
Rent & Lease (< or = NR Growth)	248	241	2.8%
Professional fee (< or = 2019)	382	383	-0.3%
Travel & Entertainment (< or = 2019)	238	240	-1.0%
EBIT Growth (> or = 1.5 x Rev Growth)	2,835	2,815	0.7%

Submission within Limit G
 Submission beyond upper limit by 5% A
 Submission beyond lower limit by 5% R



Sample Finance and Controlling

Cost	Pers Cost ('000) F&C (Net)	2500
	Total FTE F&C	10
	F&C Pers Cost of Revenue (%)	0.1
Productivity	Active Accounts per FTE	200
	Value of Accounts ('000) per Billing FTE	10000
	Invoices ('000) per Billing FTE	200
	Queries per Query Handling FTE	1500
Quality	DPO (days payable outstanding)	2
	Bad Debt Losses % of Revenue	0.01%
	% of AR over 60 days	5
Control	% Fixed assets tagged	100%
	% of employee levels in DOAG	100%
	% costs allocated to brands/businesses	100%



Sample Marketing

Cost	Marketing budget of Revenue %	4
	Total FTE	4
	Pers Cost of Revenue (%)	0.01
Productivity	No. of elements of Mktg plan	10
	No. of information platforms used for plan	5
	No. of information platforms used for pricing	5
	No. of competitor information used for pricing	5
Quality	Score of consumer research on product	80%
	Score of consumer research on brand	80%

