



A Strategic Human Resources “Integrated Solutions” Enterprise



Enabling Enterprises to grow, build and sustain Organizational Excellence.



About Us

The HR Company supports organizations by aligning people initiatives and processes to Business. It provides Strategic HR 'Integrated Solutions' enabling them to:

- Identify current and anticipated needs for Organization Effectiveness and
- Manage diverse Human Resource Challenges

Our Purpose : Helping Enterprises build and sustain People and Organizational Excellence.

Our Capability: To design, facilitate, execute and evaluate customized solutions and on time delivery in every assignment to achieve enhanced business performance.

We have provided to our clients :

- Customized, workable and cost efficient solutions & services
- Conceptually sound and experienced support



Industry Exposure

- Infrastructure and Real Estate
- Retail
- Consumer Durables

- Telecom
- FMCG
- Manufacturing

- Life Sciences Group
- Medium Enterprises
(Automobiles & Engineering)

What our Clients say for us ...

We are happy with **The HR Company** to have been engaged to redesign our Performance Management and Reward Systems for our Management team complementary to our growth goals and in line with the best benchmarked human resource practices.

Managing Director, One of the leading Automobile Ancillary group.

360 degree instrument was adopted for coaching our business leaders in a large division of our company. **The HR Company** was instrumental in institutionalizing this concept in our organization. The process adopted delivered results and aided us in taking the leadership development initiative to the next level.

Head HR, Reputed InfoTech Company

The workshop on Balance Score Card delivered by **The HR Company** was found to be immensely productive with clarity in the objective of the workshop, tools and methodology adopted and the in-depth knowledge and experience shared.

Feedback by Leadership Team, Heavy Industry.



Our Service Architecture

The HR Company firmly believes that leadership in an Organization has primary task of inspiring and developing people to demonstrate superior performance, nurtured by culture that is supported by robust processes, systems and practices.

We work with Organizations to :

- Focus on initiatives those are critical to growth and success.
- Bring out the best in its people.



Our Approach

Our approach to consulting & learning initiatives involve a four stage process.

Assessment



Seeking a clear context that we can relate to and reciprocate with robust solutions ?

Design



Provide company with an acceptable design that is evolved with an understanding of the subject matter from key stakeholders.

Commitment



Facilitating full commitment and ownership of stakeholders to implement strategies, plans and solutions.

Delivery



Provide expected outcomes on time and seek feedback.

Our work and solutions are customised to the organisation's unique needs and business context. These are designed to ensure that Organisations get the best return on their investment.





