

DOES YOUR  
HR MEAN  
BUSINESS?

*HR should be defined by not what it does but what it delivers .... Is your HR delivering business value?*

*- Dave Ulrich*

## QUICK CHECK – ARE YOUR HR DELIVERABLES CREATING BUSINESS VALUE ?

- THE RESOURCE PYRAMID IS A DYNAMIC MATRIX BASED ON EMPLOYEE COMPETENCIES AND COST AND DIFFERENTIATES THE RESOURCES BASED ON THEIR OVERALL BUSINESS IMPACT ;
- THE HIRING ENGINE IS OPTIMIZED TO DELIVER IN TERMS OF NUMBERS, CAPABILITIES, SKILL MIX & COST WITHIN AN OPTIMAL TIMELINE;
- EMPLOYEE UTILIZATION, PRODUCTIVITY AND CHARGEABILITY LEVELS ARE ALIGNED WITH BUSINESS PLANS;
- HIGH PERFORMANCE CULTURE INITIATIVES DIFFERENTIATE PERFORMANCE & POTENTIAL LEVELS & GUIDES PEOPLE INVESTMENTS ;
- APPROPRIATE MEASURES TO ENSURE INTERNAL & EXTERNAL EQUITY;
- APPROPRIATE SKILL UPGRADES FOR CUSTOMER LOYALTY & OPTIMAL REVENUE GENERATION;
- OBJECTIVE & TRANSPARENT REWARD & RECOGNITION SYSTEM THAT PROMOTES HIGH LEVELS OF EMPLOYEE ENGAGEMENT;
- LEADERSHIP PIPELINE IS IDENTIFIED AND ADEQUATE DEVELOPMENTAL & RETENTION INTERVENTIONS ARE IN PLACE FOR EFFECTIVE TALENT MANAGEMENT;
- ORGANIZATION RESTRUCTURING/ M&As WITHIN SPECIFIED TIME FRAME, COST & RISK PARAMETERS;
- GLOBAL HR SYSTEMS, PROCESSES & PRACTICES;
- HR METRICS ALIGNED WITH BUSINESS OBJECTIVES AND CONSISTENTLY TRACKED. ADVANCED REPORTING & ANALYSIS OF HR DATA PROVIDES BUSINESS INSIGHT; AND FINALLY,
- POWERFUL EMPLOYEE VALUE PROPOSITION TO ATTRACTS AND RETAINS THE BEST RESOURCES.

**DO YOU NEED AN EXPERIENCED HR PARTNER TO REINFORCE SOME OF THESE ISSUES?**

## OUR PURPOSE – DELIVER PEOPLE-CENTRIC BUSINESS SOLUTIONS

- **TO HELP ALIGN THE PEOPLE STRATEGY TO THE BUSINESS STRATEGY;**
- **BE A CATALYST TO ENHANCE INDIVIDUAL AND TEAM PERFORMANCE, THEREBY INCREASING ORGANIZATIONAL PERFORMANCE** (BY OFFERING THOUGHTS, EXPERIENCES, IDEAS, INSIGHTS AND DEVELOPMENT INITIATIVES BASED ON OUR CUMULATIVE EXPERIENCE IN HR ACROSS VARIOUS DOMAINS AND ACROSS VARIOUS COMPANIES);
- **ENRICH THE EMPLOYEE EXPERIENCE** (COMMITTED & COMPETENT EMPLOYEES WHO ARE TRULY INSPIRED & MORE ENGAGED AND THEREFORE MORE PRODUCTIVE, BETTER UTILIZED AND MORE COST EFFECTIVE THAN OTHERS IN COMPETING ORGANIZATIONS);
- **REINFORCE THE HR EXPERTISE** OF YOUR TEAM TO SUCCESSFULLY DELIVER SUSTAINABLE HR SOLUTIONS THAT DIRECTLY IMPACT THE BUSINESS RESULTS;
- ASSURE COST EFFECTIVE ROI-BASED VALUE-ADDED HR DELIVERABLES BASED ON MUTUALLY AGREED PARAMETERS.



# VALUE PROPOSITION

## Reduce cost of Delivery

Reduce spend on non-core HR activities; contain costs and re-focus on core business HR

## Improve agility

Create HR processes & applications that can flexibly respond to business changes



## Leverage innovation

Use technology innovations in HR to increase business performance and add value to the enterprise

## Maximize value

Extend the value of your existing HR investment to achieve changing business goals

## Provide Business Insights

Strong governance of HR metrics that provide business insights that facilitate focused interventions which directly impacts business results

