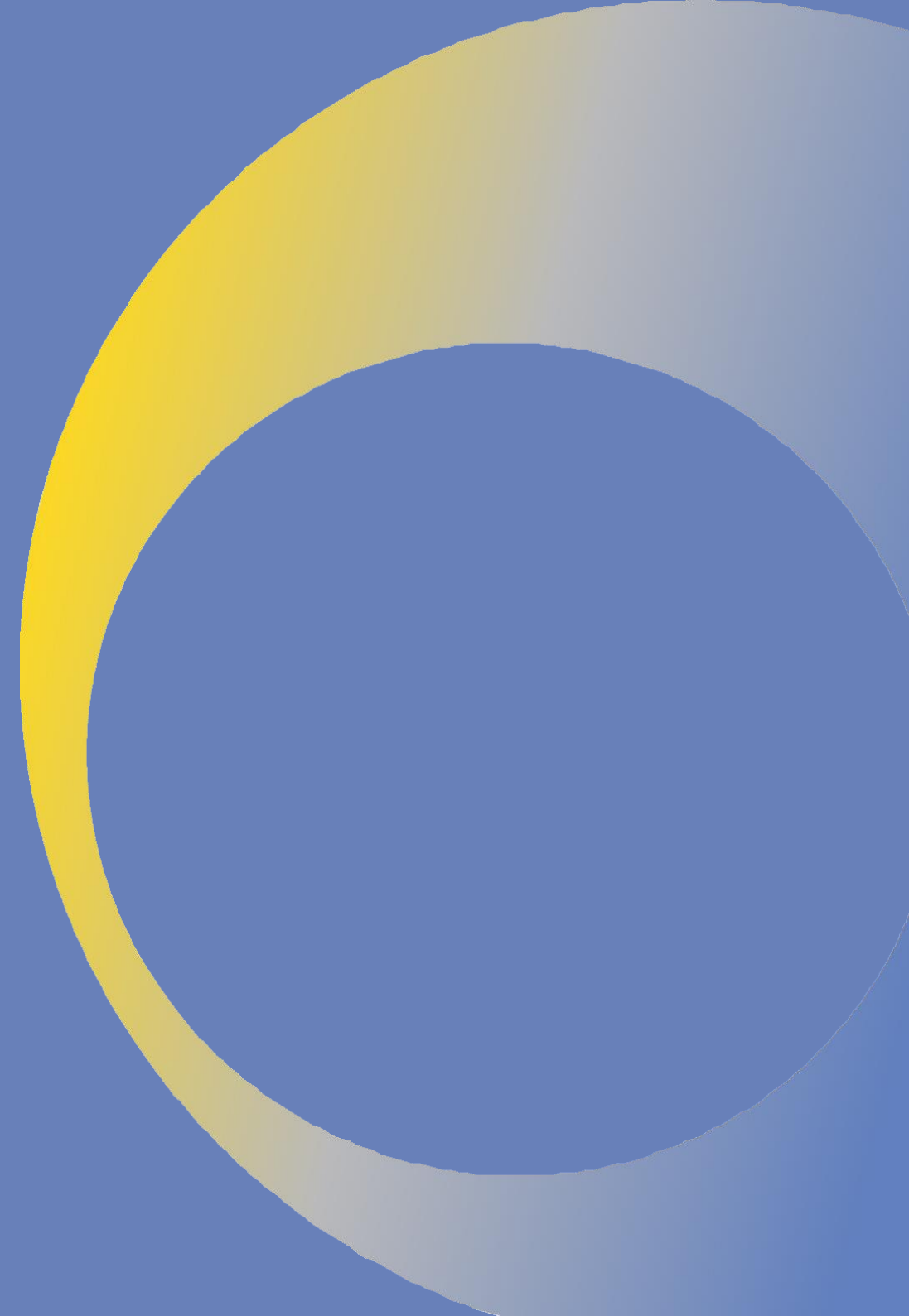


# black pearl

YOUR PEOPLE & BUSINESS PARTNER



We design work experiences that matter and  
connect top talents with the right businesses.

***AS YOUR CAREER OR ORGANIZATION EVOLVES, WE  
ARE HERE TO PARTNER WITH YOU ON YOUR  
JOURNEY TOWARDS SUCCESS.***

At Black Pearl, we believe in the power of the human potential and are confident that talent thrives the most in workplaces that offer positive and meaningful experiences.

By identifying and understanding your workplace challenges, designing work experiences that matter to your people, and connecting the best talent with the right businesses, we share your ambitions and work hand in hand for your tomorrow.



Florendo Padilla, CEO

# ABOUT BLACK PEARL

Black Pearl is a human resources and recruitment agency that provides a holistic business and talent solution in a progressive, dynamic, and efficient way.

We pride ourselves as a unique black pearl and strive to delight our clients with a personalized partnership that helps them propel towards success.

Whether you need to find top talent, your next great job opportunity, or a consulting solution for managing your business, engaging employees, evolving your work culture, planning your people strategy, or resourcing challenges, we can help.



