



Catalyzing Business Performance

About Us



- We are 12-year-old people technology and consulting firm helping our clients to deliver results with our expertise and business intelligence.
- The firm's founders (Anoop Ramachandran, Vibha Anoop and Amitabha Sen) have a combined 80 years of expertise across Industries, Geographies, and Domains.
- Our Mission is to assist organizations in achieving their goals by offering cutting-edge, world-class HR services & consulting.
- We have our corporate office at Pune.



01

Integrity



02

**Customer
First**



03

Execution



04

Innovation

People Challenges



3D Approach



HR Advisory

Impactful interventions to prepare organizations for future growth.
To bring change in business profitability through people ROI.

HR Partner

Developmental of HR services at the company.
Responsible for transforming the entire HR function through processes, systems and strategies.

CATALYST

This is a combination of a digitized performance management tool and BI.
Performance culture is achieved through strategic guidance and technology.

Talent Acquisition

Responsible for acquiring talent across functions, industries, locations at all levels including CXO hiring
Achieved through dedicated team of specialists



Advisory Services

Impactful interventions to prepare organizations for future growth.
To improve profitability and productivity through people interventions.

Some of our successful interventions

Assessment Centres/360 Degree/ IDP	Employee Engagement Surveys	Succession Planning & Hi pot coaching	Competency Frameworks/Matrix	Building Performance Management
Hire and Train Young Talent	HR handbook-Policies and Processes	Winning Great Place to Work awards Winning Gallop/ Best employers awards	Organisation Design: Structures/ bands- Grades- Designations/ Vision-Mission-Values-culture	HR Audits and Diagnostics

Our interventions has lead to



The BRIDGE - Drive the performance Culture

- Building a culture of accountability
- Design an organisation structure with reporting structures, Bands, Grades etc.
- Bring Clarity In terms of Roles and standardization across the plants
- Design a performance management policy/ guidelines and align all
- Level wise identify the measurements criteria (KRA/ KPI) aligned to organisation goals
- Build a R&R (monetary and non monetary policy/ guideline and align to performance and manage 1 cycle of increments
- Identify gaps in development through performance reviews



Deliverables

Job Descriptions
PMS policy and system including R&R
MIS reporting formats and methodology
C&B policy execution
Training needs identification

Desirable Outcome

Increased People Productivity, Clear roles, and responsibilities, Structured working environment, Building ownership, building leaders.

ENGAGEMENT-X

Building organization brand/ Engaged employee/ Attract & retain talent



What

- Identify employee pain points
- Conduct trial surveys to understand employee pulse
- Identify ,design and execute interventions to improve engagement scores & align policies
- Employer Branding/ Win the awards.
- Culture Intergration
- Build a grievance management methodology
- Periodic communication through Plant Heads, HR connects , JMD Connects etc.

Deliverables

Grievance Resolution methodology Implementation
Engagement Survey every year
Communication strategy/ Framework
Redesigned Policy Manual

Desirable Outcome

Increase organization Productivity, Higher Engagement , attract- retain- develop talent

UDAAN-Hi-Pot Development

Developing the future leaders



What

- Improve current job performance
- Prepare for the next level growth
- Obtain competencies that can help lead
- Increase interest, challenges, and satisfaction in current and next position

How

- Identification of Top Talent
- A thorough assessment of current and future competencies
- Create a development and assessment plan
- Prepare a strategy to train and Coach them
- Conduct training, skill building One-on-one
Execute communication with Top talent at regular intervals

Desirable Outcome

Skilled Talent, Talent Retention and Development, Robust Leadership pipeline

Campus to Corporate

Hire and Train young Talent to be future leader



What

- Enable the company to bring young talented Engineers/ MBAs/ professionals into its workforce
- Design a structured, exciting 1 year program to build a pipeline of talent.
- Have a ready pool of talent who could quickly fill in vacant positions

How

- Creating Employer Branding
- Hiring young Talent from Top Campus
- Continuous engagement with Hire's
- Project allocation and assignment assessment
- Conduct training, skill building programs
- Assessment and placement to the right departments to take the lead

Desirable Outcome

Low-cost Skilled Talent, Trained future leaders, Accountable employees



HR Partner

Professionalizing HR services at the company.
Responsible for transforming the entire HR
operations through processes & systems.

