



LEAD UP CONSULTANCY

C.R.NO 1010693925

YOUR HEIGHTS ARE LIMITLESS

Success stories always start with a vision, and the most successful
visions are those built on strengths

“ Prince Mohammed bin Salman ”

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OUR VISION

Lead Up Consultancy aims to be the reference management consultancy in Saudi Arabia, recognized for the depth of its advisory practice across organizational governance, leadership, and human capital, and for the measurable institutional impact it delivers in alignment with Vision 2030.

OUR MISSION

Lead Up Consultancy partners with government, semi-government, and enterprise organizations to strengthen the governance structures, strategic capabilities, leadership effectiveness, and organizational design that form the foundation of sustained institutional performance.

OUR VALUES

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Focus

Precision over breadth. Lead Up Consultancy targets the specific structural, governance, and capability gaps that most directly limit client performance, rather than applying broad-scope solutions where targeted ones are more effective.

Empowerment

The goal of every engagement is client capability, not dependency. Lead Up Consultancy transfers tools, frameworks, and knowledge that enable client teams to sustain outcomes independently.



Resilience

Institutional growth requires sustained commitment through complexity. Lead Up Consultancy designs solutions that build organizational resilience, equipping clients to navigate change and maintain performance through periods of transformation.

Wisdom

Sound advisory work is grounded in accumulated practice. Lead Up Consultancy applies frameworks shaped by years of engagement with Saudi government and enterprise clients, integrating international methodology with deep local market understanding.

WHY LEAD UP

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Certifications and Accreditations with Global Bodies

Lead Up Consultancy holds certifications and accreditations with globally recognized bodies across job evaluation, psychometric and leadership assessment, executive coaching, and governance. Every engagement is grounded in validated, externally accountable methodology.

End-to-End HR Governance Capability

Few boutique firms in the Saudi market cover the full HR governance spectrum. Lead Up Consultancy designs and delivers across job architecture, compensation and total rewards, competency frameworks, succession planning, workforce planning, and HR policy governance in a single integrated practice.

Saudi Market Depth with Global Methodology

Lead Up Consultancy's consulting team brings direct experience across Saudi government authorities, semi-government entities, and Vision 2030-affiliated programs. Global frameworks are applied through the lens of local regulatory context, organizational culture, and workforce composition, not imported without adaptation

Digitally Enabled Solutions

Lead Up Consultancy's advisory solutions are supported by digital platforms across assessment, job evaluation, and strategy execution. This enables clients to move from design to real-time operationalization, with measurable tracking of performance, governance frameworks, and organizational outcomes at the executive level.

OUR APPROACH

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Lead Up Consultancy begins every engagement with structured diagnostic work, assessing the organizational, structural, and capability context before implementing any solution. Tool and methodology selection follows the diagnosis: no instrument is applied by default, and international frameworks are localized to the regulatory and cultural context of each client. Engagements are designed for continuity; Lead Up Consultancy structures its delivery to build internal client capability alongside each project, establishing the conditions for sustained performance beyond the engagement itself.

OUR SERVICES

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- Strategy & Governance
- Leadership & Coaching
- Human Capital Solutions
- Financial Consulting

Lead Up Consultancy advises organizations on strategic planning, governance architecture, and performance management, supported by digital platforms that enable real-time operationalization.

- Performance Maturity Assessment
- Strategic Business Planning
- Strategy Performance Management
- Operating Model and Value Chain
- Policies and Procedures
- Governance Audits and Assessments

Lead Up Consultancy's coaching practice is delivered in accordance with ICF professional standards, ensuring ethical, competency-based coaching across all engagement levels.

- Leadership Assessments
- Competency-Based Interviews (CBIs)
- High Potentials and Succession Planning
- Teams Effectiveness Assessments
- Leadership Brand-Based Coaching

Lead Up Consultancy's Human Capital practice covers the full spectrum of HR governance, from organizational design through to workforce sustainability.

