



AGENDA

1

MDLBEAST & Venues Introduction & Organisation Structure

2

Google Workspace

3

Odoo & Policies

4

Performance Management & Leapsome

5

Beast Bio & Introduction





1

MDLBEAST & Venues Introduction & Organisation Structure

2

3

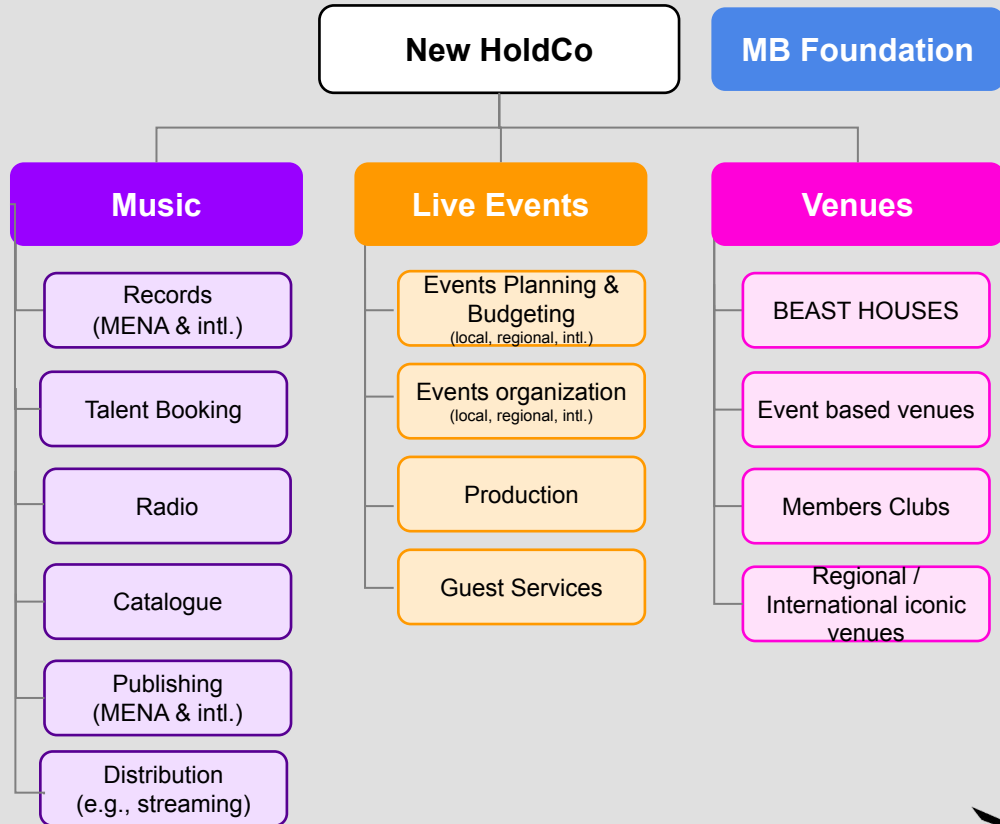
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Planned holding company structure



Formation of a new holding organization for MDLBEAST

High-level illustrative view of operational company structure, for key business activities (excl. support functions); legal entities structure might be different

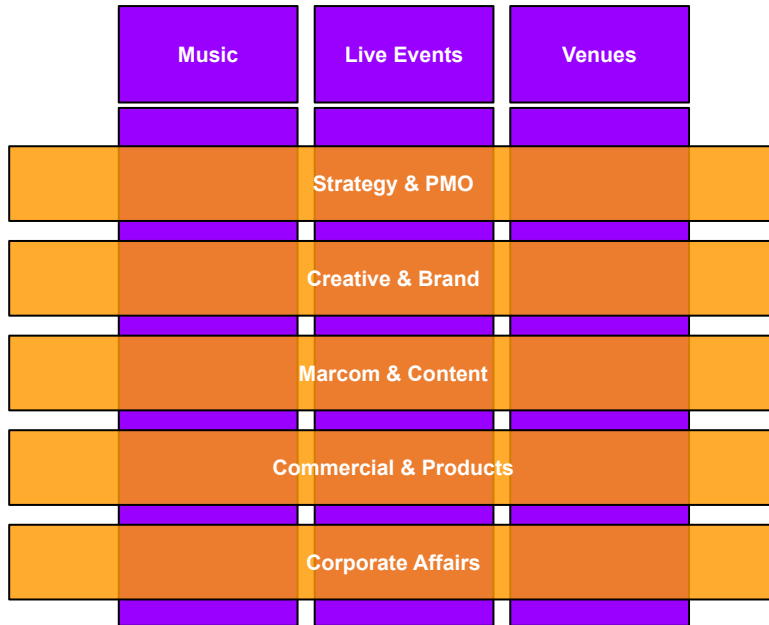
1. Includes companies/ businesses in KSA, other countries in MENA and/ or international companies (outside MENA)
2. Disruptive plays (e.g., innovative startups in Music distribution) for the long term - to complement MDLBEAST core offerings