Vision & Strategy

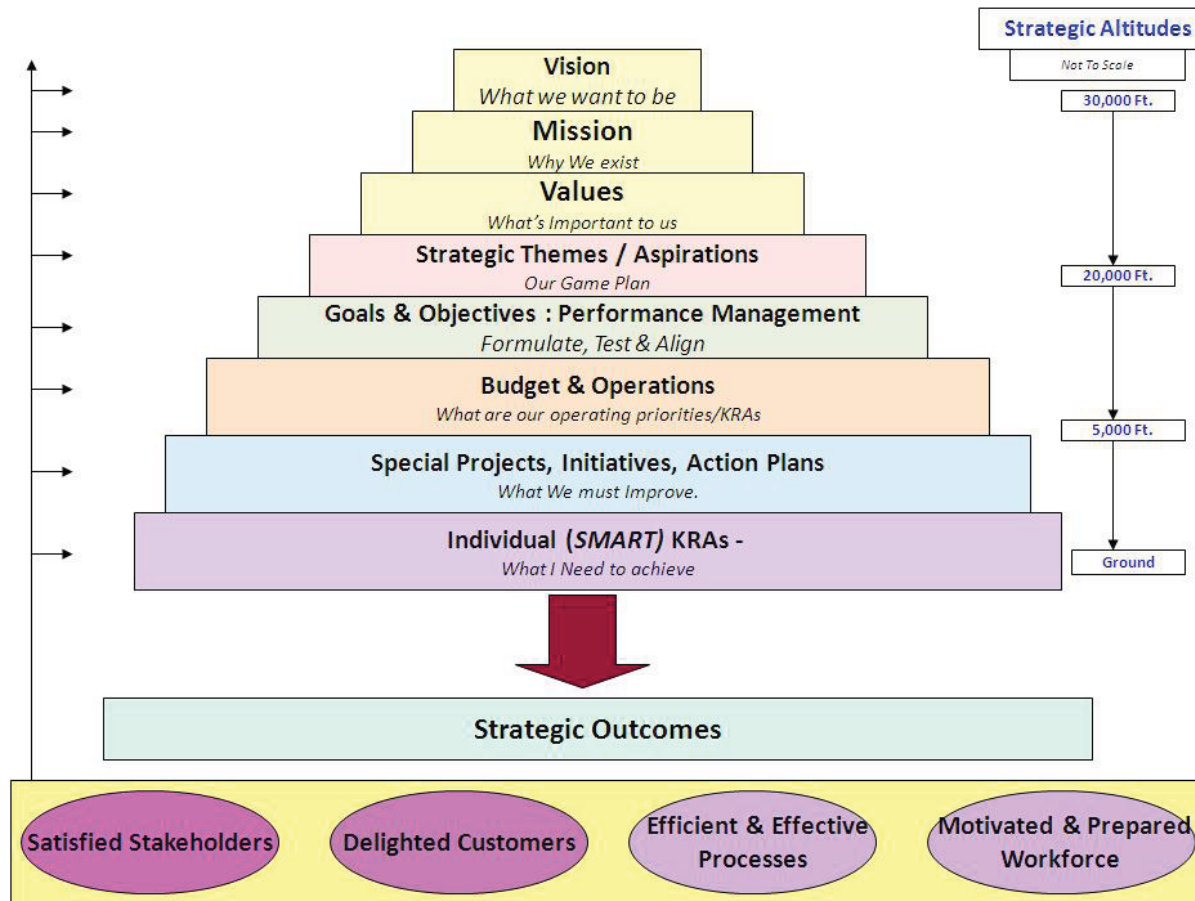
The HR Company's Strategic planning for any intervention is preceded by articulating the Organization's Vision, Mission & Values. The Action planning involves :

- **Defining Vision & Mission.**
- **Anchoring Values**
- **Goal Alignment**

"Best Visions don't just tell people where their organization is headed. They also make clear the organizational emotional values, those intangible qualities that will inspire people to new heights of performance and commitment to excellence."