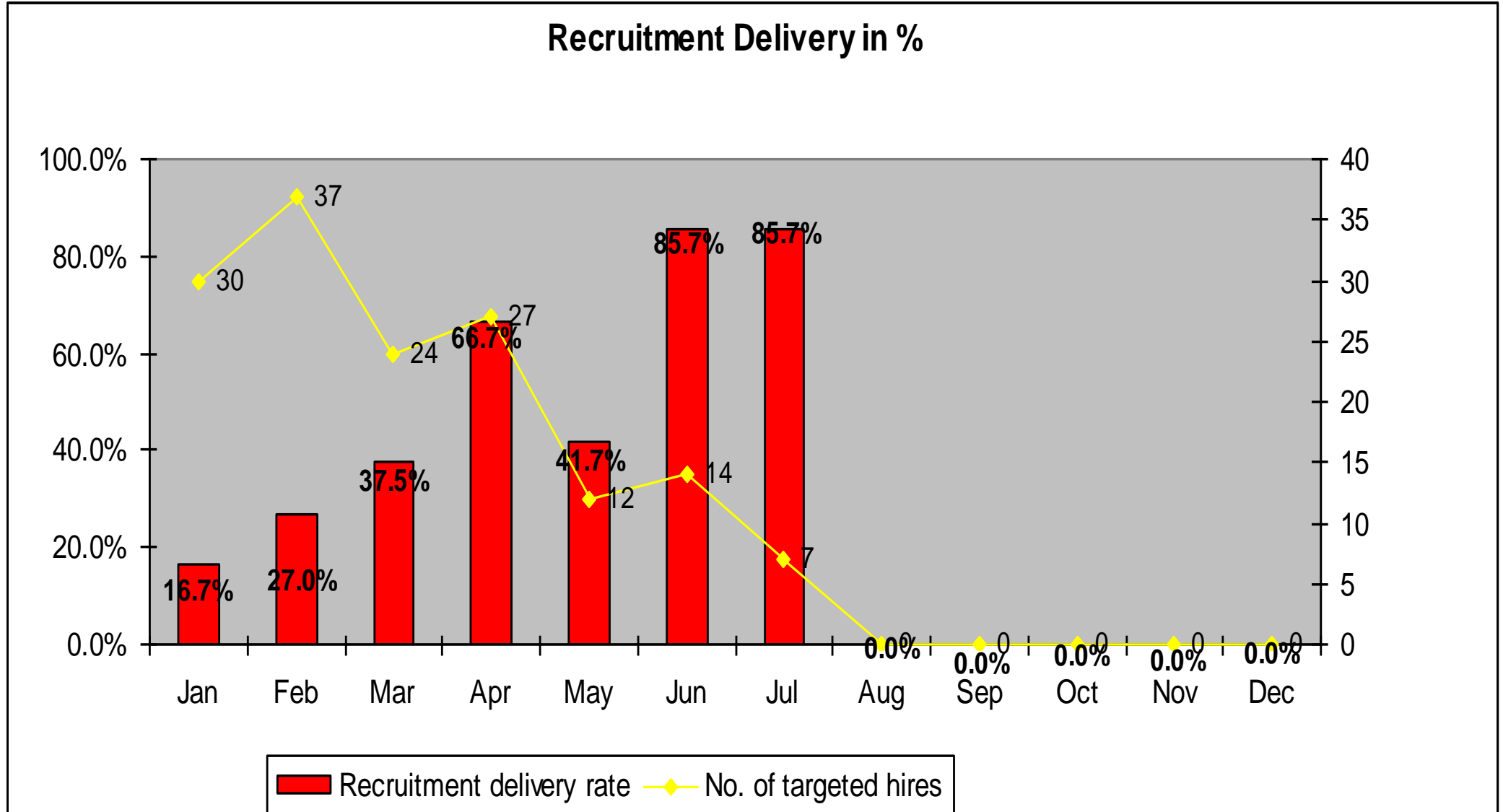


Sample Human Resource

H U M A N R E S O U R C E	Cost	HR Pers cost of Revenue	0.02%
		Total HR Personnel Cost per Total FTE cost	1%
		Total FTE per HR FTE - %	1.3%
	Productivity	Policies as % of total processes	90%
		Recruitment delivery rate	90%
		HR Span	80
		Revenue (`000) per FTE	5,000
	Quality	Training hours per employee - MTD AC	32
		High Performers' Turnover	0
		Employee engagement score	90%
		Internal Recruitment Ratio	50%
		Succession Effectiveness ratio	90%
		Return on Capital employed	1,000%
Learning Penetration		80%	
Employee Turnover - Annualised	10%		

