



Presentation

 www.catalyst-phiedge.com

About us



Catalyst is a SAAS based talent management solution hosted on AWS cloud. It is built by industry experts keeping in mind the client needs. It has various modules which help in measuring and improving performance, identifying, developing and rewarding talent including leadership assessment and mapping.

Catalyst uses the 3D approach of diagnose, design and deliver various talent management solutions the outcome of which can be seen through attractive and real time dashboards and reports. The system has built in algorithms which allow real time calculations. CATALYST is powered by Phi EDGE, a people consulting firm and through Catalyst; it addresses most of the talent management needs of the client through expert consulting / guidance and software support.

Modules

Performance
Management System

Variable pay

Increments

Learning &
Development

Competency Model

Task Management

Organization
Structure

Attrition

HR problems

1

How to build a growth Driven culture

2

How to foster team collaboration

3

How to keep track of Performance

4

How to have unbiased performance appraisal

5

How to conduct monthly structural review reviews

6

How to identify the gaps in up skilling



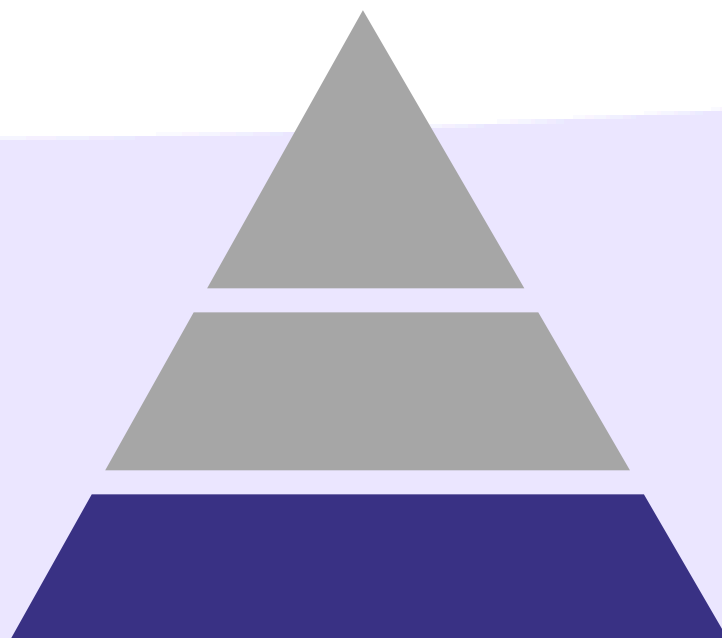
**OUTSMART &
OUTPERFORM**



**CATALYST is A strategic Platform for aligning business goals
and improving people's productivity**

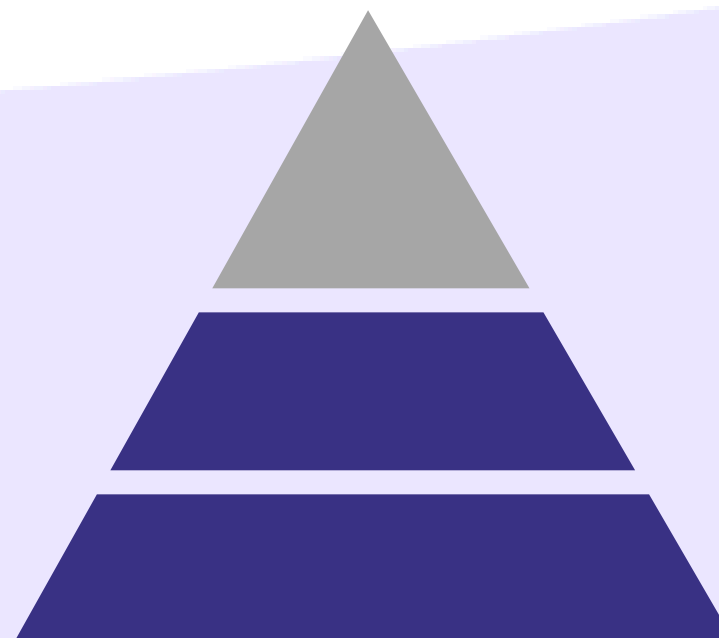
DESIGN

**Design & Align goals by
Subject Matter Experts**



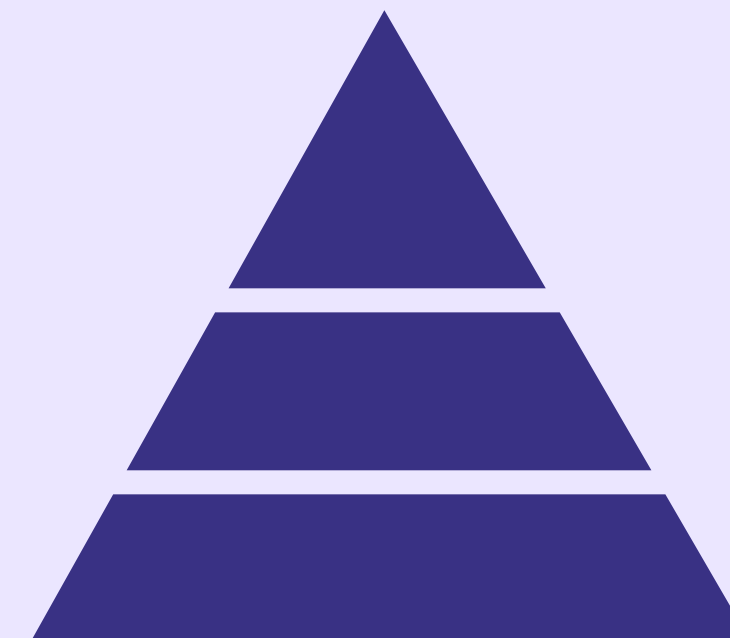
MEASURE

**Measure performance
consistently**



IMPROVE

**Improve performance
through dashboards/