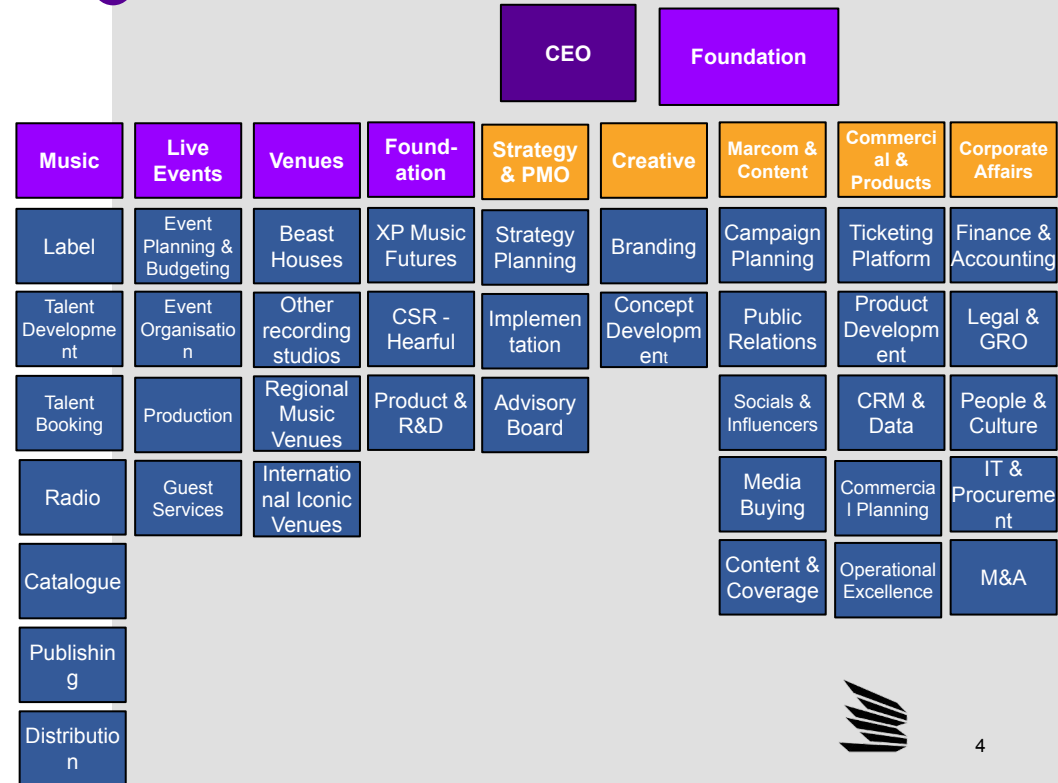
MDLBEAST's operating model is focused on 3 pillars – Events, Venues, and Music...

... and is translated into its org. structure to facilitate synergies between pillars

MDLBEAST's operating model



MDLBEAST's business functions



E.g., by providing stadiums/ clubs to perform (Live Events) or facilitating music production in recording studios (Music)



COO
Talal Bahiti

CEO
Ramadan Alharatani

CCO
Ahmad Alammari
(Baloo)