Vision & Strategy

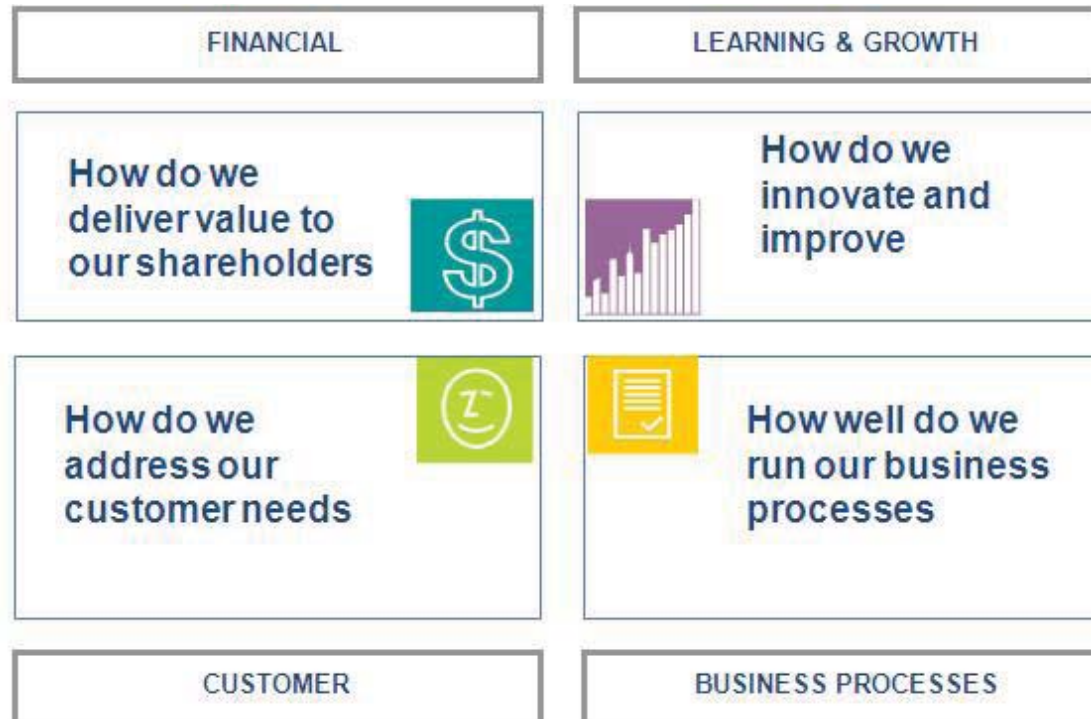


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Performance

Balanced Scorecard



Competency & Career Planning

Interventions under this practice are :

- **Competency framework designing, mapping, assessments and development**
- **Identifying potential talent and building careers & succession ladder.**
- **Designing and Implementing development initiatives**
- **Competency Assessment and Development**

A. Middle / Senior Middle Management :Through Assessment Centre and Developmental Inputs and Interventions

B. Senior Management :Through 360 degree Feedback and Coaching Process





Competencies & Career Planning

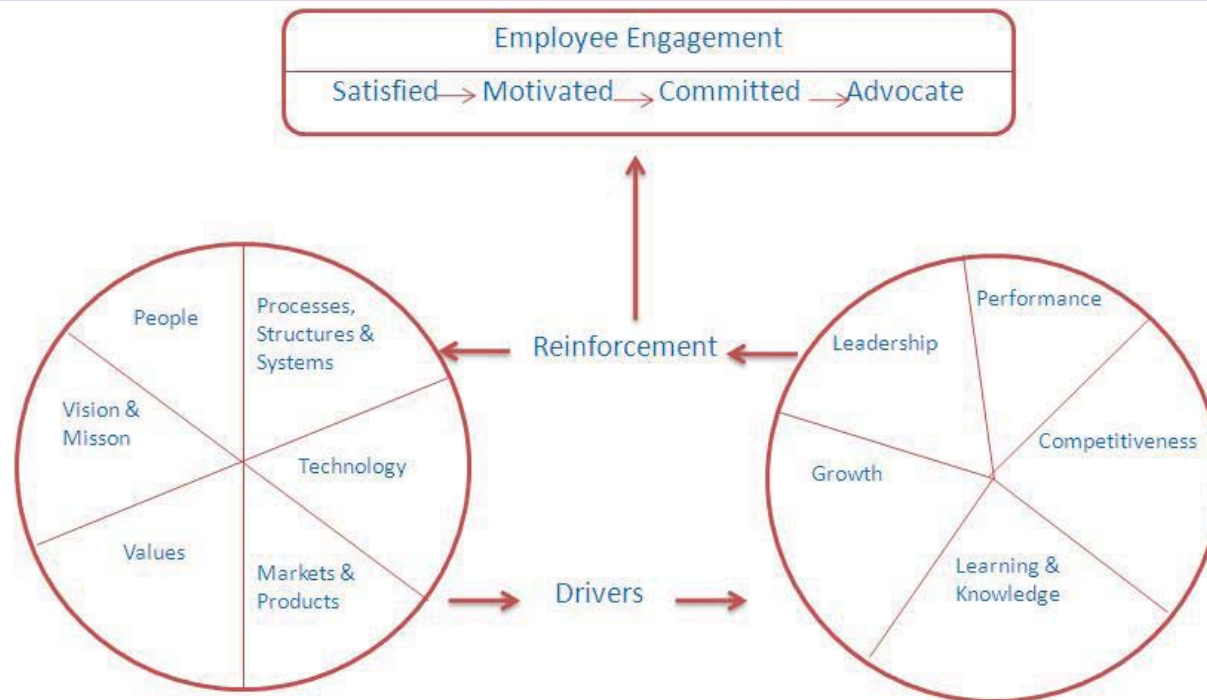
Coaching

- **Coaching requires understanding behaviors that impede individual effectiveness in a given context. Good coaching is simply good management.**
- **It equips a manager to improve the ability to meet business objectives, It focuses on specific competencies and by coaching an individual in a specific area, they may be able to build strength in that area.**
- **Effective coaching rests on seeking and giving feedback. Effective feedback enables someone to understand what he / she did in a particular situation and what effect that had on business and / or other people.**
- **Coach & Coachee have shared responsibility for outcomes.**
- **Our Coaching Model is based on structured phases of coaching flow and relies on feedback data through multiple sources.**



Culture & Engagement

Motivating employees and engaging them can be one of your biggest challenges as an employer. Constant pressure to increase productivity, profitability and revenue growth can often overshadow the importance of how an unengaged workforce can negatively affect corporate performance.