# THE ENGAGEMENT MODEL



OBSERVE & IDENTIFY THE BUSINESS PRIORITIES AND THE CHALLENGES THAT HR FACES IN MEETING THEM

PROBE & DIAGNOSE THE UNDERLYING ISSUES HOLISTICALLY & SYSTEMATICALLY USING APPROVED TOOLS & TECHNIQUES

DEVELOP SOLUTION MODELS TO DEAL WITH THE ISSUE IN THE MOST EFFECTIVE & EFFICIENT MANNER

IMPLEMENT THE SOLUTIONS IN THE FIELD TO DELIVER THE DESIRED OUTCOMES & VALIDATE THE RESULTS

MEASURE THE OUTCOMES TO ENSURE THEY ARE IN LINE WITH DESIRED OBJECTIVES AND JUSTIFY ROI .  
**MAKE SOLUTION SUSTAINABLE.**

# PORTFOLIO OF SERVICES (1)

## Strategy

- HR Strategy Architecture
- Set up new HR Function
- HR Transformation
- Outsourcing

## Talent Management & Succession Planning

- Talent strategy
- Talent management processes
- Talent identification and assessment
- Development plans

## Employee Engagement

- Employee Value Proposition
- Employee Engagement Surveys
- Employee communications

## Resourcing

- Employer branding
- Vendor Appraisals & Management
- Assessment & Development centers
- Psychometric testing
- Competency based Selection interviewing
- Induction and on-boarding
- Hiring Engagement Surveys

## Performance Management

- Productivity, Utilization , Chargeability
- Hi-performance Culture
- 360 degree feedback
- Performance Feedback

## Business Transformation

- Merger Integration
- Change Management
- Managing Downsizing/ Redundancies
- Organizational Design
- Outplacement

## Reward & Recognition

- Total rewards Strategy
- C&B Surveys
- Incentive schemes
- Harmonization of terms & conditions



## PORTFOLIO OF SERVICES (2)

### Leadership Development

- Leadership Pipeline
- Competency Audits
- Development Centers
- Retention Strategies
- Individual and team personality profiling
- Collaboration & Team Building
- Coaching & Mentoring

### Health & Ergonomics

Social media in HR

Counseling Services

Diversity & Inclusion

### Learning Management

- Learning Roadmaps
- Learning management System (LMS)
- Individual Development Plans
- Blended learning
- Facilitation
- Set up L&D Shared Services operations;
- Set up Learning Academy

### Culture Building

Enterprise Sustainability

### HR Analytics & Governance

### Resource Management

### PCMM

### Quality

### HR Audits

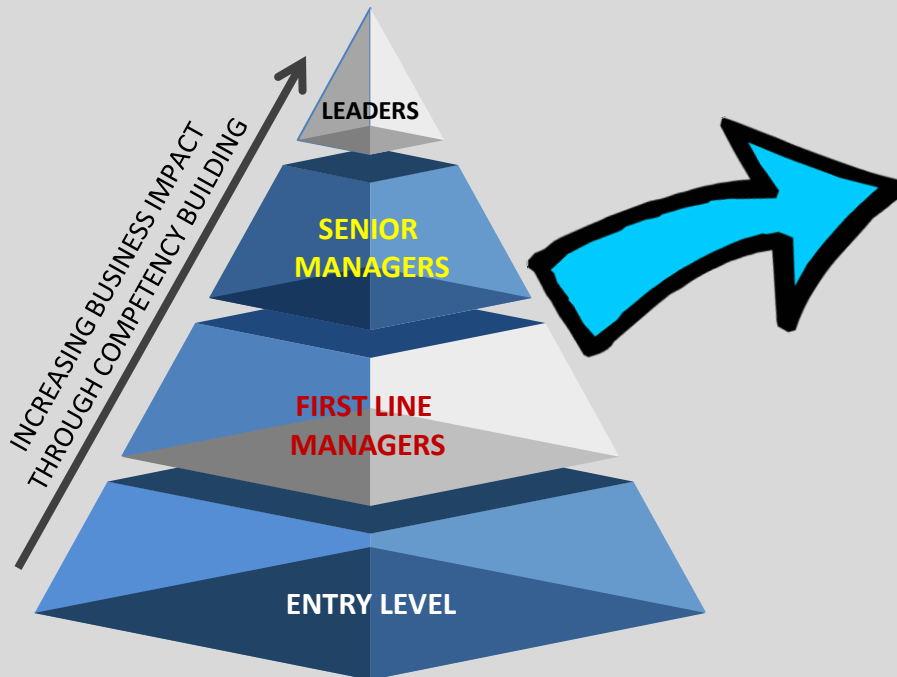
### Business Conduct policy

### Compliance



## PORTFOLIO OF SERVICES (3) – LEARNING & DEVELOPMENT

- NEEDS ASSESSMENT
- CONTENT DEVELOPMENT
- BLENDED LEARNING STRATEGY
- DELIVERY METHODOLOGY
- "ON DEMAND" LEARNING
- ROI ASSESMENT
- INFRASTRUCTURE PLANNING & DESIGN
- "CRADLE TO GRAVE" APPROACH
- ALIGN LEARNING TO BUSINESS GOALS
- OPTIMIZE LEARNING DELIVERY COSTS