Pillars

Functions

Music

Events

Venues

Foundation & XP

Strategy & PMO

Creative

Marcom & Content

Commercial & Product

Corporate Affairs

Executive Director
Matthew Dicks

Executive Director
Michael Jobson

Executive Director
Ian Palmer

Director
Nada Alhelabi

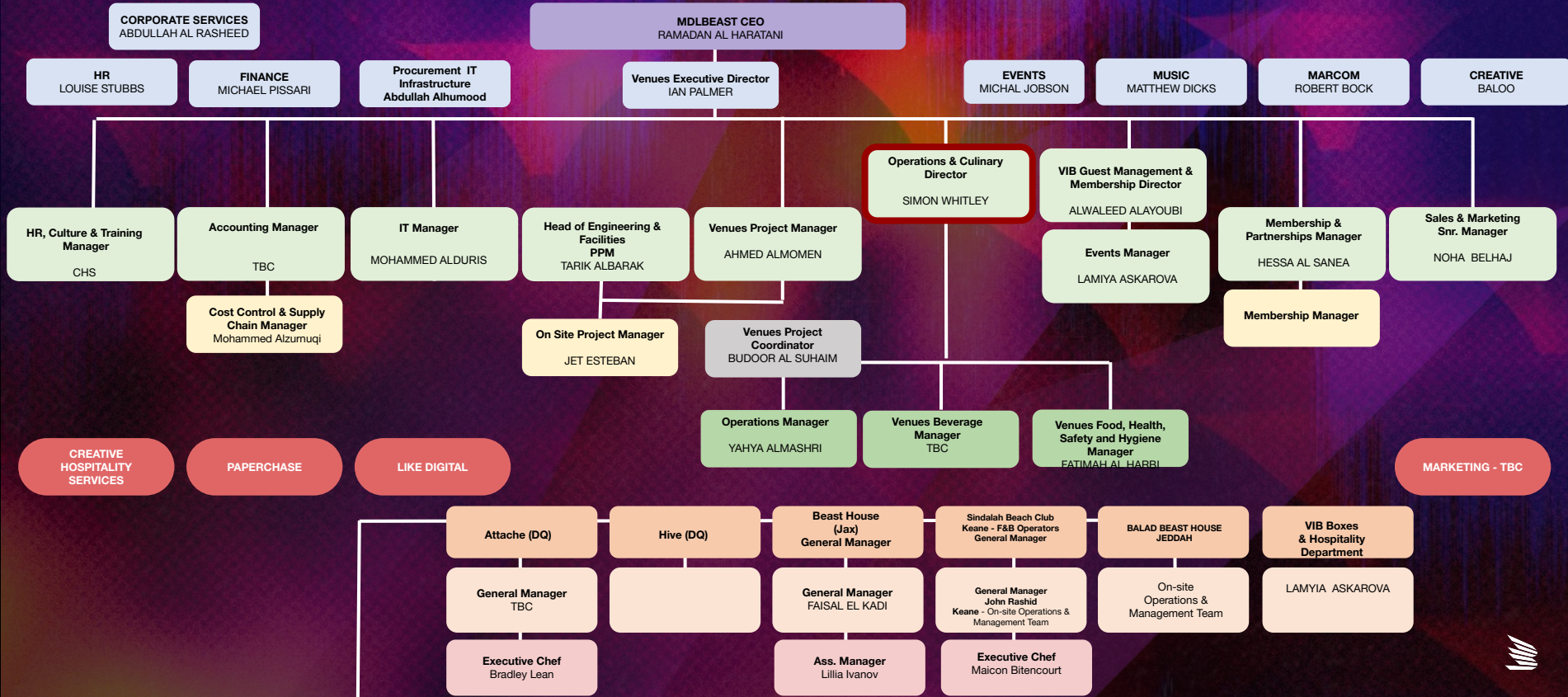
CCO
Ahmed Alammari
(Baloo)

Executive Director
Robert Bock

Senior Director
Mazen Khamis

Executive Director
Abdullah Alrashed

VENUES - ORGANIZATION CHART



MDLBEAST's ambition is to be KSA's leader in nightlife & entertainment by creating iconic lifestyle IPs

Local Venues

Members Clubs

Private members clubs offering access to exclusive events, leisure facilities, fine dining and a community.



DQ - Riyadh

Creative Clubs (Studios)

Creative clubs offering access to exclusive events, live performances, studios and a creative community.