Culture & Engagement

Broad Dimensions followed for the Culture Study are :

- **Leadership**
- **Employee Development**
- **Organizational Identity**
- **Performance and Recognition**
- **Work Life Balance**
- **Work Relationships**
- **Communication**
- **Customer Focus**
- **Physical Work Environment**





Learning & Development

The HR Company strongly believes that investment in continuous learning by employees and their development is mutually beneficial to an individual and such organization for its current and future success.

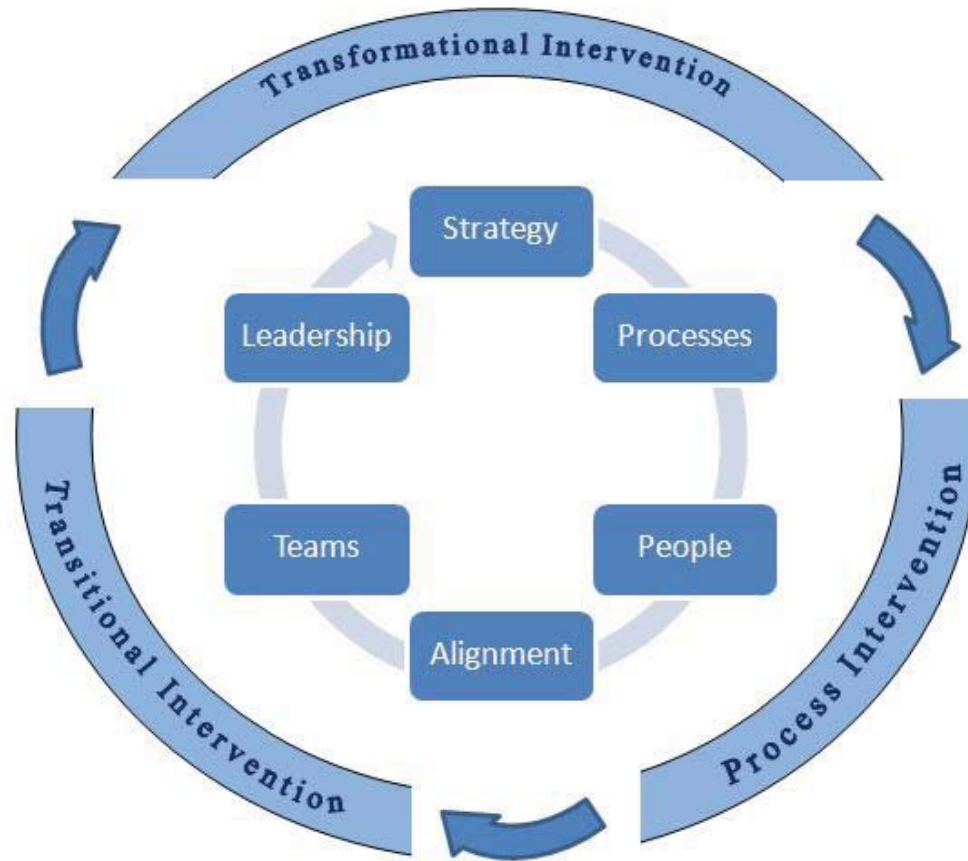
We address learning requirements through OD interventions and also adopting in depth “Need assessment and analysis” at individual and organization level towards their development, growth and transformation.

It involves people to participate in well designed and customized workshops to imbibe learning and make its application productive. Our unique process of key distilled learning enables participants to prepare personal action plans.

The Learning and Development model supports our clients to take a holistic approach in their journey to excellence and growth.