Approach

- 3D approach taken
- HR audit to identify gaps
- Prepare a 2 year road map
- Design all processes/ interventions
- Recruit the internal HR for the client.
- Implement Core HR (incl. base PMS/ L&D) and ensure internal HR manages it
- Course correct regularly
- Professionalize/ Train the HR team

Initiation

Organisation structures, Bands/ Grades/ Designations, HR policies & hand book, Payroll including process, Attendance & leave mgmt., C&B (increments/ incentives/ Bonus linkage to performance) Legal compliances, Recruitment & Selection incl processes, Induction & orientation

Stabilisation

Set up and online HRIS (if client wants) , Manpower planning, Job descriptions, L&D incl. training needs identification/ Offline PMS, Quarterly Audits, competency matrix, Town halls and feedbacks, R&R, Budgets

Phase I-Initiation-12
Months

Phase II -Stabilization-12
Month

Phase III-
Growth(Advisory Service)

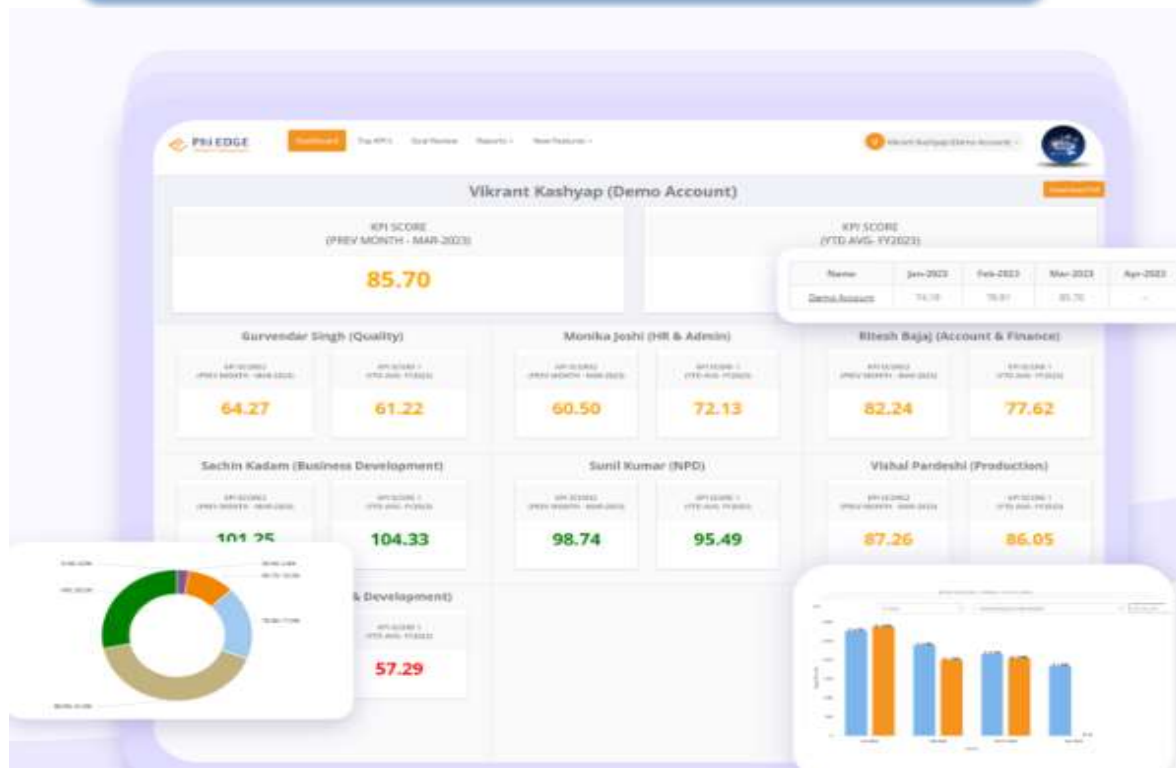


CATALYST

Cloud-based, SAAS technology tool to improve
business performance backed with strategic guidance.

CATALYST Is A Cloud-based Performance Management Solution.

