



TRUSTLIC GROUP

TRUSTLICGROUP.COM

CORPORATE SERVICES · HR CONSULTANCY

People decisions, structured clearly.

Support for organisations building stronger people functions and individuals navigating important appointments, negotiations and transitions.



ORGANISATIONAL SUPPORT

INDIVIDUAL ADVISORY

CONNECTED GCC COORDINATION

CLEAR BOUNDARIES

TWO SIDES OF A PEOPLE DECISION

Support for the organisation and the individual.

Organisations need clear roles, documents and routines. Individuals may need confidential support before an appointment, negotiation or transition.

Trustlic defines the requirement, coordinates the relevant specialists and keeps the decision connected to the wider business context.

01

A new company
preparing to hire

02

A growing employer
becoming more
structured

03

An executive considering
an appointment

04

A professional managing
a transition

01

ORGANISATIONS

Build a people structure that supports responsible growth

Connect workforce needs, roles, policies, processes and administration to the company's wider operating requirements.

03 CONNECTED CONTEXT

Keep the people decision linked to operations

Coordinate HR requirements with permits, payroll, compliance and other company responsibilities where relevant.

02

INDIVIDUALS

Approach a professional decision with clarity

Review the role, package, incentives, stakeholders and transition before the next commitment is made.

04

JUDGEMENT

Bring in the right specialist at the right point

Employment, tax, equity and regulated matters remain with appropriately qualified professional advisers.

CONNECTED PEOPLE SUPPORT

From structure to the individual decision.

The scope is built around the organisation's actual stage, employment model and existing documents, or the individual decision that needs clarity.

01

Workforce planning

Headcount needs, priorities, sequencing and the practical shape of the team.

03

Documents & policies

Employment documentation, internal policies and supporting people records.

05

Performance & lifecycle

Consistent people processes from appointment through development and transition.

07

Individual decision support

Appointments, packages, incentives, negotiations, resignations and transitions.

02

Roles & responsibilities

Clear accountabilities, reporting relationships and decision ownership.

04

Onboarding & probation

Practical joining, induction, probation and early performance arrangements.

06

Connected administration

Coordination across permits, payroll, accounting and compliance requirements.

08

Specialist coordination

The right legal, tax, recruitment or other professional input when required.



Understand. Design. Implement. Support.

01	UNDERSTAND	02	DESIGN	03	IMPLEMENT	04	SUPPORT
Begin with the organisation and people reality. Clarify the objective, current structure, existing documents and the decision that needs to be made. — Business and workforce priorities — Current roles and processes — Individual decision context		Build a framework that fits the operation. Structure roles, documents, routines or a decision framework around the actual need. — Responsibilities and reporting — Documents and policies — Options and decision criteria		Turn the agreed structure into working actions. Coordinate the documents, appointments, conversations and related operating steps. — Onboarding and people routines — Negotiation or transition support — Specialist coordination		Keep the framework useful as circumstances change. Review progress, adapt the arrangements and coordinate the next specialist input when needed. — Follow through and review — Connected administration — Clear next responsibilities	
RESULT A clear definition of the requirement and its wider context.		RESULT A practical people framework or individual decision map.		RESULT Agreed materials, responsibilities and actions ready to use.		RESULT Supported follow through with responsibilities kept visible.	

CLEAR RESPONSIBILITIES

Clear support. Clear professional boundaries.

01

Trustlic

Defines the requirement, structures the work, coordinates materials and specialists, and keeps the people decision connected to the business context.

02

The organisation or individual

Provides accurate information, makes the required decisions, approves scope and costs, and participates in the agreed actions.

03

HR specialists & providers

Deliver recruitment, payroll, documentation, assessment or other specialist work within their own appointment and responsibility.

04

Authorities & regulated advisers

Control official requirements and provide legal, tax, equity or other regulated advice where the matter requires it.

WHAT THE CLIENT RECEIVES

A clear requirement, practical documents or decision materials, coordinated specialists, visible responsibilities and an agreed next step.

PROFESSIONAL BOUNDARY

Trustlic is not a recruitment agency, law firm, tax adviser or regulated financial adviser. Employment contracts, equity rights, tax consequences and regulated matters remain with appropriately qualified professionals.





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START WITH WHAT NEEDS TO BECOME CLEARER

Tell us what needs to become clearer.

Share whether the requirement concerns the organisation, an individual decision or a connected operating issue. Trustlic will review the context and arrange an initial conversation about the right next step.

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[DISCUSS AN HR REQUIREMENT](#)



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Independent corporate advisory | Kingdom of Bahrain