

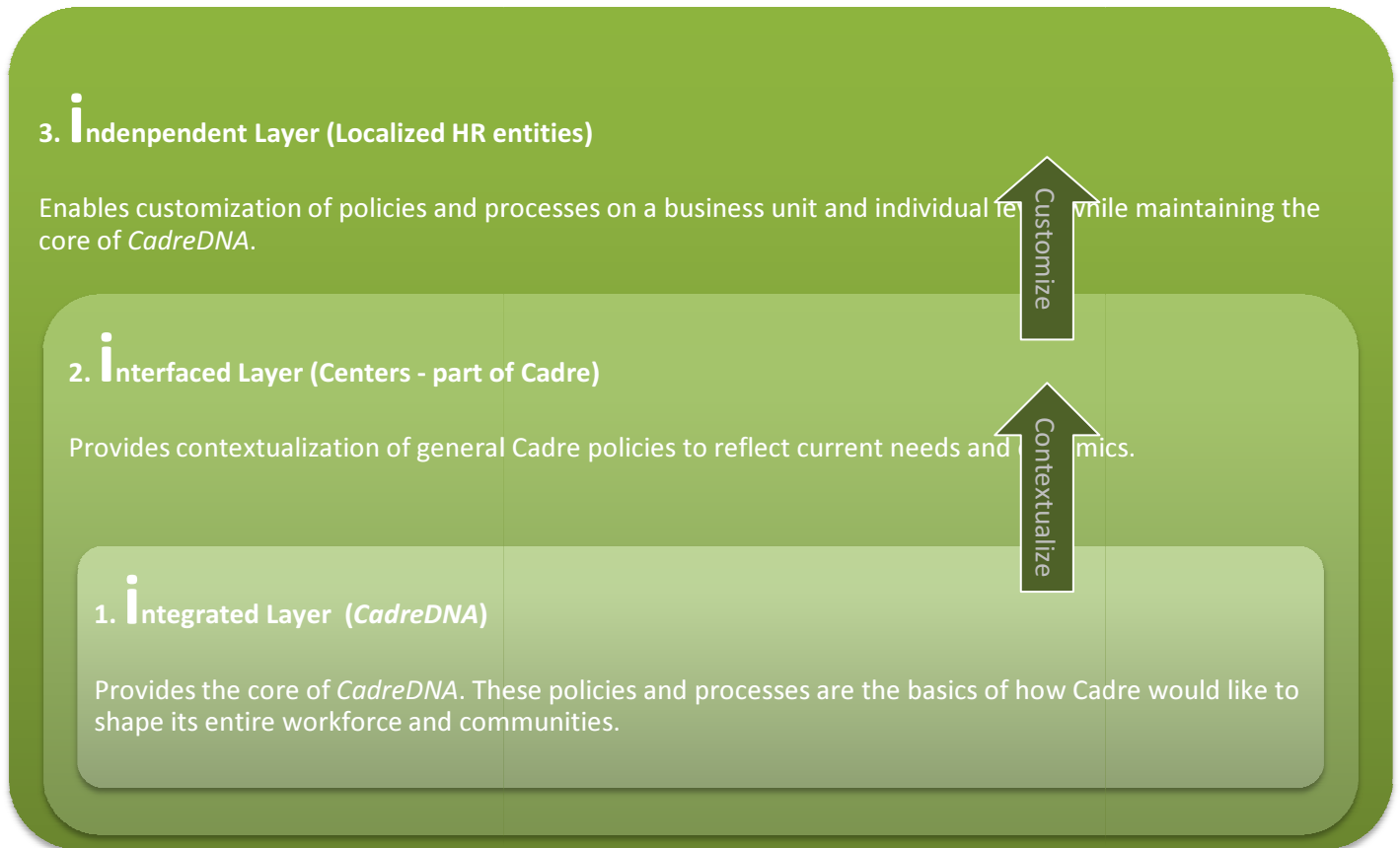
## Enable social engineering by creating the CadreDNA

*CadreDNA* is a set of policies and processes that are at the core of Cadre HR system, and that guides the direction that all Localized HR initiatives move towards. *CadreDNA* is built upon *iHR*.

*iHR* is a management system that is currently structured into three layers to ensure successful implementation and execution of policies and their respective processes throughout the social engineering structure. Following are the three *iHR* Layers:

1. **Integrated Layer** – Cadre sets the general policy and processes for workforce and community.
2. **Interfaced Layer** – Centers (part of Cadre) contextualize the general policy to fit current needs and dynamics.
3. **Independent Layer** – Localized HR entities provide policy customization at a business unit/individual level.

This is an illustration of how *CadreDNA* functions throughout the social engineering system and integrates within local HR entities through contextualization and customization.




In order to establish a streamlined and systematic approach to managing HR-related issues, it is of importance to develop *CadreDNA* at the initial stages of social engineering. *CadreDNA* will be integrated within all technology and business logic that is built or acquired in a manner. Consequently, any changes to *CadreDNA* will immediately be reflected throughout the technology.

## *CadreDNA & iHR – In Action*

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*CadreDNA* is a set of policies and processes that are created and structured within the Integrated Layer, and maintained throughout the three-layered *iHR* process, regardless of contextualization and customization.

Below is an illustration of how two *CadreDNA* that are initiated within the Integrated Layer are contextualized within the Interfaced Layer and customized in the Independent Layer.

<b>CadreDNA</b>		<b>i</b> ntegrated (Cadre)	<b>i</b> nterfaced (Centers)	<b>i</b> ndependent (Local HR)
		Contextualize 		Customize 
<b>1.</b>	<b>Policy</b>	All Line Managers, regardless of company or department must be trained and certified	Career Development Centers (CDCs) must suggest appropriate certification for Line Managers	Local HR will assist Line Managers in developing a Career Path, as well as certifications needed to progress on their Career Path
	<b>Process</b>	Create the requirements for training and certification which will make up the Career Path of Line Managers	Ensure Training Centers have the required training certifications available, and link the Training Centers with Career Development Centers	Line Managers select desired certifications in their Career Path and HR schedules training and certification
<b>2.</b>	<b>Policy</b>	All Line Managers who attain a certification will have their benefits appraised	Appraised benefits packages will be offered to Line Managers based a group of certifications they have taken	Based upon Local HR's business practice and budget, the Line Managers will be offered an appraisal.
	<b>Process</b>	Assess benefits appraisal based upon increase in skill level and consider the duration from last appraisal	Appraisal Centers will design a set of appraised benefits packages for Line Managers	Local HR will offer Line Managers an appraisal on their benefits packages, if the Line Manager has completed a series of certification

# Policies & Processes of *CadreDNA* (Samples)

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Below are suggested samples of potential policies and processes that can reside in *CadreDNA*:

1. Laws of the Kingdom
2. Laws of workforce selection
3. Team design to promote effective Saudization
4. Career development
5. Worker productivity
6. Payroll, benefits and employee leveling
7. Community development
8. Family development