

Work Done with Integrated Clients

<p>Client: Paymate India Pvt. Ltd. Industry: Mobile Commerce Number of Employees: 85</p>	<p>Client: Dinshaws Dairy Foods Ltd. Industry: FMCG - Dairy products Number of Employees: 700</p>
<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Design of the structure, polices, processes and framework ➤ Bringing on board a talented and excited team to join a start up ➤ Developing performance metrics and alignment in a dynamic start up ➤ Coaching to the top Management 	<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Change Management ➤ Performance Management ➤ Sales Management Systems ➤ Decision Making Guidelines ➤ HR systems and processes
<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Enable the Company to start up from ground 0. ➤ Design of the structure, roles & Responsibilities, Polices, processes ➤ Positioning of the Company to facilitate greater appeal to acquire talent ➤ Creating diversity in the talent mix ➤ Performance metrics and focus in a dynamic environment ➤ Compensation structuring and ESOP's administration ➤ Employee engagement and OD initiatives 	<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Definition of Organization structure and Job Roles ➤ Reorientation of the Sales function to provide greater focus for each area, supporting market penetration ➤ Restructuring of the Finance and Accounts function ➤ Development of the Mission, Values and blueprint for the culture ➤ HR policies and processes ➤ Performance Management System, Performance metrics ➤ Competency Development

<p>Client: Kreeda Games India Pvt. Ltd. Industry: Gaming Number of Employees: 35</p>	<p>Client: Foggers India Pvt. Ltd. Industry: Agriculture Number of Employees: 85</p>
<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Redefining the culture and addressing Systemic issues ➤ Create a cultural paradigm shift in terms of performance ➤ Consultancy on organizational structure, competencies and compensation ➤ Realigning the organization to a new direction 	<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Refine of the structure, polices, processes and framework ➤ Delegation of powers and develop succession plans ➤ Developing performance metrics for management ➤ Talent Acquisition
<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Restructuring/Rationalization ➤ Talent Acquisition ➤ Implementation of HR processes ➤ Compensation structuring and ESOP's administration ➤ Employee engagement and OD initiatives ➤ Competency evaluation and development ➤ Coaching to the top Management and Managers 	<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Refinement of the structure, roles & Responsibilities, Polices, processes. ➤ Developed productivity metrics for the Management ➤ Positioning of the Company to facilitate greater appeal to acquire talent ➤ Develop Induction program and implementation ➤ Employee engagement and OD initiatives

<p>Client: Khana Khazana (Sanjeev Kapoor) Industry: Food & Beverages Number of Employees: 35</p>	<p>Client: Jade Consumers Pvt. Ltd. Industry: FMCG Number of Employees: 50</p>
<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Design of the Organization Structure ➤ Professionalize the company ➤ Recruitment and Selection ➤ Training and Induction ➤ Performance Review Mechanisms 	<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Building the sales team across India ➤ Developing performance management systems in a dynamic Sales Driven Environment ➤ Create employee engagement ➤ Develop polices, processes and framework
<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Defined the organization structure into SBU's ➤ Manpower Planning ➤ Design of Roles & Responsibilities, Polices, processes ➤ Induction Framework ➤ KRAs setting 	<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Developed the structure, roles & Responsibilities, Polices, processes ➤ Positioning of the Company to attract sales staff across different levels ➤ Recruited all India sales staff ➤ Performance metrics and focus in a Sales Driven Environment ➤ Compensation structuring and incentive programs

<p>Client: Alok Ingots (Mumbai) Pvt. Ltd. Industry: Steel Manufacturing Number of Employees: 50</p>	<p>Client: Tiki Tar Industries (India) Ltd Industry: Tar Manufacturing Number of Employees: 60</p>
<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Recruitment ➤ Develop job responsibilities and evaluate the skill gap between people and job requirements ➤ Develop the organization structure ➤ Performance Management systems ➤ Ensure that policies and processes in place must be executed ➤ Move from proprietor run set up to professional set up 	<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Audit the nature of responsibilities by the present manpower ➤ Examine and develop the organization structure ➤ Ensure that policies and processes in place must be executed
<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Developed the structure, roles & Responsibilities, Polices, processes ➤ Positioning of the Company to attract staff across different levels ➤ Recruitment ➤ Performance metrics and focus in a production set up ➤ Compensation structuring and incentive programs 	<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Talent Acquisition ➤ Developed and implemented the structure, roles & Responsibilities, Polices, processes ➤ Employee engagement and OD initiatives ➤ Management of Union issues

<p>Client: IOS Relocations International Industry: Relocation Number of Employees: 35</p>	<p>Client: Print Services Pvt. Ltd. Industry: Printing Number of Employees: 40</p>
<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Talent Acquisition ➤ Design of the structure, polices, processes and framework ➤ Developing performance metrics ➤ Employee engagement and communication 	<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Design of the structure, polices, processes and framework ➤ Developing performance metrics ➤ Employee engagement and communication
<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Professionalizing the system ➤ Positioning of the Company to facilitate greater appeal to acquire talent from competition ➤ Talent Acquisition across all locations in India ➤ Training and induction framework ➤ Incentive structure ➤ Design of Roles & Responsibilities, Polices, processes ➤ KRAs setting ➤ Employee engagement and communication 	<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Develop Induction program and implementation ➤ Employee engagement and OD initiatives ➤ Design of the structure, roles & Responsibilities, Polices, processes.

<p>Client: Integron Project Solutions Industry: Facility management & Project Execution Number of Employees: 600</p>	<p>Client: Indian Television Industry: Media Number of Employees: 60</p>
<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Organization Structure ➤ Design of the structure, polices, processes and framework ➤ Talent Acquisition ➤ Performance Management Systems ➤ Talent Enhancement 	<p>Focus areas:</p> <ul style="list-style-type: none"> ➤ Talent Acquisition and retention ➤ Design of the structure, polices, processes and framework ➤ Compensation Structuring ➤ Developing performance metrics ➤ Employee engagement and communication ➤ Development of mission and values
<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Design of the structure, roles & Responsibilities, Polices, processes and implementation ➤ Recruitment across Mumbai ➤ Defined KRAs ➤ Communication processes and Town Hall meets ➤ Developed Induction Program and implementation ➤ Facilitated ISO certification 	<p>What did we achieve:</p> <ul style="list-style-type: none"> ➤ Tax friendly compensation Structure ➤ Develop Induction program and implementation ➤ Employee engagement and OD initiatives ➤ Design of the structure, roles & Responsibilities, Polices, processes