- Salary Structure and Incentive Frameworks
- Performance Management Systems and KPIs
- Succession Planning Frameworks
- Workforce Planning
- Career Path Design
- Organizational Design and Development
- Competency Framework Design (Behavioral, Technical, and Leadership)
- Job Descriptions and Job Family Architecture
- Job Evaluation and Job Grading
- Compensation and Total Rewards Design

Lead Up Consultancy's assessment practice provides organizations with science-based, data-driven insights to support talent decisions across the full employee lifecycle — from selection and recruitment through to development, promotion, and succession. Assessments are delivered digitally using internationally validated instruments, covering both cognitive ability and behavioral dimensions.

- Cognitive Ability Assessments (Numerical, Verbal, and Logical Reasoning)
- Behavioral and Personality Assessments
- Leadership Potential Assessments

- Competency-Based Interviews (CBIs and T-CBIs)
- Selection and Recruitment Assessment Batteries
- High-Potential Identification and Talent Screening

- 360-Degree Assessments and Feedback
- Individual Development Plans Based on Assessment Results
- Team Effectiveness and Behavioral Profiling
- Assessment Center Design and Facilitation

Lead Up Consultancy's financial advisory services provide organizations with the analytical depth and strategic insight needed to support sound financial decision-making across planning, structuring, and performance.

- Economic Analysis
- Strategic Financial Planning
- Feasibility Studies
- Financial Modeling
- Financial Analysis
- Risk Assessment

PARTNERSHIPS AND ACCREDITATIONS



The leading global organization dedicated to advancing the coaching profession, setting high standards for coaching practice ethics, and certification



A modern and flexible job evaluation tool designed to assess and compare job roles across organizations ensuring equitable and transparent compensation structures



A cloud-based performance management platform that integrates KPIs, strategy execution, and employee appraisals in one AI-powered environment — enabling organizations to align every individual and team to their most critical objectives



A renowned provider of personality assessments and talent management solutions, specializing in leadership development and organizational effectiveness



A world-renowned executive coach and leadership expert, known for his work in helping successful leaders achieve positive, lasting .change



A Digitalized coaching platform for a Forward coaching process that 360 enhances leadership effectiveness and organizational .performanc



Emerging from Elm, EMDAD ALKABRIT has become a key player in developing Saudi Arabia's knowledge economy by nurturing local talent and meeting market .demands



A global leader in psychometric ,assessments and talent analytics offering solutions to optimize recruitment, development, and .performance

SOME OF OUR CLIENTS

الجمارك السعودية
SAUDI CUSTOMS



Leadership Coaching

المركز السعودي للشراكات الاستراتيجية الدولية
Saudi Center For International Strategic Partnerships



Leadership Development
Program



TEJOURY
تجرى

Executive Coaching Project



FIRST المطاحن
MILLS الأولي

Human Capital Development
Project

وقاية

هيئة الصحة العامة
PUBLIC HEALTH AUTHORITY

Human Capital Development
Project

ضمان

مجلس الضمان الصحي
Council of Health Insurance

Core Competencies Training
Program



Projects Portfolio

Leadership Assessment and Executive Coaching

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CLIENT:

Private sector technology services company, 2,500+ employees

SERVICE LINE:

Leadership Assessment and Executive Coaching

CHALLENGE:

A high-growth technology services firm sought to preserve organizational culture and strengthen executive communication effectiveness as the leadership team expanded.

APPROACH:

Lead Up Consultancy conducted 360-degree Global Leadership Assessments with 12 senior leaders to establish a baseline of behavioral and leadership capability. Assessment findings informed a structured executive coaching program exceeding 60 hours, combined with targeted Leadership Branding workshops to align individual leadership identity with organizational culture.

OUTCOME:

The program engaged all 12 senior leaders through a structured assessment-to-development cycle, achieving a 98% participant satisfaction rate across coaching and workshop components.