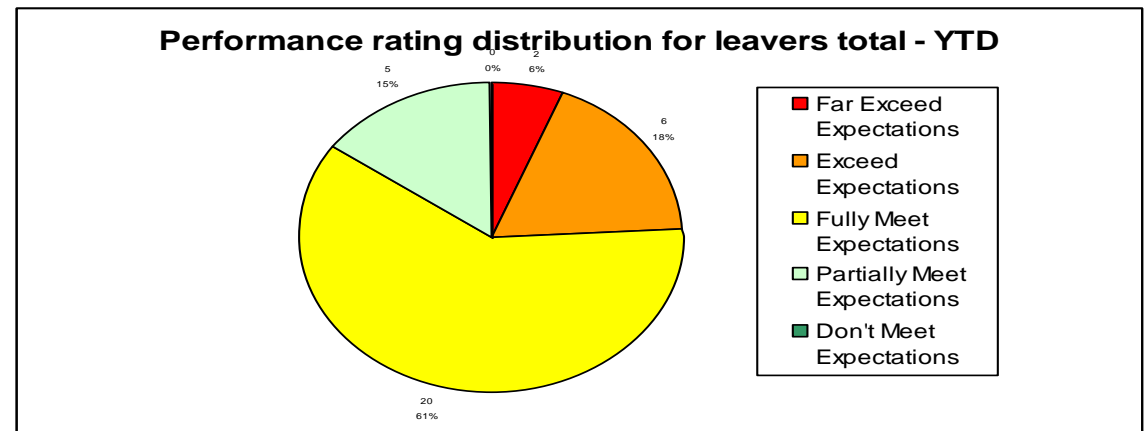
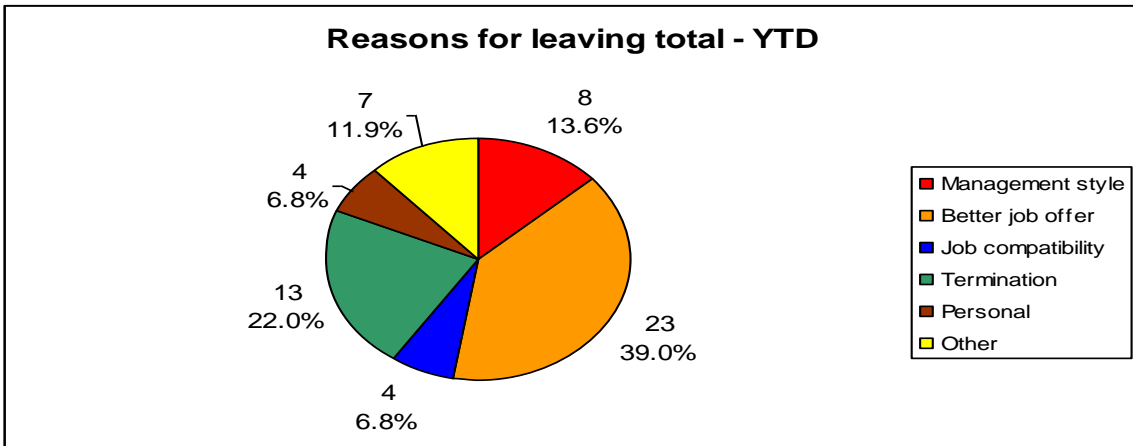
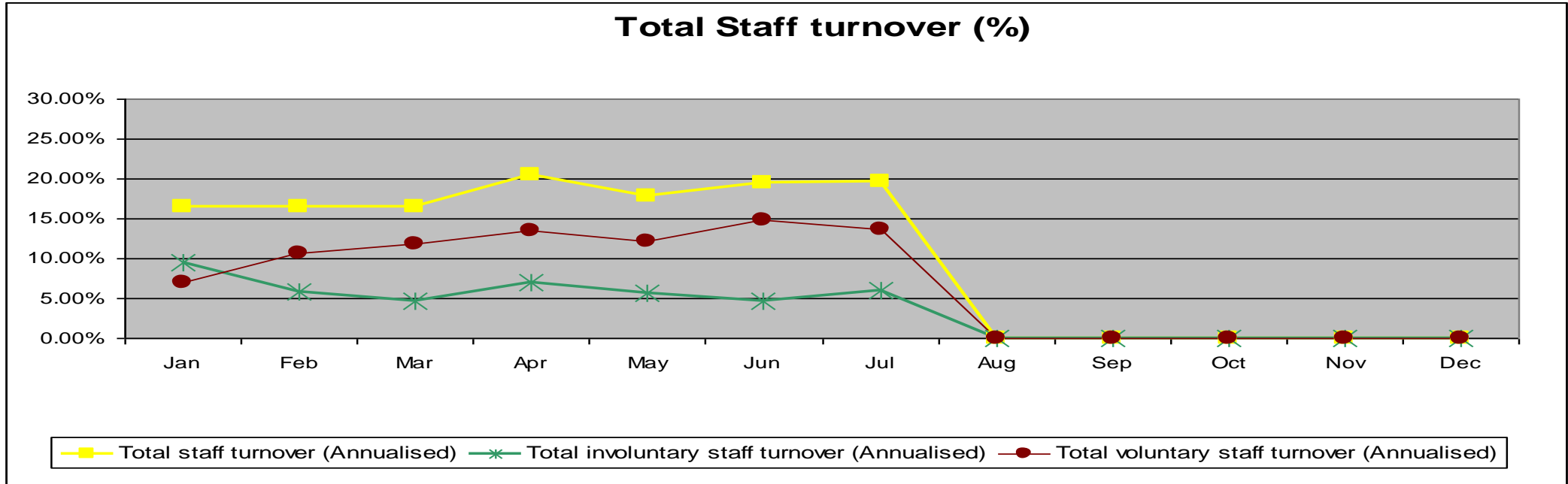


