

HR & ORGANISATION DEVELOPMENT (OD) CONSULTING

Process enhancement, Restructuring, and Building
People Practices for a Future-ready Organisation



Program Information

Most organisations outgrow their HR function before they realise it. SYNQIT partners with leadership teams to redesign how people operations work — right from the foundational frameworks to the culture that holds them together — ensuring your organisation's structure scales to match its ambition

Our focus is on End-to-end Diagnostic to delivery and an Embedded Partnership model

"The goal isn't HR for HR's sake - it's people infrastructure that lets the business move faster and more confidently."

Our 3 Core Service Pillars

Process Enhancement

Audit and redesign HR workflows that have become bottlenecks replacing reactive firefighting with streamlined, purposeful practice

- HR process mapping and gap analysis
- Recruitment and onboarding redesign
- Performance frameworks that actually drive behaviour
- Policy simplification and rationalisation

Restructuring & OD

Strategic organisational design for businesses navigating growth, M&A, or transformation built around capability, not legacy convention

- Operating model and org structure design
- Role clarity and span-of-control review
- Change management and communication planning
- Leadership capability assessment and Competency mapping

People Practices

Build the culture infrastructure that retains and develops your people from engagement strategy to manager enablement and succession planning

- Culture and values definition
- Manager effectiveness programmes
- Talent and succession frameworks
- Employee experience and retention strategy

Ready to build for growth?

Let's diagnose where your people operations are holding you back