- CUSTOMISED SENIOR LEADERSHIP WORKSHOP
- BUSINESS REVIEWS
- ADVANCED LEADERSHIP PROGRAM
- EFFECTIVE NEGOTIATING
- ADVANCED PRESENTATION SKILLS
- CONFLICT RESOLUTION
- COACHING & MENTORING
- ADVANCED MANAGERIAL SKILLS
- LEADING HIGH PERFORMANCE TEAMS
- TRANSITIONING TO A PEOPLE MANAGER
- BASIC LEADERSHIP SKILLS
- SALES MANAGEMENT
- CAMPUS TO CORPORATE
- BASIC COMMUNICATION SKILLS
- TEAM BUILDING
- BASIC PRESENTATION SKILLS
- BASIC MANAGERIAL SKILLS
- CUSTOMER ORIENTATION

# HOW CAN YOU ENGAGE US?

## SOLUTION SUITE

1. DAY TO DAY HR BUSINESS PARTNERING
2. RESOURCE MANAGEMENT
3. EMPLOYEE ENGAGEMENT
4. EMPLOYEE DEVELOPMENT
5. LEADERSHIP & TALENT MANAGEMENT
6. HR DELIVERY OPTIMIZATION
7. TRANSITION & TRANSFORMATION
8. MEASUREMENT, AUDIT & GOVERNANCE
9. MERGER, ACQUISITION, DIVESTITURE & OUTSOURCING
10. SPECIAL HR VALUE ADD PROJECTS

1

### OUTSOURCE APPROACH

ENGAGE US TO WORK WITH THE HR TEAM ON A CONTINUING LONG-TERM BASIS, WORKING ON SEVERAL CONCURRENT PROJECTS AS A HR BUSINESS PARTNER ON AN 24/7 OPERATIONAL BASIS.

2

### MODULAR APPROACH

CHOOSE A HR SERVICE MODULE (FROM THE SERVICE PORTFOLIO) AND ENGAGE US ON A PROJECT-BY-PROJECT BASIS. THIS IS MORE LIKE AN “ON DEMAND” AUGMENTATION OF SPECIALISED HR KNOWLEDGE AND EXPERIENCE ON PROJECTS THAT ARE CRITICAL FOR BUSINESS VALUE CREATION.

# WHY US ..... SOME BOTTOM-LINE BENEFITS THAT MAKE A DIFFERENCE

WHAT BUSINESS WANTS	HOW I CAN SUPPORT WITH MY KNOWLEDGE, SKILLS & EXPERIENCE	SOME BENEFITS
<ul style="list-style-type: none"> <li>▪ INCREASE REVENUE GENERATION</li> </ul>	<ul style="list-style-type: none"> <li>▪ OPTIMAL RESOURCE MANAGEMENT</li> <li>▪ IDENTIFY REDUNDANCIES IN HR PROCESSES</li> <li>▪ INCREASED PRODUCTIVITY, UTILIZATION OF REVENUE GENERATING RESOURCES</li> <li>▪ SUPPORT ASSIGNMENT MANAGEMENT &amp; MOBILITY</li> <li>▪ FOCUSED LEARNING &amp; DEVELOPMENT BASED ON COMPETENCY AUDITS</li> <li>▪ SALES TO RESOURCE VALUE CHAIN</li> <li>▪ EVALUATE &amp; IMPLEMENT OUTSOURCING/ OFF-SHORING STRATEGIES</li> </ul>	<ul style="list-style-type: none"> <li>▪ NO REVENUE LEAKAGE DUE TO LOST BUSINESS</li> <li>▪ DIRECT SAVINGS ON HIRING / RE-HIRING COSTS</li> <li>▪ HIGHER CHARGEABILITY OF RESOURCES</li> <li>▪ REDUCED GO-TO-MARKET TIMELINES</li> <li>▪ FASTER ENTRY TO NEW MARKETS</li> </ul>
<ul style="list-style-type: none"> <li>▪ INCREASE EMPLOYEE RETENTION</li> </ul>	<ul style="list-style-type: none"> <li>▪ INCREASE EMPLOYEE ENGAGEMENT LEADING TO HIGHER EMPLOYEE VALUE PROPOSITION</li> </ul>	<ul style="list-style-type: none"> <li>▪ HIGHER CUSTOMER SAT LEADING TO REPEAT ORDERS</li> <li>▪ INCREASED COLLABORATION</li> </ul>
<ul style="list-style-type: none"> <li>▪ REDUCED HR DELIVERY COSTS</li> </ul>	<ul style="list-style-type: none"> <li>• STANDARDIZE &amp; INDUSTRIALIZE HR DELIVERY PROCESSES</li> <li>• HR ANALYTICS THAT ALLOW HIGHER VISIBILITY TO HR OPERATING COSTS</li> </ul>	<ul style="list-style-type: none"> <li>▪ COST REDUCTION DUE TO IMPROVED KNOWLEDGE MANAGEMENT</li> <li>▪ SMARTER COST MANAGEMENT</li> </ul>
<ul style="list-style-type: none"> <li>▪ EXECUTE A SUSTAINABLE BUSINESS STRATEGY</li> </ul>	<ul style="list-style-type: none"> <li>▪ CREATE ROBUST LEADERSHIP PIPELINE</li> <li>▪ ROBUST TALENT MANAGEMENT</li> </ul>	<ul style="list-style-type: none"> <li>▪ BUSINESS CONTINUITY</li> <li>▪ MERITOCRACY CULTURE</li> <li>▪ DIFFERENTIATION</li> <li>▪ HIGH PERFORMANCE WORKPLACE</li> </ul>