Sample HR KPIs



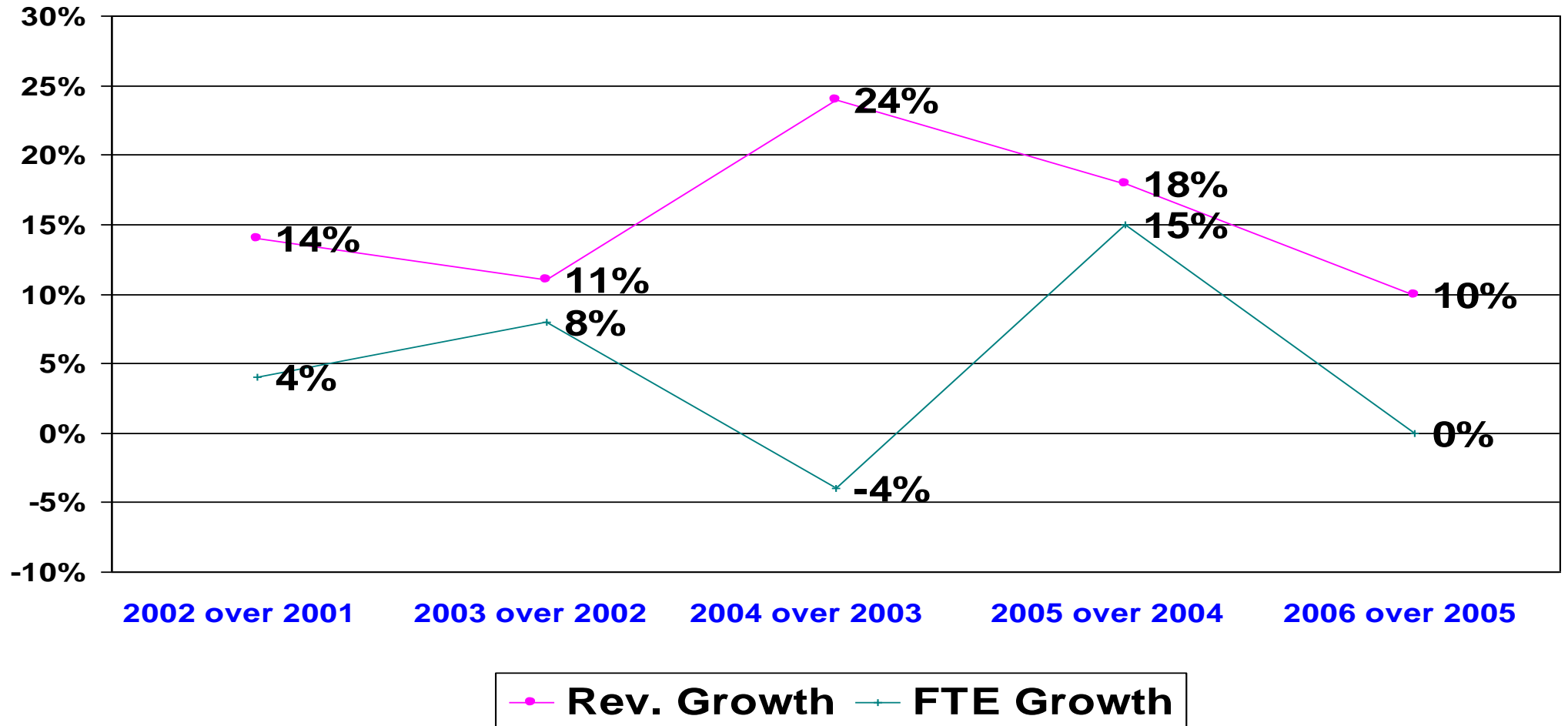


Sample HR KPIs





Sample HR KPIs





Advantages of this program

- **Alignment to row** entire organization to its business strategy.
- Optimization of organization structures to **reduce costs**.
- Creation of swim lanes to **increase productivity**.
- Creation of relay processes to improve **speed to market**.
- Creation of key performance indicators so that you always have your hand on the pulse of the entire organization.
- Development of organization structure with a touch of **flexibility** to enable **fast expansion** and support rapid business model changes.



Investment Required

3 mn PKR or 180,000 USD excluding taxes
50% mobilization advance required

187, Ali Institute of Education, First Floor, Main Ferozpur Road Lahore – 54000, Pakistan.

Ph: +924235465928-30

Email: info@igifsi.com

Website: www.igifsi.com