

ORG-EVOLVE MANAGEMENT CONSULTANCY SERVICES

At **ORG-EVOLVE**, we specialize in guiding businesses through transformative journeys, helping them adapt, innovate, and thrive in an ever-changing landscape. We understand that sustained growth requires more than just good ideas; it demands strategic evolution, optimized processes, and empowered people.

Our expertise is deeply rooted in three critical pillars of organizational success:

- **Human Resources (HR):** We help you unlock the full potential of your workforce. From talent acquisition and retention strategies to performance management systems and employee engagement initiatives, we design HR frameworks that foster a motivated, productive, and compliant environment.
- **Organizational Development (OD):** We focus on enhancing your organization's effectiveness and health. This includes strategic planning, change management, leadership development, culture transformation, and fostering an environment of continuous learning and adaptation. We help your organization evolve its structure, processes, and culture to meet future demands.
- **Business Management:** We provide strategic insights and practical solutions to optimize your overall business operations. This encompasses process improvement, efficiency enhancement, strategic planning, operational excellence, and ensuring your business is structured for sustainable growth and profitability.

Our team of seasoned consultants brings a wealth of experience across various industries, offering bespoke solutions tailored to your unique challenges and aspirations. Whether you're looking to streamline operations, enhance organizational efficiency, develop leadership capabilities, or navigate complex market shifts, ORG-EVOLVE is your trusted partner.

We believe in a collaborative approach, working closely with your teams to identify opportunities, implement effective strategies, and foster a culture of continuous improvement. Our commitment is to deliver tangible results that not only solve immediate problems but also lay the groundwork for long-term success and resilience.

ORG-EVOLVE is more than just a consultancy; we are catalysts for progress, dedicated to helping your organization reach its full potential and evolve into a more robust, agile, and competitive entity.



ORG-EVOLVE HROD SERVICES

ORG-EVOLVE is committed to providing tailored solutions that drive sustainable growth and cultivate a high-performing, engaged workforce. We partner with you to address your most critical HR and OD challenges, transforming them into opportunities for significant organizational evolution.

Human Resources (HR) Services:

- **Talent Acquisition & Recruitment:**
 - Developing effective recruitment strategies and processes.
 - Job analysis, description, and competency profiling.
 - Candidate sourcing, screening, and interview support.
 - Onboarding program design and implementation.
- **Compensation & Benefits:**
 - Designing competitive compensation structures (salary benchmarking, grading).
 - Developing and reviewing employee benefits programs.
 - Incentive and reward system design.
 - Payroll process review and optimization.
- **Performance Management:**
 - Designing and implementing performance appraisal systems.
 - Goal setting and cascading strategies.
 - Feedback mechanisms (e.g., 360-degree feedback).
 - Performance improvement plans.
- **Employee Relations & Engagement:**
 - Developing and implementing HR policies and procedures.
 - Conflict resolution and mediation.
 - Employee grievance and disciplinary management.
 - Employee engagement surveys and action planning.
 - Fostering a positive workplace culture.
- **HR Compliance & Risk Management:**
 - Ensuring adherence to labor laws and regulations.
 - HR audits and compliance checks.
 - Developing and reviewing employee handbooks.
 - Workplace investigations.
- **HR Strategy & Planning:**
 - Aligning HR initiatives with overall business objectives.
 - Workforce planning and talent forecasting.
 - HR analytics and reporting for data-driven decisions.

Organizational Development (OD) Services:

- **Change Management:**
 - Planning and facilitating organizational change initiatives.
 - Developing communication strategies for change.
 - Minimizing resistance and maximizing adoption of new processes or structures.
- **Leadership & Management Development:**
 - Leadership assessment and coaching (e.g., executive coaching, 360-degree feedback).
 - Designing and delivering leadership training programs.
 - Succession planning and talent pipeline development.
 - Managerial skill enhancement.
- **Organizational Design & Structure:**
 - Assessing current organizational structure and identifying misalignments.
 - Designing optimized organizational models for agility and efficiency.

- Role clarity and responsibility alignment.
- Process and workflow redesign.
- **Culture Transformation:**
 - Assessing current organizational culture.
 - Defining desired cultural traits and values.
 - Developing strategies to bridge cultural gaps and embed new norms.
 - Team building and collaboration enhancement.
- **Strategic Planning Facilitation:**
 - Guiding leadership teams through strategic planning processes.
 - Vision and mission articulation.
 - Setting strategic goals and key performance indicators (KPIs).
 - Developing action plans for strategic execution.
- **Team Effectiveness & Development:**
 - Team assessments and diagnostics.
 - Facilitating team-building workshops.
 - Improving communication and conflict resolution within teams.
 - Enhancing team cohesion and performance.

