

**Client**

A new Oman construction company.

**Problem Definition**

Being a new company, the client had no policies in place and wanted policies drafted for their various functions namely – Human Resources, Finance, Project Management, Site Management and Sales & Marketing.

**Challenges**

The mandate was fairly straight forward and because Beecon has had an in-depth experience in Manual and Policy Development, this mandate could have been one of the simplest. However, what made it challenging was that the client was completely based in Oman. And drafting policies implied gathering a good amount of understanding of the Oman – specific laws and procedures.

**Approach**

First Beecon developed a good understanding of the Oman market. Then it used the time-tested approach to policy creation which involved understanding the best standards from the industry and customizing it to suit the client.

**Solution**

Beecon put together and handed over well-defined procedure manuals for each of the functions. Additionally it also helped create a manual of sorts, a set of procedures, to help with their client delivery and project management.

**Value - Ads**

Over and above the policy manuals, Beecon also provided state-of-the-art, readymade templates that the client would find need in various processes.