JAX - Riyadh

Beach Clubs

Re-imagined beach clubs offering a vibrant beachside experience powered by DJs and live performances



Sindalah - NEOM

Nightclubs & Lounges

Nightlife & Events Venues



DQ - Riyadh



Al Balad - Jeddah

Local success opens up opportunities to franchise and export internationally





1

2

Google Workspace

3

4

5

6



GOOGLE WORKSPACE

Google workspace is Google's productivity offering. It includes business versions of apps such as Gmail, Docs, Drive, and many more. These apps help you work from anywhere on any device.



Google Account - is a user account that is required for access, authentication and authorization to certain online Google services.



Gmail - Like any other email service, this one is provided by google.

- 1- You can send and receive emails, create an address book, and perform other basic email tasks.
- 2- You can add your signature and edit the timeframe to recall an email from Gmail Settings.



Google Calendar - is a time management and scheduling calendar service. Use this to create events & schedule meetings. You can check your teammates calendars on the left bar by searching their names – use that before scheduling any meetings to ensure there aren't any conflicts.



Google Meet - is a web conferencing tool and is integrated with Google calendar which includes an Invite option with a link to join the Google Meet Participants. This is MDLBEAST preferred online meeting tool.



GOOGLE WORKSPACE

Google workspace is Google's productivity offering. It includes business versions of apps such as Gmail, Docs, Drive, and many more. These apps help you work from anywhere on any device.



Google Drive - is a cloud-based storage service that enables users to store and access files online. This service syncs stored documents, photos, and more across all of the user's devices, including mobile devices, tablets and PC's



Google Sheets - A spreadsheet program developed by Google. This is to organize data in columns and rows that allows you to do mathematical functions. Typically used for: Analysis, Programming, Accounting, Data Analysis, Entry, and Management, Budgeting, Visuals and Graphs.



Google Slide - A cloud-based presentation program to create and present. Templated Slides can be found here.



Google Docs - A web based processor in which documents can be created, edited, and stored as part of the Google Docs.



Google Forms - to create online forms and surveys with multiple question types. Analyze results in real-time and from any device.





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3

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4

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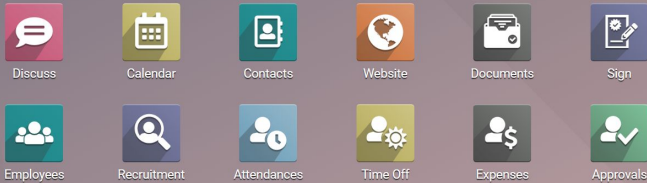
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odoo

Click to Follow link to [Odoo](#)

Odoo is a full featured platform; a suite of integrated applications, used internally and company-wide for management of business processes that covers all areas. All employees should submit their Time off & Expenses requests on Odoo



Please refer to the Expenses, Time off and HR Manual sent to you for more information.

Time off app is for processing your time off requests. Whenever you'll be taking your annual leave, you'll need to submit it through Odoo for it to be approved by your manager and HR. If you have worked during a weekend or public holiday, you are eligible to claim the day in lieu of annual leave via the time off app. Days in Lieu must be pre-approved by your manager.

Employee Requests app is a ticketing system whereby employees can request employment related information including salary certificates, employment letters and exit re-entry visas. The SLA for such requests is **3 business days**

The Expenses app is for Processing General daily and per Diem Expenses during business trips. You'll need to submit it through Odoo for it to be approved by the department head, Finance and HR for processing. All expense requests must be submitted at the end of each business trip. Further information on per diem eligibility, please refer to our HR manual.

The Purchases app is for helping to automate all purchase related-operations. Manages orders and is a quick generation of a request for quotation. This is only applicable to employees who have been selected to manage the purchase process and have the approval to manage purchase orders.

The Approvals app is created for different approval types. Approval types can be seen at the dashboard and the employee requesting approval can select the approval type and fill out the form. Travel requests are within the approval app and must be submitted at least 48 hours in advance. The SLA for such request is **3 business days** after approval is obtained by the manager.