OUR SERVICES



**black**◀ **pearl**

# OUR HR SERVICES



## PEOPLE EXPERIENCE DESIGN

Designing people experience journeys at different touch points throughout the employee life cycle which improves engagement, retention and productivity.



## PEOPLE & CULTURE STRATEGY

Guiding the transformation of your organizational culture that identifies and addresses moments that matter to your people.



## PEOPLE CAPABILITY DEVELOPMENT

Developing teams and leaders through holistic learning and development activities that are highly interactive, engaging and output-focused.



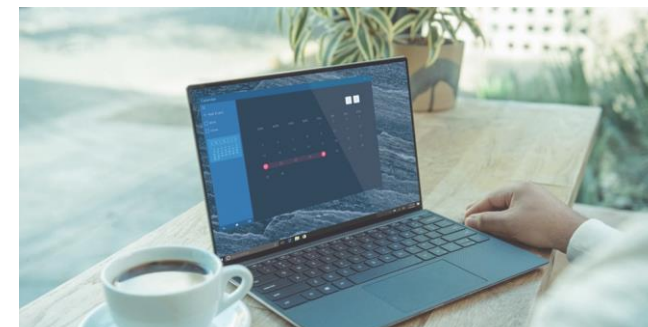
## WELLBEING & ENGAGEMENT

Designing a well-rounded approach to wellbeing & engagement to address the challenges of your people.



## TEAMBUILDING & ALIGNMENT

Engaging people and instilling a culture of collaboration, inclusivity and accountability in creative and impactful ways.



## COACHING & ASSESSMENT

Uncover crucial insights and drive performance with a variety of powerful psychometrics tools.

# EXPERIENCE DESIGN PROCESS

In any projects that Black Pearl takes on board, we make sure to co-create and bring value to your people and business, work within the agreed timeline and budget, assign the right specialists who are not just well experienced but also trained and equipped with tools in Project Management, Six Sigma and Design Thinking.

## ASSESS & ANALYZE

People survey, focus group  
& interviews to understand  
problems & build insights



## DESIGN & DEVELOP

- Map & co-create experience
- Set goals & metrics for success.
- Develop collaterals for implementation



## TRAIN & IMPLEMENT

- Train stakeholders
- Create change & project management plan
- Implement project



## REVIEW & EVALUATE

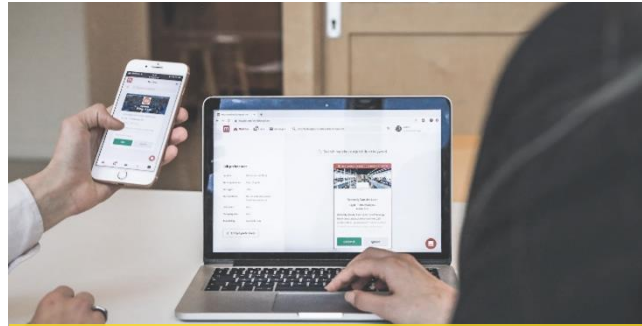
- Review progress of implementation (3-6 months after implementation)
- Make adjustments

# WHY PARTNER WITH US

- We diagnose and identify the **root cause** of your **organizational problem**
- We offer a service that is sustainable and cost effective
- We provide **structured approach with principles** that you can easily follow and apply for your future projects
- **We work** with your best interest in mind to improve work **efficiency, productivity and boost employee engagement**
- We work within the **agreed project timeline** without compromising the quality of our service
- **We co-create the project** with your key internal members to achieve optimum results



# OUR RECRUITMENT SERVICES



## PRE-HIRE ASSESSMENTS

We apply a scientific approach to career guidance and recruitment. We study your requirements for new talent and devise a series of customized psychometric tests to identify the right candidate and match their cognitive skills and personality traits to the suitable career or role.



## RECRUITMENT

Taking a detailed specification of the role, our talent specialists apply customized methodologies combined with the expertise of our consultants and our extensive candidate network to find you the right fit.



## EXECUTIVE RECRUITMENT

We know that managing the stakeholders of an executive search and selection process can be challenging, but we are here to help you find the best candidates for your C-suite and senior-level talent vacancies. We work with you to understand your business strategy, culture, and vision and to ensure an exclusive service and successful delivery.



## OUTSOURCING

Need an expert to support you remotely or work from your offices? We assign specialized recruitment consultants to partner with you and contribute to your teams to find you the best talent in the market.