ORG-EVOLVE Core Values

At ORG-EVOLVE, our core values are the guiding principles that shape our approach, define our culture, and drive our commitment to our clients and our craft:

1. **Evolution & Growth:** We are committed to fostering continuous growth, both for our clients' organizations and for our own expertise. We embrace change as an opportunity for development and strive to help businesses evolve into their most effective and resilient forms.
2. **Integrity & Trust:** We operate with unwavering honesty, transparency, and ethical conduct. Building and maintaining trust with our clients and within our team is paramount, ensuring all our interactions are based on respect and reliability.
3. **Client-Centric Excellence:** Our clients' success is our primary focus. We are dedicated to understanding their unique challenges, delivering tailored solutions, and exceeding expectations with practical, impactful, and sustainable results.
4. **Collaboration & Partnership:** We believe in the power of working together. We foster strong, collaborative relationships with our clients, engaging their teams as partners in the solution-finding and implementation process, ensuring shared ownership and lasting impact.
5. **Innovation & Adaptability:** We continuously seek new insights, methodologies, and approaches to address complex business challenges. We remain agile and adaptable, ensuring our solutions are relevant, forward-thinking, and effective in dynamic environments.
6. **Impact & Accountability:** We are driven by the desire to create measurable, positive change. We take responsibility for our recommendations and actions, ensuring our interventions lead to tangible improvements in performance, efficiency, and organizational health.



The logo for ORG-EVOLVE Management Consultancy Services visually represents growth, progress, and organic development, aligning with the company's name and its focus on evolution in organizations.

Here's an explanation of its key elements:

- **The Icon:**

- **Stylized Leaves/Plant:** The green, leaf-like elements at the top suggest organic growth, renewal, and vitality. This directly links to the "ORG" (organization) and "EVOLVE" aspects, implying that the consultancy helps businesses grow naturally and sustainably.
- **Upward-Sloping Bar Chart/Graph:** The blue bars forming an upward trend, often seen in financial or performance charts, clearly symbolize progress, improvement, and positive results. The upward arrow reinforces this idea of advancement and achieving higher levels of success.
- **Integration:** The integration of the organic elements with the structured chart indicates a blend of natural development with data-driven strategy and measurable outcomes, which is central to management consultancy.

- **Color Palette:**

- **Green:** Represents growth, freshness, sustainability, and nature, reinforcing the "evolve" and "organic" themes.
- **Blue:** Often associated with trust, professionalism, stability, and intelligence, fitting for a consultancy service.

- **Typography:**

- **"ORG-EVOLVE" (Bold, Contemporary Font):** The prominent and modern typeface for the company name conveys strength, innovation, and a forward-thinking approach.
- **"MANAGEMENT CONSULTANCY SERVICES" (Smaller, Legible Font):** This tagline clearly defines the nature of the business and provides context to the main brand name.

In essence, the ORG-EVOLVE logo communicates a clear message of helping organizations grow, adapt, and achieve measurable improvements through strategic and professional consultancy services.



ANTONINO "TON" SORIANO LAGNADA III, MBA, CLSSYB, CHRP®

Managing Director, ORG-EVOLVE MANAGEMENT
CONSULTANCY SERVICES

Freelance Consultant, HROD & Management

With more than two decades as an HR Practitioner, this individual brings deep expertise in Training and Organization Development. A 1997 graduate of Bachelor of Science in Clinical Psychology from Polytechnic University of the Philippines, pursued his Masters in Business Administration from the Philippine Christian University. His career spans a wide range of industries, including retail, construction aggregates, hospitality, telecommunications, medical center, real estate, optical, and amusement, providing a well-rounded understanding of both HR and business needs.

Previous Corporate Engagements:

- Group HRAD Manager, Cullinan Group Inc.
- HR Manager, Citistores Inc.
- ODSM Director, Tom's World Philippines
- HR Director, Tom's World Philippines
- HR Manager, Tom's World Philippines
- Head for Organization Development & Corp Planning, Enchanted Kingdom
- HR Manager, Eye Society Inc.
- Training and Organization Development Head, Global-Estate Resorts, Inc.
- Training Manager, Widus International Leisure Inc.
- HR Supervisor, MFG Manille, Inc. (Marithe et Francois Girbaud)
- Trainer for Corporate Management, St. Luke's Medical Center - QC
- Training Specialist, Red Ribbon Bakeshop, Inc.
- Customer Center Network Taskforce Specialist, Digitel (LEC)
- Training Assistant, Ateneo – Center for Continuous Education

Consultancy clients:

- JIA2 Corporation
- Honcho Logistics
- Department of Justice
- Xiaotaipei Corporation (Taiwan Kitchen)
- Morii Inc.
- Kanepackage Philippines Inc.
- Accra Law
- West Rembo Elementary School
- XRC Mall Developer, Inc. (Xentro Mall)

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