

PEOPLE PRACTICE

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BUSINESS CONSULTING

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HR Practice

Organizational Restructure:

'Organization Restructuring' helps companies to align their manpower in the most optimum and efficient way to achieve their goals.

- Understand:
 - The future organization, the business environment in which it will operate
 - The internal and external inter-linkages and interfaces
 - Manning: The required employee profile and numbers
 - Level of Centralization and Decentralization
- Review:
 - The existing structures- specifically related to core functions, operations & support
 - The existing jobs and employee profiles
 - The existing inter-linkages & interfaces
 - Best practices
 - Manpower plan
- Design:
 - Recommendations on organization design
 - Detail design in terms of reporting relationships, functional interfaces, key jobs and their definitions
 - Recommendations on staffing

Talent Management:

'Talent Management' helps companies to identify key employees and invest in their fast track growth.

1. Job Description:
 - a. Purpose of existence of each job in the organization
 - b. Aligning the roles towards the organizational goals
 - c. Documenting roles and responsibilities, accountabilities, interfaces, education qualifications, experience and skills required for the job
2. Competency Mapping:
 - a. Understand the competencies required to execute the different jobs in the organization
 - b. Create Competency Dictionary for the organization
 - c. Mapping level of competencies to the job roles in the organization
 - d. Making the other HR Processes competency based

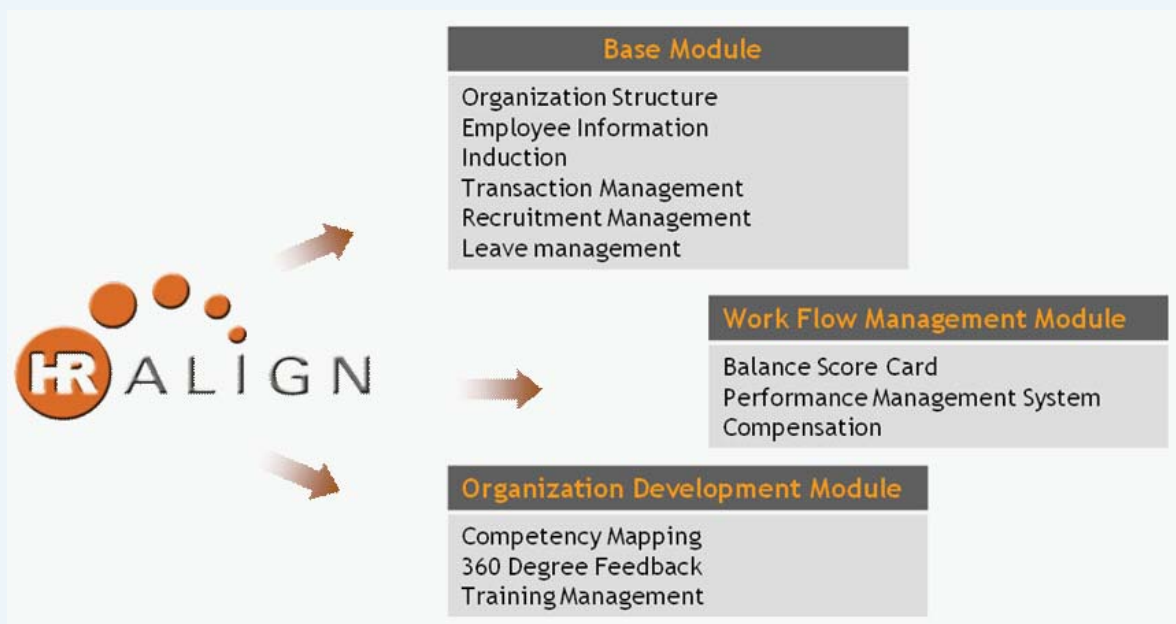
3. Performance Management:
 - a. Developing a Performance Management Philosophy for the organization
 - b. Developing KRA/ KPI's for each Role in the organization
 - c. Developing Performance Dashboards
 - d. Aligning Performance to Compensation

4. Assessment /Development Center:
 - a. Assess an individual's performance vis a vis the competencies required for the position
 - b. Fitment of candidates in vacant posts
 - c. Identify star performers and develop a fast track career path
 - d. Address individual competency gaps through training & personal development plans

Strategic HR @ a Click:

We have associated with Neteron Technologies for providing companies with an automated HR solution, the HR Align. Suite.

HR Align is a benchmark approach to competency based organization and employee development. A tool that allows you to unleash the hidden potential and latent talent of your human capital, in an organized and efficient manner, by linking People, Strategy and Performance.



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Partial Client List:



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