Reports/Task Management**



USP's

Built by industry experts

SAAS based

Easy API integrators

Data Repository

OKR concept for goal setting

Consulting + Software

Free Customisations

Competitive pricing

whats App integrated

Easy excel bulk uploaders

Automated system calculated performance scores through algorithms

Real time attractive dashboards and reports

Cut off dates and system locks for discipline

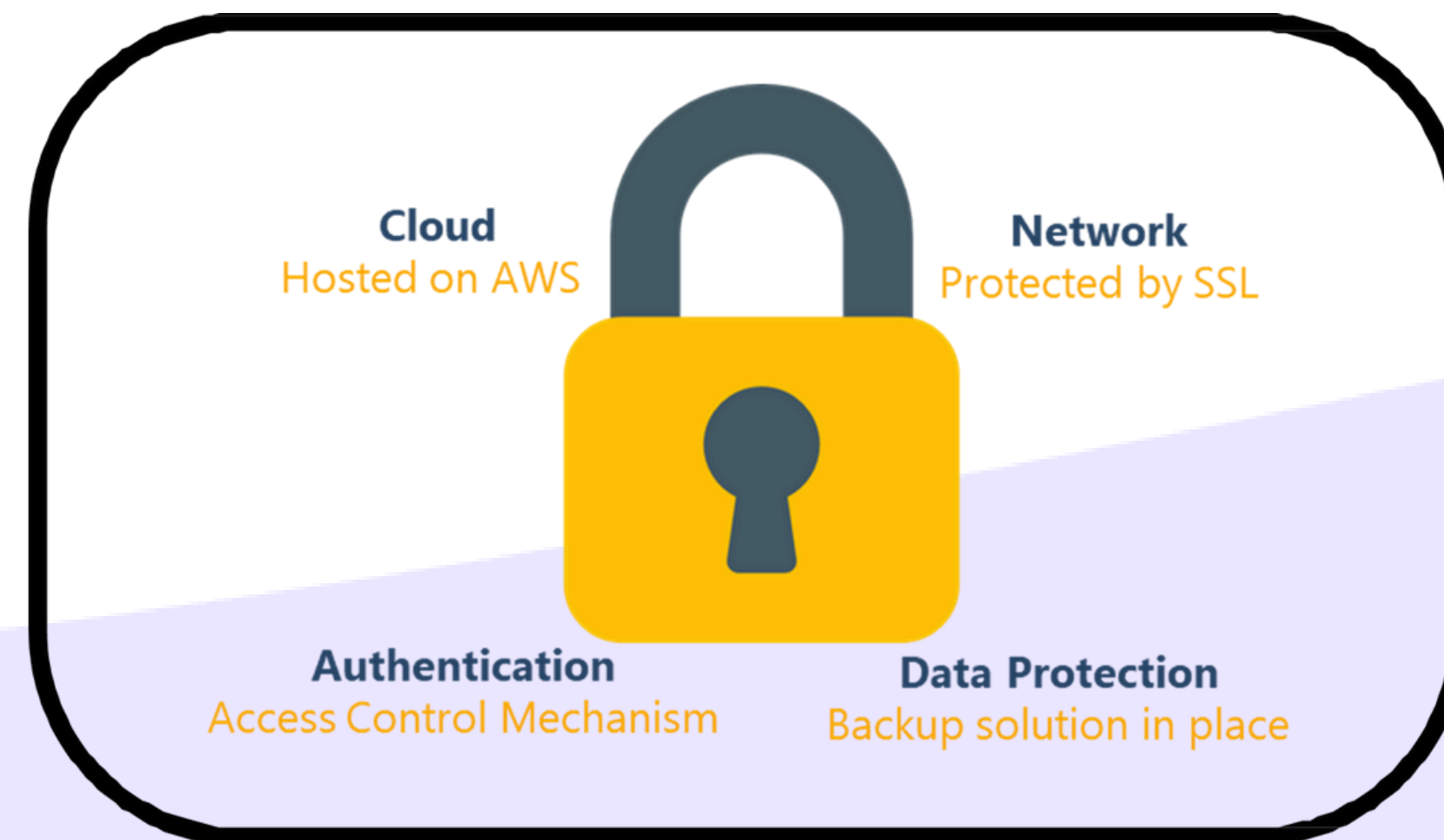
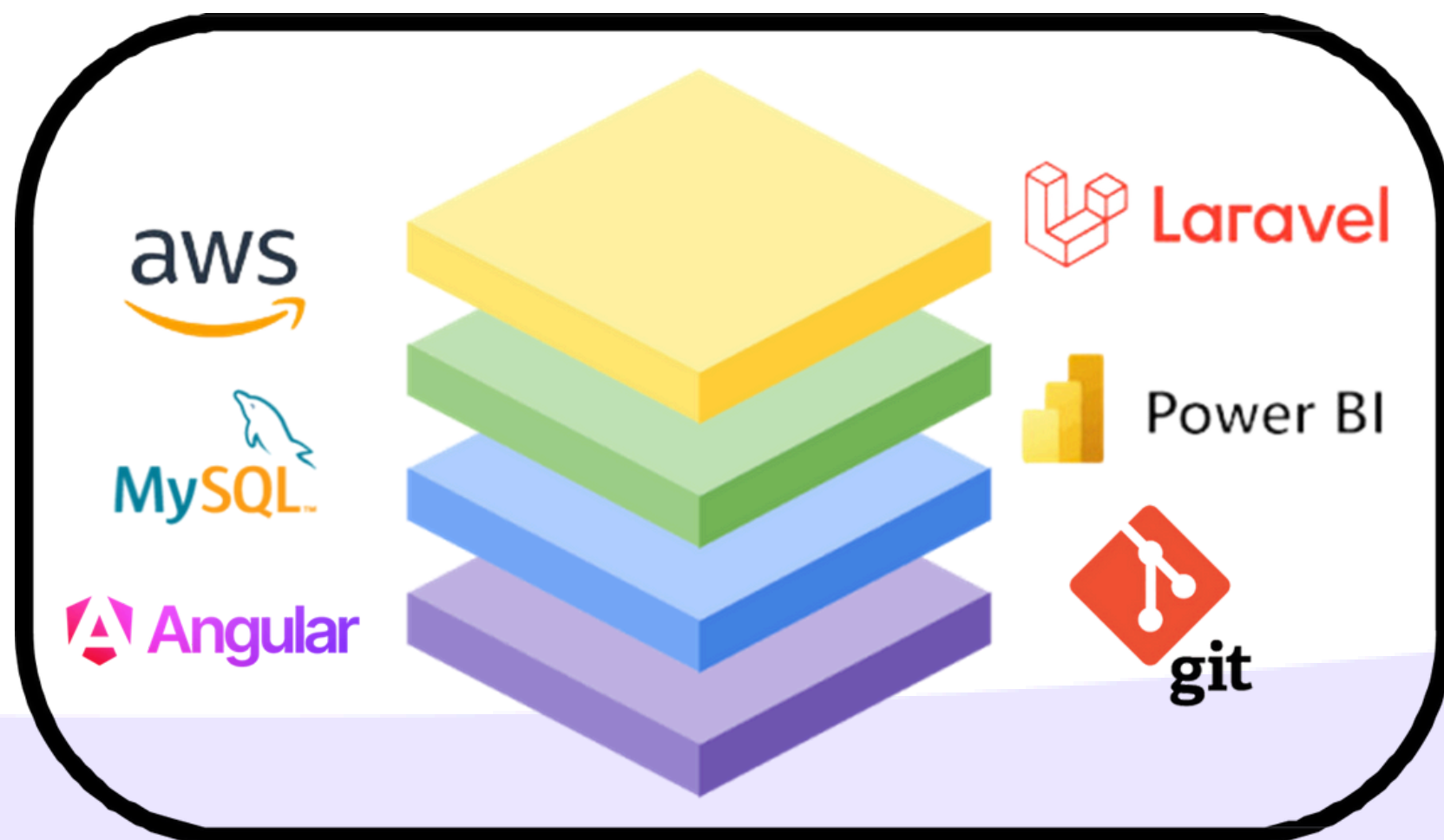
Multiple security for data confidentiality