## MY CREDENTIALS

- MBA from XLRI.
- Proactive Business HR partner with over 25 years experience in strategic HR roles across Manufacturing, Engineering, Automobile, IT and ITES organizations. Worked in Global & Domestic roles for companies like Siemens, HP, Compaq, Ashok Leyland & Tata Steel.
- Seasoned Facilitator & Coach.
- Visiting Faculty to various Business Schools.
- Experienced in –
  - Operationalizing the HR strategy to Business Plans;
  - Performance Management to enable a high performance oriented organization;
  - Competency Management to ensure organization effectiveness;
  - Transition and Transformation projects
  - Organizational Restructuring/ Realignment;
  - “Best Place to Work For” initiatives through Employee engagement initiatives;
  - Building a Talent and Leadership pipeline; and
  - HR Governance and Analytics.
- Certifications –
  - Certified as Internal Consultant by PDI.
  - Certified as HP Internal Coach.
  - Certified by SHL on Psychometric Assessments & Occupational Testing.
  - Certified Senior Leadership Program Facilitator at HP
  - Advanced Sales Training by Achieve Global.
- Companies partnered –
  - HP, ABB, Logica, Siemens, Allegis, PE Ventures (names confidential)

## MY ASSOCIATES

**CHIRANJIT BANERJEE (CB)** is a seasoned banking/financial services & consulting leader with a tested track record in building new businesses within established MNCs as well as successfully debuting as a late stage entrepreneur. In the early stages of his career, CB has worked with marquee brands like SBI, Citibank & Amex. He also co-founded two of the earliest Indian private merchant banks in the early 90s. Later, he was to seed the India operations of Asia's risk management leaders, Hill & Associates and Quest Research that was subsequently acquired by First Advantage.

We leverage CB's incisive knowledge & experience in the BFSI domain and his network of relationships to consummate corporate & institutional engagements. He also delivers finance aligned programs on a bespoke basis.

**DHRUV SEN** focuses on leadership and talent development, creating business systems & processes and conducting assessment and development centres.

Over the course of his professional career spanning 25 years, Dhruv has led the HR function in large organizations in India and abroad and has considerable expertise in both the operational and strategic aspects of HR. His experience spans across various industry verticals including the FMCG, Manufacturing, Automobile and Pharmaceuticals.

With a MBA from XLRI, Dhruv is certified on the OPQ, Occupational Testing and Competency Based Interviewing by SHL. He is also an assessor for the EFQM model of Business Excellence and certified in the Workplace Big Five Instrument and the Hay Job evaluation methodology.

## MY ASSOCIATES

**KENNETH PINTO** is a versatile corporate soft skills trainer with about 30 years of experience. He worked with the Taj Group of Hotels in various senior roles for more than 18 years. For the last 11 years he conducts workshops on soft skills for organizations across a wide spectrum of domains including IT, ITES, Hotels, Pharmaceutical, Retail, Hospitals, Manufacturing and Services. He specializes in delivering business specific workshops on Culture Sensitivity, Communication skills, Presentation skills, Team building, Campus to Corporate and Business Etiquette skills.

**RACHNA AGRAWAL** has a MBA in HR and have over 9 years of experience in HR across IT, ITES and Manufacturing organizations. She has a successful track record of working with IBM, Siemens IT, and LG in the areas of Employee Engagement & Retention, OD intervention, Competency Management, Grievance Management, HR Compliance & Standardization of HR policies and procedures. She has handled two large merger situations and is well-versed in HR Integration activities. . Rachna has worked in several global projects with multi-cultural clients/ partner. She consults on Diversity & Inclusion and other Women Empowerment topics.

# CONTACT


DELIVERING RESULTS FOCUSED,  
ROI BASED , SUSTAINABLE PEOPLE  
SOLUTIONS ALIGNED TO YOUR  
BUSINESS GOALS



PEOPLE  
PERFORMANCE  
PRACTITIONERS

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