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Performance Management
& Leapsome

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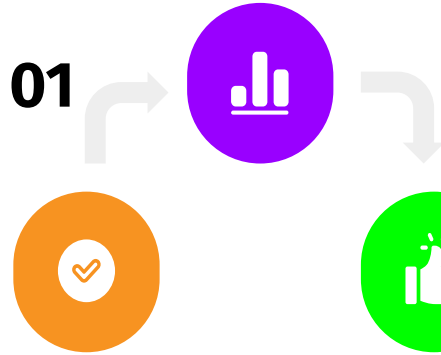


Performance Cycle

Annual Performance Cycle

Goal Setting

The company strategy is set and cascaded to team & individual goals. All goals are input into leapsome



Compulsory Check Ins

Compulsory check in sessions take place in April & September and the feedback is recorded in Leapsome



Optional Check In

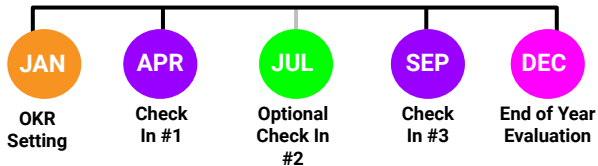
An optional check in session takes place in July with regular feedback and praise throughout the year

End of Year Evaluation

End of year evaluations are conducted and HR committee calibration takes place



Annual Performance Schedule



Leapsome

The performance management cycle is automated via our technology software, Leapsome, that supports our OKR performance model. This system streamlines the process and reduces the risk of unconscious bias throughout the performance cycle. The check in sessions allow for regular feedback and coaching opportunities that will be recorded via leapsome.

Objectives Key Results



Become one of the top employers in Saudi.

Dec 30 2023 People & Culture Louise Stubbs

Become certified as a great place to work by Q1 2023

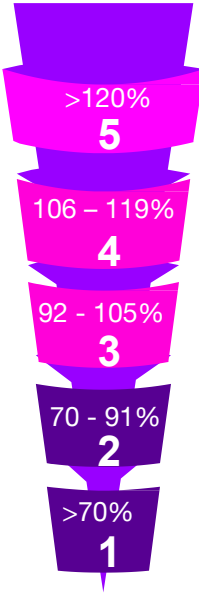
Achieve 1 more certification by end of December 2023

- ❑ Objectives are visionary and focused around what you want to achieve
- ❑ Key Results are specific, measurable, achievable, realistic & time bound. They avoid unconscious bias within the evaluation process



Performance Framework

The performance review will be conducted at year-end, wherein a **5- point scale** will be used to rate both **objectives and competencies**. The performance score will be an arithmetic calculation based on the following:



Level	Objectives Weight	Competencies Weight
Leadership & Management	70%	30%
Individual Contributor & Admin	80%	20%

Competency	Definition
1 Drives Vision & Purpose	Painting a compelling picture of the vision and strategy that motivates others to action.
2 Strategic Mindset	Seeing ahead to future possibilities and translating them into breakthrough strategies.
3 Develops Talent	Developing people to meet both their career goals and the organization's goals.
4 Action Oriented	Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm
5 Collaborates	Building partnerships and working collaboratively with others to meet shared objectives.
6 Manages Ambiguity	Operating effectively, even when things are not certain or the way forward is not clear
7 Cultivates Innovation	Creating new and better ways for the organization to be successful.
8 Ensures Accountability	Holding self and others accountable to meet commitments.
9 Instils Trust	Gaining the confidence and trust of others through honesty, integrity, and authenticity.





1

2

3

4

5

Beast Bio & Introduction




Beast Introduction Via Slack

Slack Communication

We use slack for our internal company communication. Once you have completed your beast bio using the below link, our HR team will introduce you to the wider team via slack using your bio & picture.



[Complete your Beast Bio Here](#)

@	maani alzharani				LinkedIn	https://www.linkedin.com/in/maan	PROFILE PHOTO 
TITLE	Junior Visualizer			SOCIAL CHANNELS (not mandatory)	Instagram	id.maz	
JOINING MONTH, YEAR	September 2023				SoundCloud		
EMAIL	maanis7@gmail.com			BIRTHDAY	Spotify		
				MOBILE	Other		
						13/11/1999	
						546685035	
ROLES & RESPONSIBILITIES (Official & Unofficial)	Designing plans and 3D drawings creative thinking, designing the user's journey in space						
SHORT BIO	I AM MAANI AL-ZAHRANI, AN INTERIOR AND EVENT DESIGNER. I AM INTERESTED IN THE USER'S JOURNEY IN SPACE, DESIGNING SPACES						
	ANSWER AT LEAST 4 QUESTIONS						
WHAT'S YOUR SIDE GIG?					WHAT'S YOUR NICKNAME & HOW DID YOU GET IT?		
						maz	