Multiple training workshops for users through videos, blogs, podcasts & articles

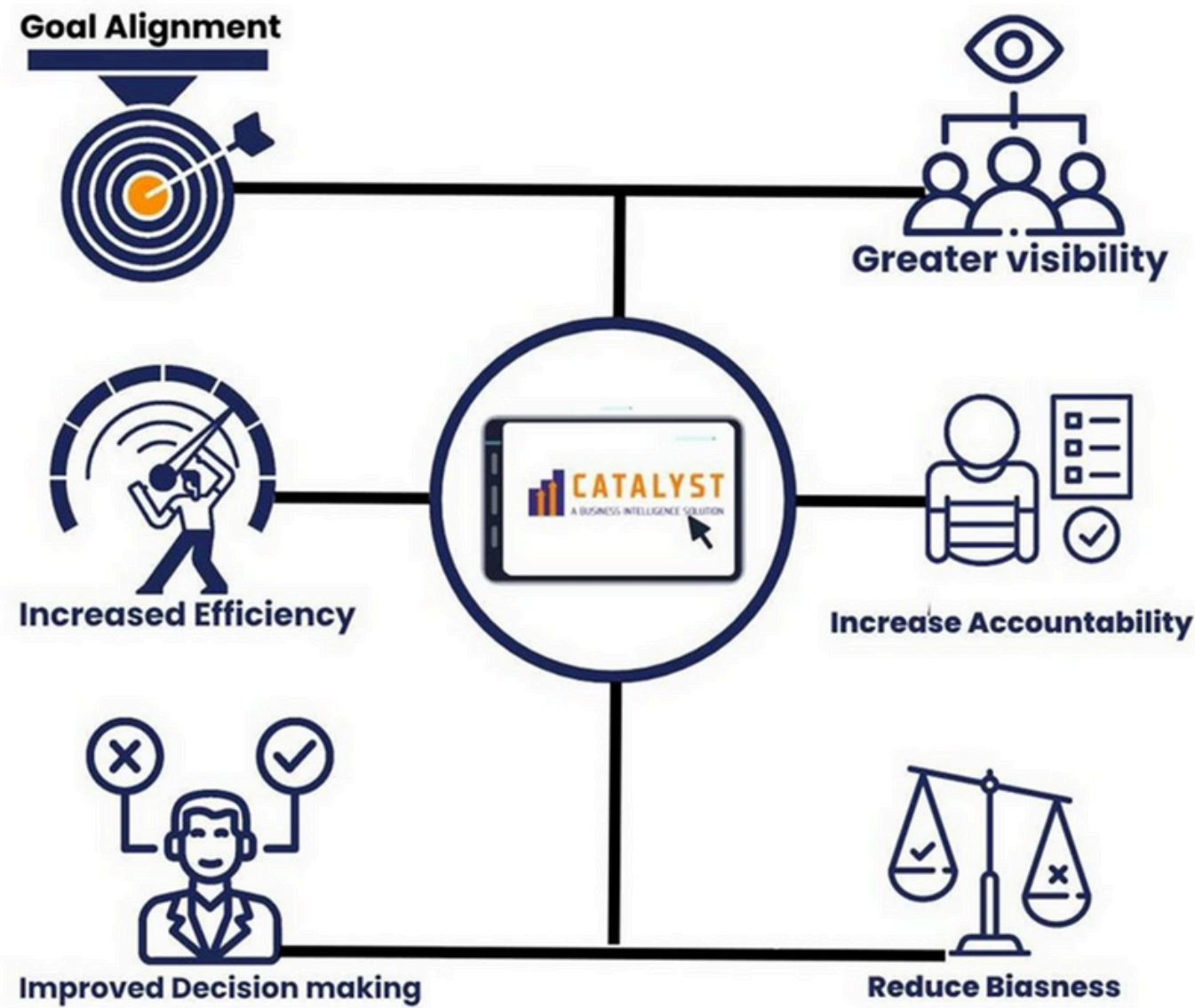
Are You Facing Challenges?

- ▶ Difficulty in Analyzing too much of data
- ▶ Aligning employees to organizational goals
- ▶ Timely & accurate upload of data
- ▶ Spending too much of time doing HR activities
- ▶ Managerial bias in evaluating performance and planning career

Technology



Support System



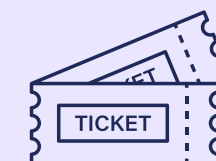
Knowledge base



Phone support



Mail support



Ticketing support

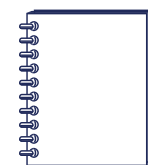
Timelines

INITIATIONS 1 week



- Agreement Sign Off
- Organization set up in CATALYST
- Team allocations project team / controller
- Team Scope of work
- Linkage to current HRIS system

DESIGN 3 week



- Training & Controllers
- KRA/KPI workshop finalize
- Company scorecard
- Defining & cascading of company KPIs

CONFIGURATION 10 weeks



- KRA/KPI update in Catalyst
- MIS mapping from beginning of PMS cycle
- Capturing data for goal
- Monthly review mechanism
- Task management