Learning & Development



Learning & Development

<u>Process Interventions</u>	Across Organization For people, teams and levels to build effective processes
<u>Transitional Interventions</u>	Middle Management For positions preparing to assume higher responsibilities and team leadership roles
<u>Transformational Interventions</u>	Senior Management For Leadership positions with strategic & execution role



Learning & Development

Process Level

Workshops / Areas	Skills Targeted	
Visioning	<ul style="list-style-type: none"> • Unlocking the Future • Dreaming to Theming • Managing Ambiguity over Multiple Time Horizons and Businesses 	<ul style="list-style-type: none"> • Strategic Goal Setting • Strategy Mapping • Resource Needs & Allocation
Strategic Performance Planning – Balance Scorecard	<ul style="list-style-type: none"> • Strategic Thinking • Strategy Execution and Role of Performance Management (PMS) • Benefits of the Balanced Score Card Approach 	<ul style="list-style-type: none"> • Developing & Aligning Individual Goals & Objectives with Strategic Goals • Measures Metrics & Performance Deliverables • Strategic Learning Cycle
Creativity & Innovation	<ul style="list-style-type: none"> • Inventing the Future • Creativity v/s Innovation • Innovation Box Tool • Set up Innovation Funnel 	<ul style="list-style-type: none"> • Innovation beyond products • Leveraging Diversity • Manage Risk
Competencies Based Interviewing	<ul style="list-style-type: none"> • Planning the Interview • Gathering STARs with Performance-based Questions 	<ul style="list-style-type: none"> • Conducting the Interview • Interviewing Techniques • Closing the Interview • Post Interview Activities
Moving from Customer Satisfaction to Customer Delight	<ul style="list-style-type: none"> • Customer Expectations • Customer Touch Points • Service Organization • Process Mapping 	<ul style="list-style-type: none"> • Setting Service Standards • Attitude in Customer Service • Handling Difficult Customers • Customer Satisfaction Audit



Learning & Development

Transitional Level

Workshops	Skills Targeted	
Result Oriented Performance	<ul style="list-style-type: none"> • Role of A Manager • Time & Prioritization • Communication 	<ul style="list-style-type: none"> • Problem Solving • Negotiation
Building & Leading High Performance Teams	<ul style="list-style-type: none"> • Managing Conflicts • Team Building • Emotional Intelligence 	<ul style="list-style-type: none"> • Performance Management • Emotional Intelligence • Effective Delegation
Execution – Getting Things Done	<ul style="list-style-type: none"> • Execution Challenges • Why Organizations Fail • Understanding Business Complexities 	<ul style="list-style-type: none"> • Aligning Operations to Strategy • Aligning People to Organization Priorities • Execution Competencies
Managing Performance – Goal Alignment & Objective Setting	<ul style="list-style-type: none"> • Setting Smart & Clear Goals • Evaluating & Achieving high priority initiatives 	<ul style="list-style-type: none"> • Setting SMART KRAs
Winning Sales Strategies	<ul style="list-style-type: none"> • Mapping your Customer Situation Analysis (Competition & Context) • Markets & Channels Sales Skills • Effective Negotiations 	<ul style="list-style-type: none"> • Prioritizing segments • Sales Strategy by Segment • Sales Process Model • Expanding Product / Service Value • Team Performance Measures
Effective Negotiations	<ul style="list-style-type: none"> • Situational Analysis • Process & Golden Rules of Negotiations • Critical Factors for Success 	<ul style="list-style-type: none"> • Advantages and Disadvantages of Hard v/s Soft Negotiation



