

Overview / Description of Consultancy Entity

WTW is one of the world's largest human resources advisory firms. At WTW we provide data-driven, insight-led solutions in the areas of people, risk, and capital.

Leveraging the global view and local expertise of our colleagues, we help organisations and their employees in areas such as Talent Management, Career Development, Job Redesign, Competency Frameworks, and Rewards frameworks design among others.

From a sectoral expertise perspective, we advise clients across all key sectors and industries. We work closely with organisations in general industry, BFSI, construction, property and engineering, pharmaceuticals, technology, media, wholesale trade sector and early-stage companies/start-ups, etc.

Solution Details (JR Case Study Illustrations)

WTW offers the only scientific and structured job redesign methodology aligned with the Future of Work. We have been working with organisations, not only in Singapore, and SEA but across the globe on this solution. Our advisory is backed with comprehensive research, analytics supported by artificial intelligence, and consultants who are trained to not only understand the solution but also the organisational context. Some of our big research papers that we have recently published on Job Redesign and Future of Work are as follows:

[The future of jobs and skills in the Singapore Wholesale Trade sector](#)

[The future of HR jobs and skills in Singapore](#)

[Understanding How the Future of Work is Transforming Job Levelling](#)

[Reinvent Jobs to Build Organizational Resilience in Uncertain Times](#)

Our methodology is sector agnostic and works well with jobs across the sectors and levels. You can find out more about WTW's proprietary Job Redesign Methodology (Job Reinvention) [here](#). You can also find out about our award-winning Job Redesign Tool, WorkVue, [here](#).

Illustrated below are examples of recent work we have done in the space of Job Redesign.

Name of the Project	Objective of the Project	PSG - Job Redesign objectives achieved
Redesign of key jobs in security deployment and risk management	<ul style="list-style-type: none"> - Redesign of jobs of the core function of a security deployment risk management and security firm, with services covering manned guarding, security systems and security consultancy. - Redesign jobs - substitute repetitive / independent tasks with automation to improve productivity and create new / enhanced job activities impacted by technology - Calculate the impact of job redesign in terms of impact on cost, reskilling, sustainability, deployment to redesigned roles - Guide implementation roadmap for development of enhanced roles and redeployment and upskilling plan of current workforce. 	<ul style="list-style-type: none"> - Worker's job size enlarged and/or job value increased - Non-value-added tasks restructured with higher value-adding tasks added (complex and require higher problem-solving abilities by employees) - Improvement in productivity and reduced operating costs - Workers' capabilities enhanced to improve their career developmental opportunities
Redesign of jobs in an Aerospace sector organisation	<ul style="list-style-type: none"> - Redesign of key jobs in first of its kind - a one-stop digital reference directory on aviation suppliers and service providers in APAC. - Redesign jobs - substitute repetitive / independent tasks with automation to improve productivity and create new / enhanced job activities impacted by technology - Calculate the impact of job redesign in terms of impact on cost, reskilling, sustainability, deployment to redesigned roles - Guide implementation roadmap for development of enhanced roles and redeployment and upskilling plan of current workforce. 	<ul style="list-style-type: none"> - Worker's job size enlarged and/or job value increased - Non-value-added tasks restructured with higher value-adding tasks added (complex and require higher problem-solving abilities by employees) - Improvement in productivity and reduced operating costs

Redesign of key jobs in healthcare sector	<ul style="list-style-type: none"> - Understand the technology trends impacting oncology surgery - Redesign jobs in oncology surgical team, identify relevant technologies to automate tasks - Rethink jobs - substitute repetitive / independent tasks with automation to improve productivity and create new / enhanced job activities impacted by technology 	<ul style="list-style-type: none"> - Redesigned jobs with higher organisational impact - Worker's job size enlarged and/or job value increased - Non-value-added tasks restructured with higher value-adding tasks added (complex and require higher problem-solving abilities by employees) - Improvement in productivity and reduced operating and manpower costs
Redesign the distribution centre for a large retailer	<ul style="list-style-type: none"> - Develop job redesign framework - Redesign jobs in the distribution centre roles and identify underlying skills required - Create career pathways for redesigned roles - Calculate impact on cost, risk, sustainability, deployment to redesigned roles 	<ul style="list-style-type: none"> - Redesigned jobs with higher organisational impact - Worker's job size enlarged and/or job value increased - Non-value-added tasks restructured with higher value-adding tasks added (complex and require higher problem-solving abilities by employees) - Improved employee experience - Improvement in productivity and reduced operating and manpower costs
Redesign of Jobs and Skills in the Wholesale Trade Sector	<ul style="list-style-type: none"> - Redesign jobs - substitute repetitive / independent tasks with automation to improve productivity and create new / enhanced job activities impacted by technology and business trends - Identify new jobs that will be required by the sector - Identify new skills required by the sector - Calculate the impact of job redesign in terms of impact on cost, reskilling, sustainability, deployment to redesigned roles 	<ul style="list-style-type: none"> - Worker's job size enlarged and/or job value increased - Non-value-added tasks restructured with higher value-adding tasks added (complex and require higher problem-solving abilities by employees) - Improvement in productivity and reduced operating or manpower costs - Workers' capabilities enhanced to improve their career developmental opportunities

Full Name of Consultancy Entity

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