INSIGHT TO POWER **YOUR BUSINESS**



Cloud-based BI Tool



Real-Time Dashboard



10,000+ Trusted User



500+ Goal Created



How to build the growth Driven culture

How to foster team collaboration

How to keep track of Performance

How to have unbiased Performance Appraisal

How to conduct monthly structural review reviews

How to identify the gaps in upskilling

CATALYST Is A strategic Platform for Goal Setting and Goal Tracking

OUTSMART AND **OUTPERFORM**



CATALYST Design for enabling performance Culture

ACCELERATE BUSINESS GROWTH

Bulk Goal Setting and
Cascading

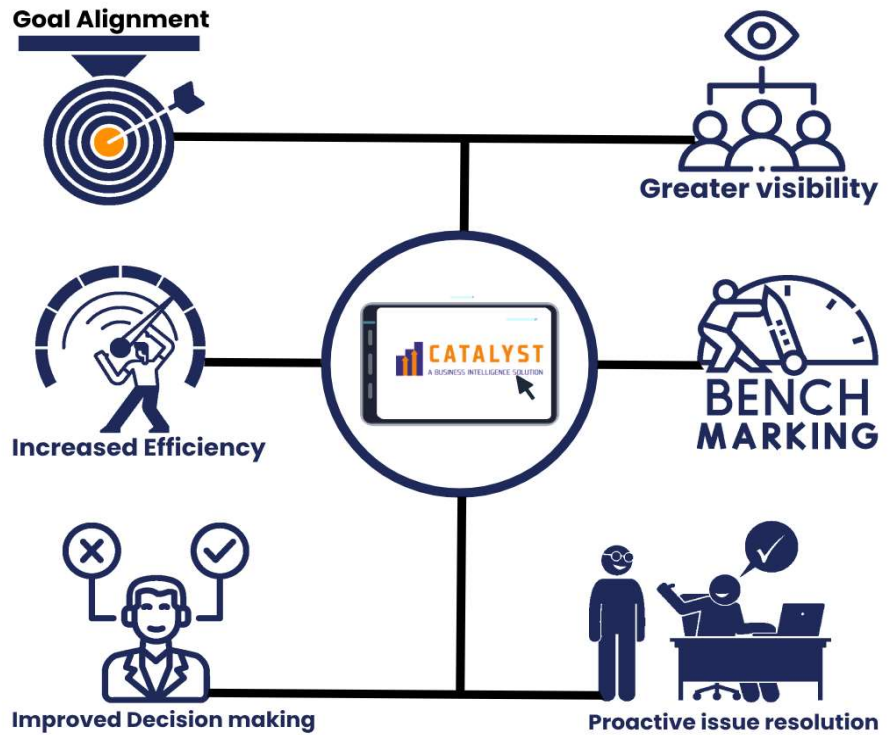
Performance Score card
for each employee