Learning & Development

Transformational Level		
Workshops	Skills Targeted	
Framework for Creating New Paradigm	<ul style="list-style-type: none"> • Strategy Thinking • Analytical Tools & Framework • Testing the Viability of Strategic Plan 	<ul style="list-style-type: none"> • Readiness to Change • Formulating Strategy • Leadership Factor • Strategy To Execution • Strategic Decision Making
The Practice of Innovation	<ul style="list-style-type: none"> • The 5 Disciplines of Innovation • Value Creation – NABC Analysis • Making Innovation Work – ROI from Innovation • The Ten faces of Innovation 	<ul style="list-style-type: none"> • Mental Models • Design of an Innovation Program • Innovation Climate Questionnaire • Creating Innovation Champions
Leadership In Action	<ul style="list-style-type: none"> • Leadership Framework • Effective Leadership • Leadership Challenges • Leadership Competencies 	<ul style="list-style-type: none"> • Fostering Change • Taking Decisions • Influencing Skills
Managing Change	<ul style="list-style-type: none"> • Readiness to Change • Planning for Change • Designing a Winning Strategy • 5 Ring model to check effectiveness • Transformation Leadership 	<ul style="list-style-type: none"> • Strategic inflection point • Inventing the future • Three step Change Model • Overcoming Resistance • Motivating & Aligning People
Leadership Judgment – The Art of Effective Decision Making	<ul style="list-style-type: none"> • Framework for Judgment • Strategy Judgment Calls • Networking • Taking Ownership 	<ul style="list-style-type: none"> • Courage & Standards • Judgment in Crisis Situation • Aligning Constituents • Getting to Execute
Team Building & Emotional Intelligence	<ul style="list-style-type: none"> • Balance IQ & EQ : Be Highly Effective • Realign Emotional Profile – Secure Success • EI Competencies • Replant your Leadership Seeds in Fertile Soil 	<ul style="list-style-type: none"> • Enjoy & Enhance Mental Productivity • Evolve a Personality Profile with an Edge • Be a Visionary : Be Creative • Let others find a Leader in you
Coaching & Feedback	<ul style="list-style-type: none"> • Importance of Coaching & Feedback • Communicating Styles 	<ul style="list-style-type: none"> • Developing competencies • Giving Effective Feedback • Coaching & Feedback Situations





HR Advisory

Initiatives under this practice are :

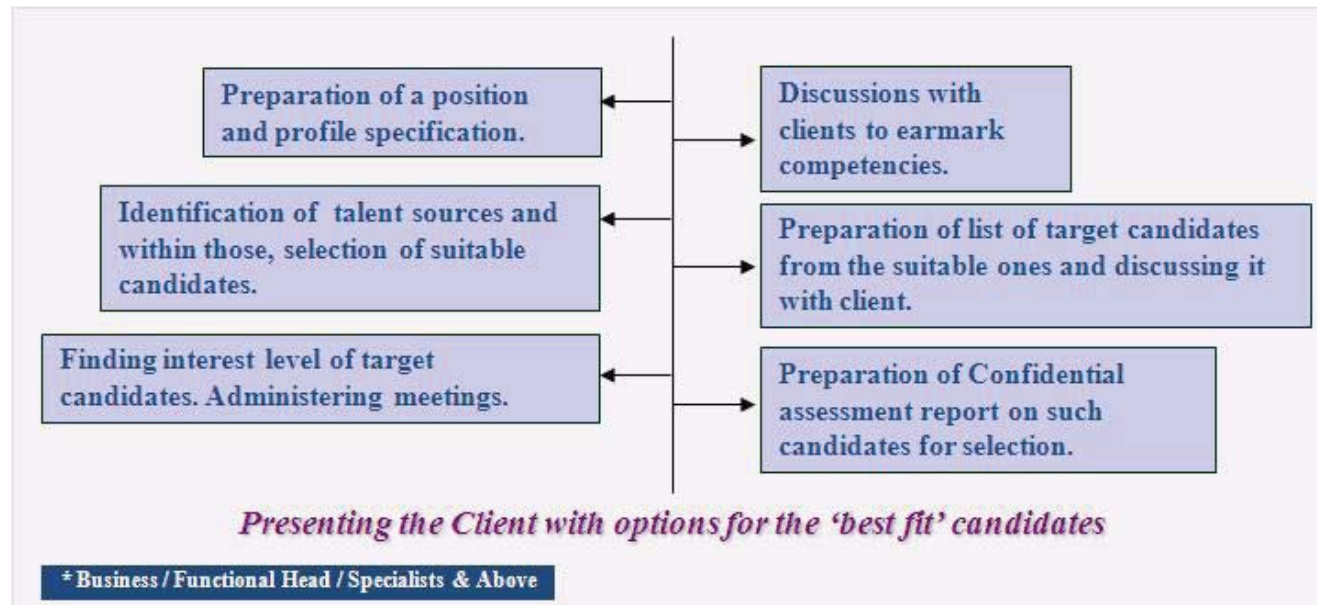
- **Organisation design and change effectiveness**
- **HR strategy, processes and systems design**
- **HR due diligence and integration practices – M & A candidates**
- **HR policies, systems and processes framework for domestic and overseas Companies**



