

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 COMPETENCY BASED AND STRUCTURED BASED ON VALUE CREATION CAPABILITY OF EMPLOYEES THAT DIRECTLY IMPACT BUSINESS;**
- **THE HIRING ENGINE IS ALIGNED TO THE BUSINESS NEEDS AND 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;**
- **A HIGH PERFORMANCE MERITOCRACY CULTURE BASED ON DIFFERENTIATED PERFORMANCE & POTENTIAL LEVELS AND APPROPRIATE COST ALLOCATED FOR HR INTERVENTIONS FOR EACH SEGMENT AT DIFFERENT LEVELS;**
- **APPROPRIATE MEASURES TO ENSURE INTERNAL & EXTERNAL EQUITY;**
- **EXISTENCE OF AN OBJECTIVE & TRANSPARENT REWARD & RECOGNITION SYSTEM THAT PROMOTES HIGH LEVELS OF EMPLOYEE ENGAGEMENT;**
- **THE LEADERSHIP PIPELINE IS IDENTIFIED AND ADEQUATE DEVELOPMENTAL & RETENTION INTERVENTIONS ARE IN PLACE FOR EFFECTIVE TALENT MANAGEMENT;**
- **HR SYSTEMS, PROCESSES & PRACTICES HAVE GLOBAL BENCHMARKS;**
- **HR METRICS ARE ALIGNED WITH BUSINESS OBJECTIVES AND ARE CONSISTENTLY TRACKED AND USED FOR IMPROVEMENT;**
- **ADVANCED REPORTING & ANALYSIS OF HR DATA PROVIDES BUSINESS INSIGHT; AND FINALLY,**
- **DO YOU HAVE A POWERFUL EMPLOYEE VALUE PROPOSITION?**

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

Strategy

- Strategy development
- Establishing HR Function
- Improving the performance of existing HR function
- Outsourcing

Resourcing

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

Reward & Recognition

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

Employee Engagement

- Employee Value Proposition
- Employee Engagement Surveys
- Employee communications

Performance Management

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

Talent Management & Succession Planning

- Developing a talent strategy
- Developing talent management processes
- Talent identification and assessment
- Development plans

Leadership Development

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

Diversity & Inclusion

Learning Management

- Learning Roadmaps
- Learning management System (LMS)
- Blended learning
- Facilitation
- Set up Learning Academy

Culture Building

Business

Transformation

- Transition & Transformation Projects
- Change Management
- Managing Downsizing/ Redundancies
- Organizational Design
- Outplacement

HR Analytics

PCMM

Quality

Social media in HR

Health & Ergonomics

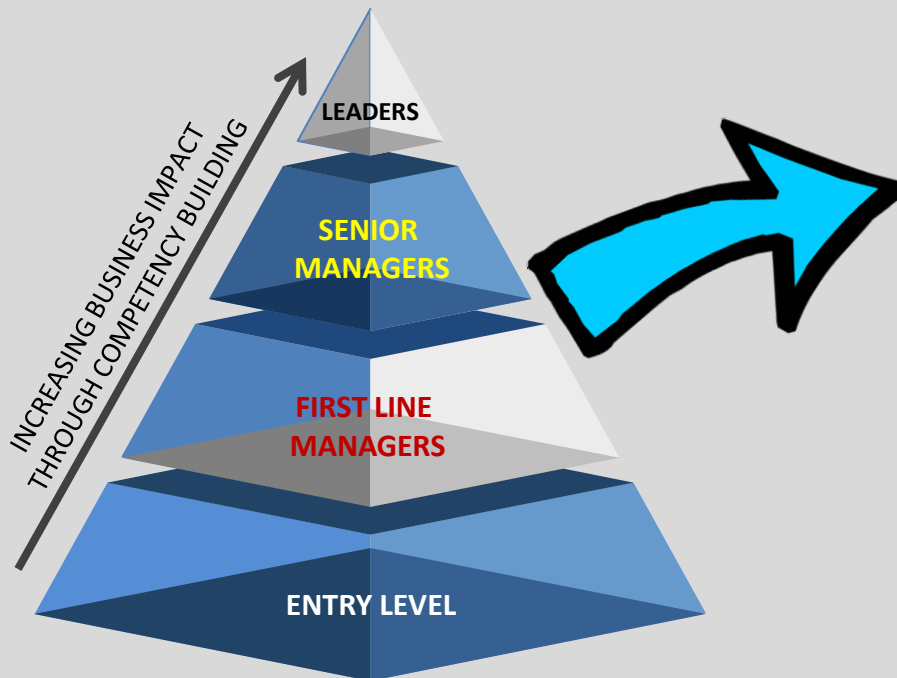
Counseling Services

Business Conduct policy

Compliance

PORTFOLIO OF SERVICES – 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?