See the big picture with
Dashboards

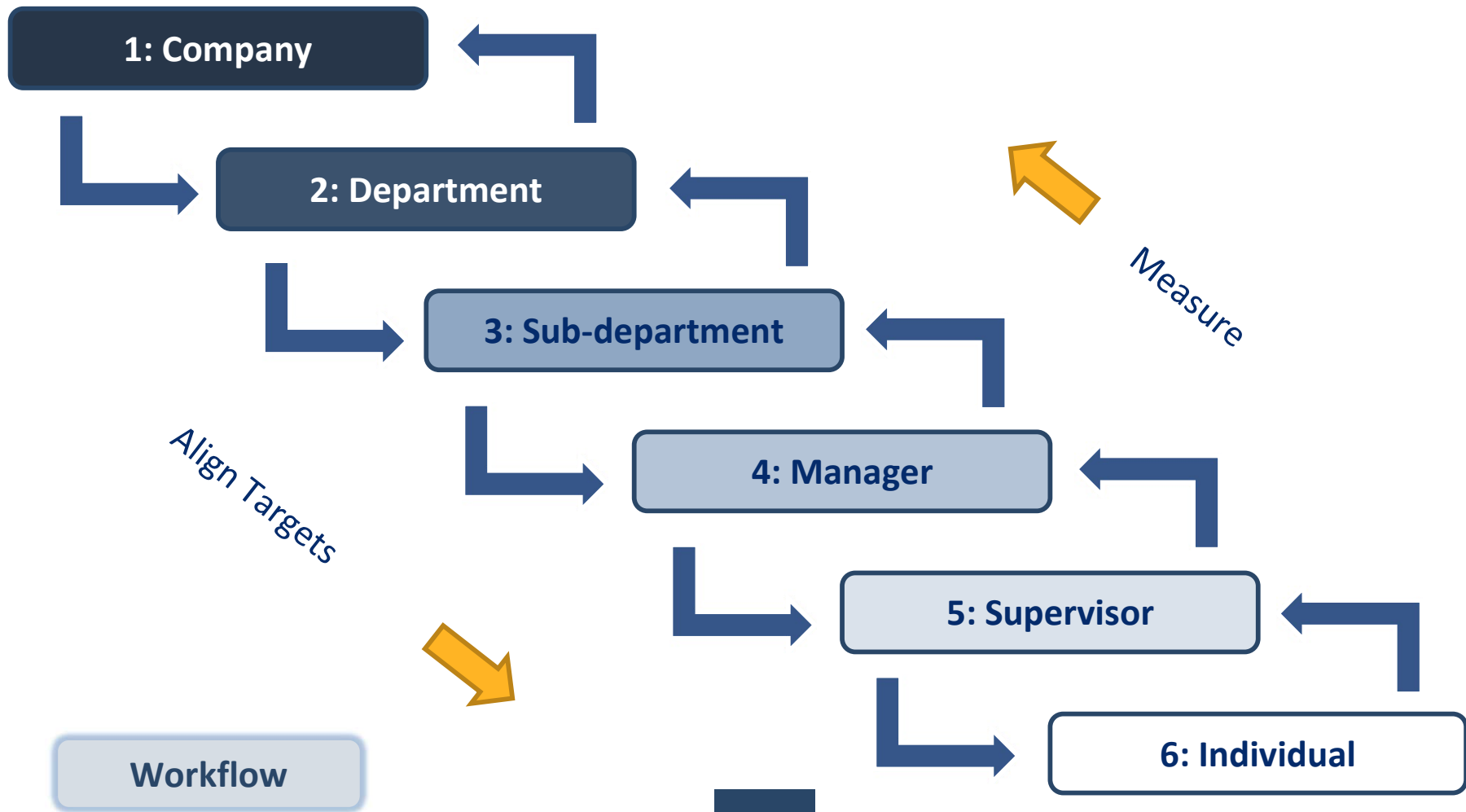
Foster collaboration with
clear organizational
hierarchy

Optimize the task for
effective time
management

Structured Business
Review and MIS



CATALYST is a tool in the hands of business executives that helps them align the business plan with every employee and conduct review sessions that are more focused on measuring and tracking the performance.



Key Differentiator

Support System



Knowledge Base



Phone support



Mail Support



Ticketing Support

Bulk Goal Setting

Option to set goals through Controllers or employees directly

Opportunity to create multiple administrators

Structured Workflow

Milestone KPI's

API Integration with ERP and HCM

Customizable real time Dashboards

Task Allocated and tracked within the system

What's app, Email notifications and mass email feature.

Feedback Mechanism

Interesting reports for building the culture

Monthly Scorecard rather than annual

Remove Bias as system calculated the score

Employee can see the goals of the manager before setting his own goals

Cut off Dates to ensure discipline.

Validation of Targets and achievement through MIS attachment

Option to analyze data in various formats



Technology Stack



INITIATIONS



- › Agreement Sign Off
- › Team Allocations
Project Team
Controller Team
- › Scope Of Work
- › Organisation Setup/Employee Master Update
- › Linkage To Current HRIS System

DESIGN



- › Training Of Project Team & Controllers
- › Orientation Of Employees Who Are Covered In Catalyst
- › KRA/KPI Workshop

CONFIGURATION



- › KRA/KPI Update in Catalyst
- › MIS Mapping From Beginning Of PMS Cycle
- › Data Analysis
- › Perform Data Loading
- › Configurations Production Instance