Search & Selections : Talent Quotient (TQ)

The 'Talent Quotient' (TQ) arm is an exclusive search division enabling organisations to bridge talent gaps for select leadership positions through external hires

Our Approach for External Hires for Leadership & Key Talent



**Talent Quotient, the search arm of The HR Company led by Industry Experts and Leaders.*

Leadership Positions Searched

Position

Head – Manufacturing
Head – Taxation
National Sales Head
National Head (BFSI)
Business Head
CEO
Head – Learning & Development (Corporate HR)
Head – Compensation & Benefits (Corporate HR)
Head – HR
Head – R & D

Industry

FMCG / Tyres
Consumer Durable
Consumer Durable
IT
Life Sciences
Life Sciences / Retail
Leading Multi-Business
Organization / FMCG
Leading FMCG
Real Estate
Life Sciences Group



Our Team, Knowledge Partners and Associates

Experienced and enthusiastic leadership has been at the helm of The HR Company since inception. Our Team consists of senior industry professionals and HR experts as knowledge partners and a group of young and talented professionals as team members and associates.

Udai Upendra



Udai Upendra is a Graduate in management from BHU and Post Graduate from XLRI. He is also an alumni of Ashridge University, IMD, Center for Creative Leadership and Indian School of Business, through his academic and learning exposures. Udai has also qualified one year business leaders program (Strategy & Leadership) from Indian Institute of Management, Kolkata.

He began his career as a Graduate Trainee with DCM, and gained exposure in Commercial Practices and Human Resources. With initial training in Management, he then took a sabbatical to specialize in Organizational Behavior. Thereafter, next 25 years, he has had career assignments with large multinational companies and their affiliates in India and outside, namely, Unilever, Colgate Palmolive and Ranbaxy in leadership positions.

Udai has been a part of apex management committees / board and has gained extensive exposure in the area of strategy, people processes, leadership and organisational development. Engagement with several global task forces, exposure to cross-cultural experiences/ projects & assignments with over 50 countries has helped him gain global perspective of human capital management.

Udai is actively associated with Employer Organizations, prominent Management Institutes, Universities and Professional Associations, as a visiting faculty, on variety of subjects on management at their conventions/seminars. Udai's address at global leadership conference at San Diego recently was well received.

Founder & CEO





Mr. Anil Dhar

Anil is a post graduate in physics from Delhi University, MBA (Finance) from Jammalal Bajaj Institute of management and M.sc.in Fiscal studies from Bath University in the UK. He is a consultant on Indirect Taxes and regulatory confluence with Reliance Industries, Mumbai.

He has been member of Indian Revenue Services and served them as Additional Director of Revenue Intelligence before he moved to private sector in 2000.

He is a recipient of Presidential Award for distinguished record of service Conferred by President of India. Besides, nomination to many international forums representing India he was selected by World bank in 2003 for its programme on Environmental Economics for development policies held at Washington DC. He is also a fellow of the Salzburg Seminar an internationally acclaimed think-tank based in Salzburg, Austria.

Arvind Nanda

Mr. Arvind Nanda is an Engineering Graduate from Punjab Engineering College, Chandigarh with management education from IIM Bangalore.

His work experience spans over 30 years in operations and General management areas. He was last joint Managing Director with Jessop & Co, Kolkata and immediately prior with M/s Anand Automotive Systems as Group Vice President - Corporate Strategy & development besides being Head of Engine Bearing Business. His other assignments at senior management positions have been at ISMT, Jay Engineering and Punjab Tractors.

His expertise and competencies relate to Strategy, Execution , Leadership, Start-up, turnaround & change, M & A, P & L and Performance improvement , Quality improvement , HR and Organization Development.



Rahul Goswami

An alumnus of Sydenham College, Mumbai (1975) and IIM Calcutta (1977), Rahul has over three decades of rich industrial experience. After an initial two and half years with the Power Engineering Company BHEL, he spent over twenty eight years with Ranbaxy, both overseas and in India.