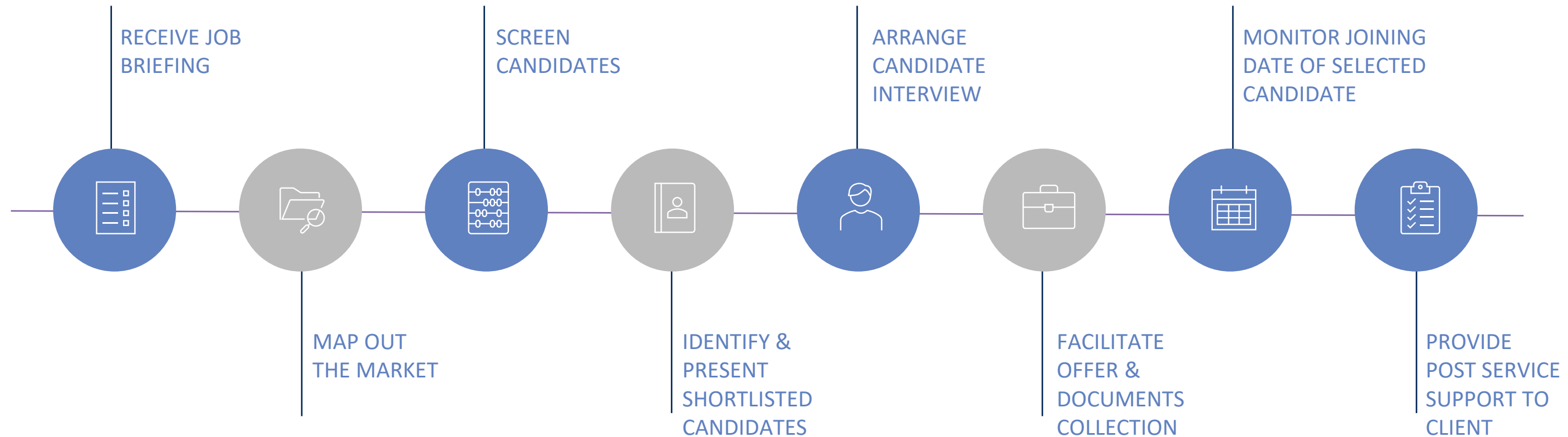


## NATIONALIZATION

We have a strong database of Emirati nationals from junior to senior levels across different industries, thoroughly screened by our team. We give you access to niche talent more rapidly to keep your business moving and thriving.

# APPLICATION & SELECTION PROCESS

Our teams are specialists in every aspect of recruitment. We partner with you not just to place the best talent, but also to ensure that you can achieve your vision.



# WHY PARTNER WITH US

- **We act like your recruitment partner** and provide you with a support that is aligned with your internal process
- Your requirements are handled by our team of **professional** and **dedicated specialists**
- We employ various **screening methodologies** to ensure that you only select the **best available candidate** in the market, perfectly matching your current recruitment need
- We provide you with an **update within 24 hours to 48 hours** upon receipt of recruitment requirements' information
- We provide a **detailed feedback** about the candidate's profile and capture information that matters to them
- We use a bespoke **applicant tracking system** that attracts more than 1,500 new registrations per week
- We charge for contingent recruitment service only on a successful hire basis. Invoice is only raised on the start date of the hired candidate.



# WORK WE ARE PROUD OF

## BUSINESS CASE 1

**Client:** A large facilities management company based in Al Ain

**Requirements:** The client was having a high attrition rate. Black Pearl was appointed to review the employees' life cycle and identify gaps in the business to help improve employee's engagement.

**Action taken:** Black Pearl took on the project for one year. Two of our senior employees were based at the client's site (twice a week) working closely with the HR team. We conducted surveys, documented all processes and mapped out the employee's cycle. From those initiatives, Black Pearl re-designed the employee's manual, revised company's policies and procedures and co-created various HR initiatives to re-engage employees.

## BUSINESS CASE 2

**Client:** A Fintech company based in Dubai

**Requirements:** The client needed an HR person to help them during the set up of their operation in the UAE.

**Action taken:** Black Pearl assigned a consultant at the client's site who worked on full-time basis, closely with the main stakeholders. The scope of the project included hiring talent, designing processes and policies including forms and letters for the business. It also included coordination with government entities and proper documentation of all transactions during the term of the project.

## BUSINESS CASE 3

**Client:** A Dental facility in Abu Dhabi

**Requirements:** The client wanted to review the business process and policies to achieve optimum performance of the dental clinic.

**Action taken:** Black Pearl worked on this project for 6 months where we assigned one consultant to conduct surveys, map out the clinic's operation, and review policies and procedures.

# HOW TO PARTNER WITH US



## WE MANAGE THE ENTIRE PROJECT FOR YOU

If you have limited resources or do not have the capacity yet in the team, we can act as extra pair of hands to your team and manage the project from A-Z i.e., conception, development, planning, implementation and monitoring.



## WE ENABLE YOUR INTERNAL EXPERTS

We provide your team with the framework, tools, and resources. We guide them on how to carry out the activities successfully. Your team carries out all the activities or share parts of the project with our team. This is a cost-saving option and a good way to utilize the expertise of your team.



## WE UPSKILL YOUR TEAM ON OUR METHODOLOGY

If you are starting to build the capabilities of your team in the space of employee experience design, organizational development, wellbeing & engagement, We are here to upskill your team. This can be in a form of group/1-1 train-the-trainer or co-contributor throughout the process. This is our personal favorite. We love knowledge & best-practice sharing, because we believe in sustainable practices.

# CONTACT US



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Abu Dhabi | Dubai | Auckland | Manila





black  
pearl

The logo features the words "black" and "pearl" in a white, lowercase, sans-serif font, stacked vertically. A stylized white eye icon, consisting of a curved line and a small black dot, is positioned to the right of the word "black". The background is a solid blue color, with a yellow curved band at the top and a yellow curved band at the bottom.