VALIDATIONS

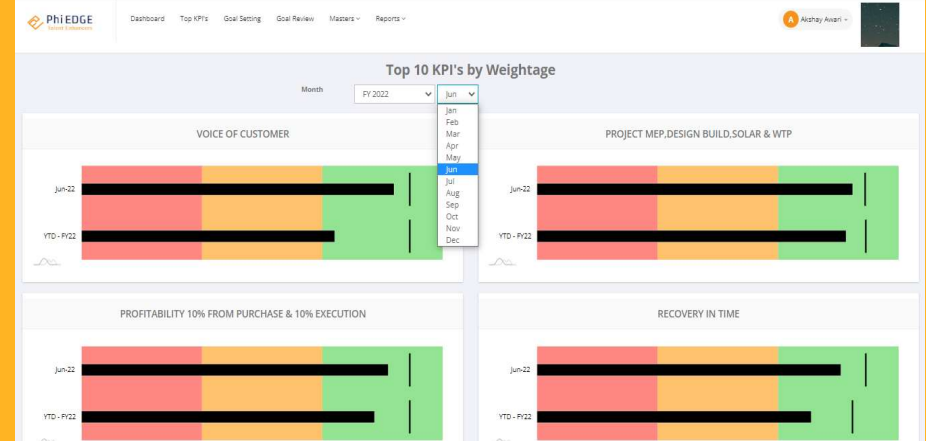
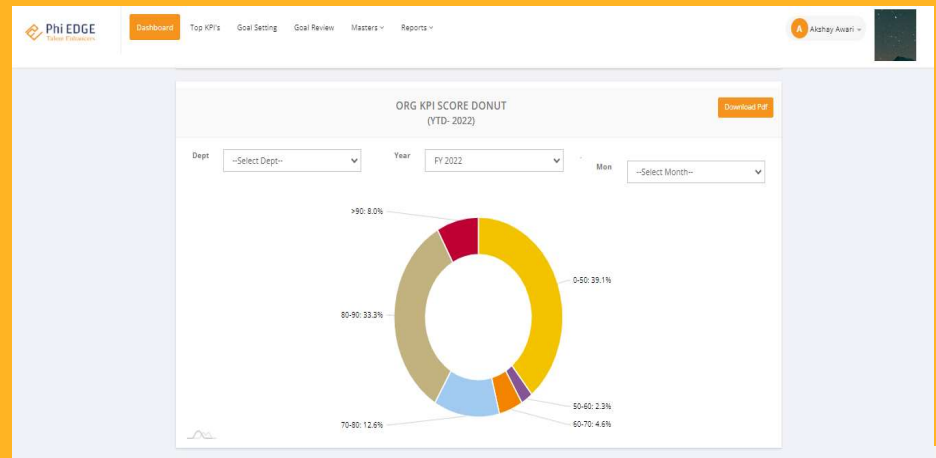
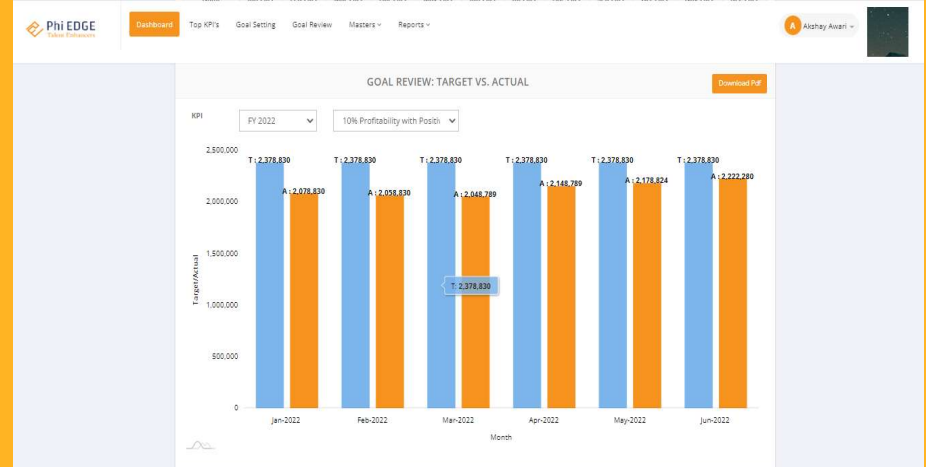
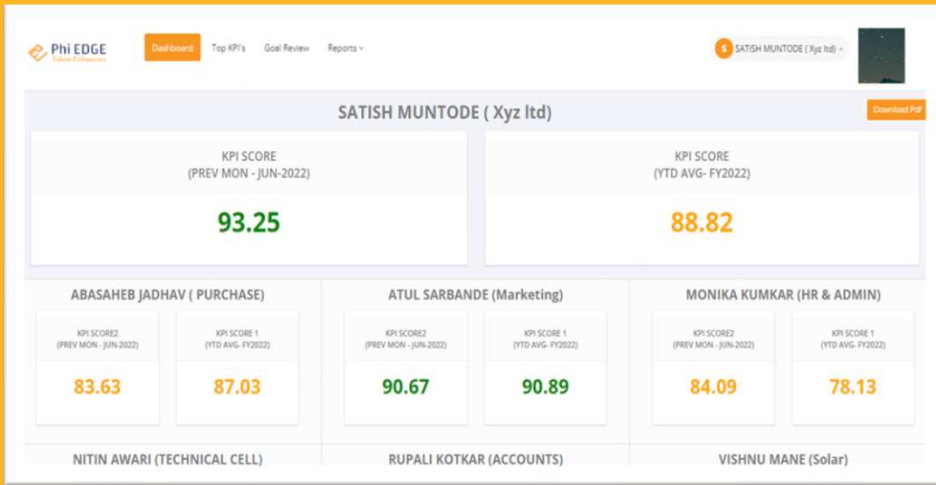