His recent senior management assignments, with global leadership and developmental responsibilities, included Corporate and Business Finance, Information Technology, Strategic Sourcing and Strategic Planning.

He has been a key participant in several Organization Development initiatives in the course of Ranbaxy's journey of internationalization and industry leadership. He has been a visitor, speaker and recruiter at IIMs and other leading Management institutes and has spoken at business, industrial and management forums in India and overseas.

Rahul Sarin

Rahul Sarin is a Master in Management Studies from University of Mumbai with 16 years corporate experience in Sales, Marketing and General Management with Unilever group in India and Overseas. He has worked closely with leading global training organizations to deliver Change and Team Effectiveness. He has also extensively used experiential training methodology to drive Change and Team Performance in organizations. Currently, he is Executive Director, co-founder of NR Performance Edge Consultants.



Vavilala Brhaspati (BV)

Vavilala Brhaspati (BV) is a Post Graduate in Organic Chemistry, a Management Graduate from XLRI and a certified Project Management Professional (PMP).

He has over 30 years of Marketing, Management Consultancy, Project Execution and Entrepreneurial experience in India and abroad. His work experience spans Pharmaceutical, Electronics, Textiles, Management Consultancy, Academic Institution Building, Brief Teaching Experience and ERP (SAP) Information Technology Sectors. He has worked for various Organizations like John Wyeth, DCPL and ICFAI University shouldering middle management and senior Management responsibilities before moving to USA in 1999.

He has worked as an Independent ERP Consultant for International Organizations like SAP America, Fujitsu, Siemens Business Solutions and IBM before starting his own Professional Service Firm United HCM that provided niche services in the area of implementing and Human Capital Management solutions



Kiran Jaitley

Ms Kiran Jaitley, a **clinical psychologist** by training and experience initially, she has subsequently (for twenty nine years) led functions across Consumer Market Insight and core Marketing at one of the most reputed global FMCG companies.

Her role spanned across categories like personal – wash and hygiene, frozen foods, adult/infant and fem care and relevant Business acquisition. Highlights herein were innovation and new product development / test marketing , leading involvement in strategic entry into a new Business area and rejuvenation of a flagship brand.

Kiran led the genesis (formulating and making happen) of the Consumer Connect program – guiding mapping and monitoring marketing team consumer connectivity / ‘intelligence’ across the South East region In addition she has expert knowledge on Brand insight generation techniques which has been leveraged for Brand development, Shopper understanding and Market place activation.

The above roles have inherently involved training and development of teams, mapping processes, their upgradation (ISO certification), and continued compliance within Consumer Connect teams. She has also led the Extension of the same to the MR industry in India through very basic recognition of the In – Field arm – the development and adoption of the MRSI Field Certification Program.

She is currently based in Gurgaon and continues to leverage experiences as a consultant with Business schools, MR agencies and lead multinational companies. Through her professional experience and background, she is an outstanding facilitator, developer and coach.

Our Executive Search Team is led by:
Vijay Dahima



An honours graduate in Commerce from St. Xavier's College with over two decades of rich business development and customer engagement experience across diverse industries viz; Credit Cards, IT Services, Education & Training and Senior Retained Search & Selection.

After the initial 3 years in the Charge / Credit Card business from Diners Club International, he led senior management roles in IT Education & Training companies, such as APTECH & Microland for over a decade.

Post his years working with highly matrix IT organisations in building practices, business units and enterprise ground up; he has been a Senior Consultant and a Certified Trainer with AchieveGlobal Inc., leading HR interventions from Strategy-to-Results through People, Process and Implementation expertise. Largely, the interventions were to enhance the business performance from current to anticipated milestones in diverse manufacturing and service organizations. He is an accomplished speaker and presenter and can engage across audience profiles to render presentations that sell ideas and create lasting impacts.

He is trained on latest international research methodologies for Executive Search & Selection for CXO talent induction, spanning across industries. He is adept at creating relationships with CXO Level through leveraging personal network and conversations around well researched value propositions.





Learn

Evolve

Grow

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the
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People matter ... globallyTM