1 **MODULAR APPROACH** - YOU 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.

2 **OUTSOURCE APPROACH** – YOU ENGAGE US AS A HR ADVISOR TO WORK WITH THE HR TEAM ON A CONTINUING LONG-TERM BASIS, WORKING ON SEVERAL CONCURRENT PROJECTS AND SUPPORTING YOU ON AN 24/7 OPERATIONAL BASIS.

- WHEREVER POSSIBLE, SOLUTIONS WOULD BE INTEGRATED WITH, OR REPLACE, EXISTING PROCESSES RATHER THAN CREATE ANOTHER EXPENSIVE STAND-ALONE INITIATIVE;
- WE WORK WITH YOU TO INVESTIGATE AND ADVISE, NOT TAKE OVER. YOU CHOOSE THE BEST POSSIBLE ALTERNATIVE, WE DO NOT FORCE SOLUTIONS ON TO YOU. ALSO, WE DO NOT OFFER A PACKAGED SOLUTION WHICH PARTIALLY RESOLVES THE ISSUE – WE OFFER AFFORDABLE & SUSTAINABLE SOLUTIONS BEST SUITED TO YOUR INVESTMENT;
- AND OF COURSE, OUR SERVICES COST MUCH LOWER THAN INSTITUTIONAL CONSULTANTS.

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"> ▪ INCREASE REVENUE GENERATION 	<ul style="list-style-type: none"> ▪ OPTIMAL RESOURCE MANAGEMENT ▪ IDENTIFY REDUNDANCIES IN HR PROCESSES ▪ INCREASED PRODUCTIVITY, UTILIZATION OF REVENUE GENERATING RESOURCES ▪ SUPPORT ASSIGNMENT MANAGEMENT & MOBILITY ▪ FOCUSED LEARNING & DEVELOPMENT BASED ON COMPETENCY AUDITS ▪ SALES TO RESOURCE VALUE CHAIN ▪ EVALUATE & IMPLEMENT OUTSOURCING/ OFF-SHORING STRATEGIES 	<ul style="list-style-type: none"> ▪ NO REVENUE LEAKAGE DUE TO LOST BUSINESS ▪ DIRECT SAVINGS ON HIRING / RE-HIRING COSTS ▪ HIGHER CHARGEABILITY OF RESOURCES ▪ REDUCED GO-TO-MARKET TIMELINES ▪ FASTER ENTRY TO NEW MARKETS
<ul style="list-style-type: none"> ▪ INCREASE EMPLOYEE RETENTION 	<ul style="list-style-type: none"> ▪ INCREASE EMPLOYEE ENGAGEMENT LEADING TO HIGHER EMPLOYEE SAT 	<ul style="list-style-type: none"> ▪ HIGHER CUSTOMER SAT LEADING TO REPEAT ORDERS ▪ INCREASED COLLABORATION
<ul style="list-style-type: none"> ▪ REDUCED HR DELIVERY COSTS 	<ul style="list-style-type: none"> • STANDARDIZE & INDUSTRIALIZE HR DELIVERY PROCESSES • HR ANALYTICS THAT ALLOW HIGHER VISIBILITY TO HR OPERATING COSTS 	<ul style="list-style-type: none"> ▪ COST REDUCTION DUE TO IMPROVED KNOWLEDGE MANAGEMENT ▪ SMARTER COST MANAGEMENT
<ul style="list-style-type: none"> ▪ CUSTOMER LOYALTY & RETENTION 	<ul style="list-style-type: none"> ▪ INCREASE HR UNDERSTANDING OF CUSTOMER REQUIREMENTS AND ALIGN HR DELIVERABLES (SKILLS, INCENTIVE, PERFORMANCE, ETC.) 	<ul style="list-style-type: none"> ▪ REPEAT ORDERS ▪ INCREASED CUSTOMER SAT
<ul style="list-style-type: none"> ▪ EXECUTE A SUSTAINABLE BUSINESS STRATEGY 	<ul style="list-style-type: none"> ▪ CREATE ROBUST LEADERSHIP PIPELINE ▪ RETAIN "TOP TALENT" 	<ul style="list-style-type: none"> ▪ BUSINESS CONTINUITY ▪ MERITOCRACY CULTURE LEADS TO HIGH PERFORMANCE WORKPLACE

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)

CONTACT


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



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