- › Perform Testing
- › Internal Review
- › Prepare UAT Documents
- › User Manual & UAT, BI Sign-off
- › Go Live

TRANSITION



- › Handholding Support To Project Team
- › Closure
- › Capturing Lessons Learnt
- › Closing Project Documents





Talent Acquisition

Recruitment & selection including headhunting across levels, industries, geographies through a team of specialists including CXO hiring.



Talent Acquisition

- We specialize in hiring the “best” talent from the open market through proactive market mapping, pipeline building and targeted search methodology.
- We specialize in CEO/CXO and Sr Management hiring + RPO model
- We have a team of highly specialized recruiters who comprehend the client requirements.
- Extensive database of more than 50 thousand candidates across industries and functions.
- Psychometric profiling of candidates(Senior Roles) for better fitment.

Client Showcase – Advisory Services | HR Partner | CATALYST



Our Clients



Bavarian Motors



QUADRANT



Sujan|Continental



POLYRUB CooperStandard

VICTOR REINZ



ognibene power
THE STEERING PEOPLE

Mega Rubber
Technologies Pvt. Ltd.



everest



Bawaria Motors



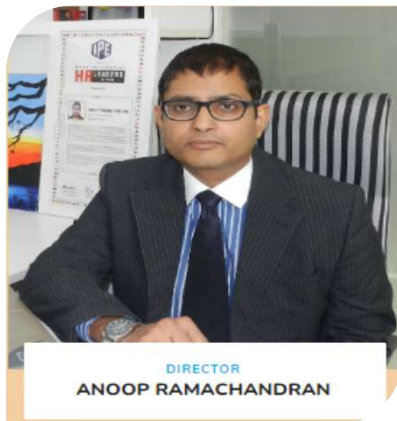
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Directors



Vibha has 27 years of experience in the field of Organisational and people development including 12 years in private HR consulting practice. She has held leadership roles with Godrej & Boyce as Head HR and Aditya Birla Group as Programme Director. In the past, she has led multiple large-scale interventions for MNCs, Indian Corporates and promoter-driven Indian organisations. She is the Founder of Phi Talent Enhancers through which she has pioneered and delivered the CORE HR (end-to-end HR) for many clients across industries and geographies in India. Vibha is an alumna of Symbiosis Institute of Business Management



Anoop has 27 years of experience in HR across various sectors namely Finance, FMCG & Manufacturing. He has also done his DLL&LW and ICWA (Inter). He has worked with Bajaj Auto Finance and Future Generali Life Insurance as Head HR and VP HR respectively. Prior to this, he has played active roles in framing Organisational strategy in top line as well as bottom line profitability for companies in Banking, Retail as well as Trading. He was among the top 100 HR professionals in India and has won the Gallup Great Place to Work Award for Bajaj Auto Finance. He is an alumnus of Symbiosis Institute of Business Management and IMD-Switzerland.

Subject Matter Expert



Amitabha Sen has more than 28 years of industry experience in HR. He has worked in sectors including Industrial manufacturing, FMCG, Banking and Finance and in large-scale retail. He has gained deep experience and expertise in strategic areas like Talent Acquisition, Performance, Job Evaluation, Employee Relations, ERP, Organisational Development, Employee Development and Coaching. Amitabha brings with him the exceptional experience of handling complex HR issues in large organisations and ushering progressive HR practices.

Thanks!

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