Leadership Assessment, IDP Development and Internal Assessor Certification

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CLIENT:

Government authority

SERVICE LINE:

Leadership Assessment and Development

CHALLENGE:

A government health authority sought to build an internal assessment capability as part of its institutional development strategy, moving beyond externally managed assessments toward an independent, self-sustaining talent evaluation function.

APPROACH:

Lead Up Consultancy designed and delivered a structured leadership assessment program using validated psychometric instruments, producing individual assessment reports for participating leaders. Development planning followed each assessment, with Individual Development Plans tailored to each leader's profile and role requirements. A core component of the engagement was the certification of internal assessors within the authority, equipping them with the methodology, tools, and professional standards to operate an independent assessment center.

OUTCOME:

The authority concluded the engagement with a fully certified internal assessor cohort and a functioning assessment center capability, reducing dependency on external providers and embedding assessment practice as an institutional competency.

Compensation and Total Rewards Design

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CLIENT:

Private Sector, Corporate

SERVICE LINE:

Development — Total Rewards Framework

CHALLENGE:

As part of its human capital strategy roadmap, the company sought to build a unified and equitable total rewards framework spanning all job levels, ensuring consistency in job classification, market-competitive pay, and performance-linked incentives, in the absence of documented job descriptions and an approved grading structure grounded in an objective evaluation methodology..

APPROACH:

The engagement began with developing job descriptions for 75 positions, followed by a comprehensive job evaluation using the globally recognized Gradar platform to ensure objectivity and accuracy. Evaluation outputs formed the basis for a job grading structure reflecting each role's hierarchical level and relative value within the organization. Building on this structure, a compensation and benefits philosophy was defined as the reference framework guiding subsequent decisions, followed by the development of a salary and allowance scale aligned with the company's philosophy and market data. To complete the framework, short-term incentives were designed to link annual performance to rewards, and long-term incentives were structured to strengthen talent retention and align employee interests with long-term strategic goals, culminating in a comprehensive benefits framework covering the full employee value proposition.

OUTCOME:

The project delivers an integrated, company-wide total rewards framework, including documented job descriptions for 75 positions, a job grading structure based on validated evaluation, a clear compensation philosophy, a salary and allowance scale, short- and long-term incentive frameworks, and a comprehensive benefits framework, providing a robust governance foundation for compensation decisions and strengthening the company's ability to attract and retain talent.

Succession Planning and Leadership Pipeline

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CLIENT:

Government Company

SERVICE LINE:

Leadership Assessment
and Succession Planning

CHALLENGE:

A government entity entering a privatization transition required a succession framework defensible at board level, where readiness decisions could be interrogated by governance committees and supported by documented evidence across multiple assessment dimensions.

APPROACH:

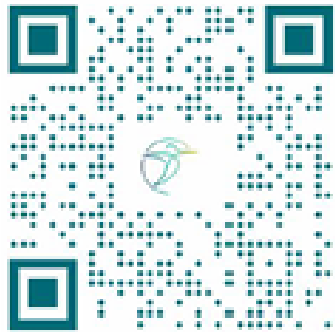
Lead Up Consultancy deployed a multi-source assessment architecture integrating psychometric assessments, 360-degree feedback, competency-based interviews, and individual performance data — four independent evidence streams whose findings no single instrument could override. Results were mapped onto a 9-Box Grid making potential and current performance simultaneously visible to decision-makers. Individual Development Plans were constructed from each leader's assessed profile using the 70-20-10 methodology. All outputs were packaged to governance standard: the succession matrix, candidate readiness levels, and supporting evidence rationale were structured for direct presentation to board and NRC committees.

OUTCOME:

The organization concluded the engagement with a board-ready succession matrix, documented readiness evidence for each succession candidate that could be defended before a governance committee, and individualized development plans for identified high-potential employees aligned to the organization's strategic continuity requirements.

CONTACT US

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leadupconsultancy.com



info@leadupconsultancy.com



[@lead-up-consultancy](https://www.linkedin.com/company/lead-up-consultancy)



[+966557932732](https://wa.me/966557932732)