VALIDATIONS 2 weeks



- Check & change scenario and handhold the team
- API Integration
- Go Live

Sustenance Ongoing

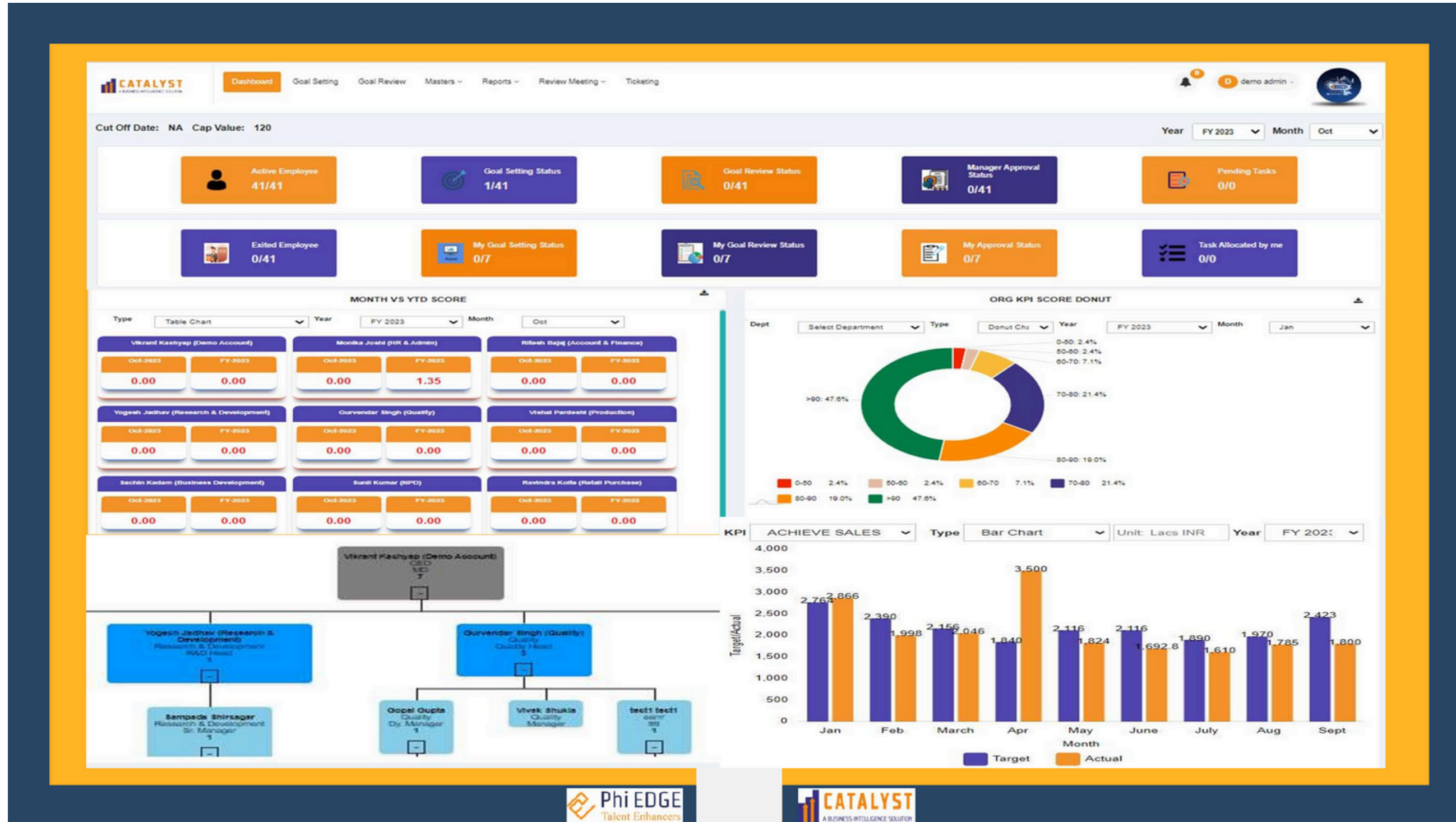


- Updates and training on additional features
- Bug resolution
- Ticketing support

Our Clientele



Our Dashboard



Directors



Vibha has 27 years of experience in the field of Organizational 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 Programmed Director. In the past, she has led multiple large-scale interventions for MNCs, Indian Corporates and promoter-driven Indian organizations. 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 Organizational 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.



Shammi Sarin is a senior management professional with over three decades of experience in business development and marketing. A graduate in management, he has held numerous senior management positions throughout his career. Hailing from Delhi, India, he has successfully mentored and developed business for various renowned organizations, including Eureka Forbes, Siemens, Kent, United Signals, Inspects, Hoover, and many more. With extensive expertise in international business, particularly in Europe, the Middle East, and Southeast Asia (SEA), Shammi Sarin has demonstrated exceptional leadership and strategic acumen in driving business growth and expansion in diverse markets.



Thank You!

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