

HR CONSULTING ENGAGEMENT STRUCTURE



SUPPORT CONTENT



HAPPY EMPLOYEES MAKE HAPPY ORGANIZATIONS.....

- We often hear “CHANGE IS THE ONLY CONSTANT” .. That’s true of any one / any organization / any country / any city ..list goes on...
- Business Landscape is ever changing , small or bigMarkets are impacted by various internal and external dynamics which can be a possible challenge or an opportunity to the organization . Whichever way the organization bends the organization’s biggest Asset being “EMPLOYEES” have to be nurtured along the direction.
- HR acts as the pivot in attracting and nurturing talent, building and guiding teams, transforming and streamlining processes – collectively aimed at organizational growth and success.
- ArtifexHR embodies years of experience in the area of Strategic Consulting specifically in “People and Process” domain , thereby helping organizations to make strategic decisions that serve to enhance employee productivity and scale up their performance .

WHY US ..??

Artifex HR believes in becoming a Stake Holder where your pain is our's and as your HR Partner we understand and review your end to end HR needs and deliver a range of solutions encompassing :

- Performance Management
- Leadership Assessment and Development
- Organization Design and Change Management
- HR Transformation
- Job Evaluation
- Compensation Strategy and Structuring
- Behavioral Assessment and Testing
- Talent Acquisition



OUR CONSULTING APPROACH

Structuring Organization Performance

- Organization restructuring
- Balanced Score Card using strategy map
- KRA/KPI, performance management, 360 degree feedback, succession planning
- Job evaluation and pay strategy
- Manpower planning and optimization study

Skills Training

- Soft Skill Training
- HR Capability Building
- Management Development & Leadership Programs

Leadership Assessment and Development

Assess employee performance and plan leadership development programmes

- Leadership profiling and competency building programs
- Executive coaching
- Personal Effectiveness / Team Development programs using Job Success/Developmental Analysis using Harrison Assessment tools and coaching methodology

OUR CONSULTING APPROACHcontd.



Developing and Mentoring HR Departments

Set up and guiding HR teams

- Setting up and managing HR Back Office/ Shared Service Centre

Change Management (Propelling Organizational Change)

- Change management framework which will look at:

Process change
Technology change
Business Transformation

- 360 degree assessment of managing change in organization
- Assess current organizational culture and effect culture transformation aligned to achieve business growth

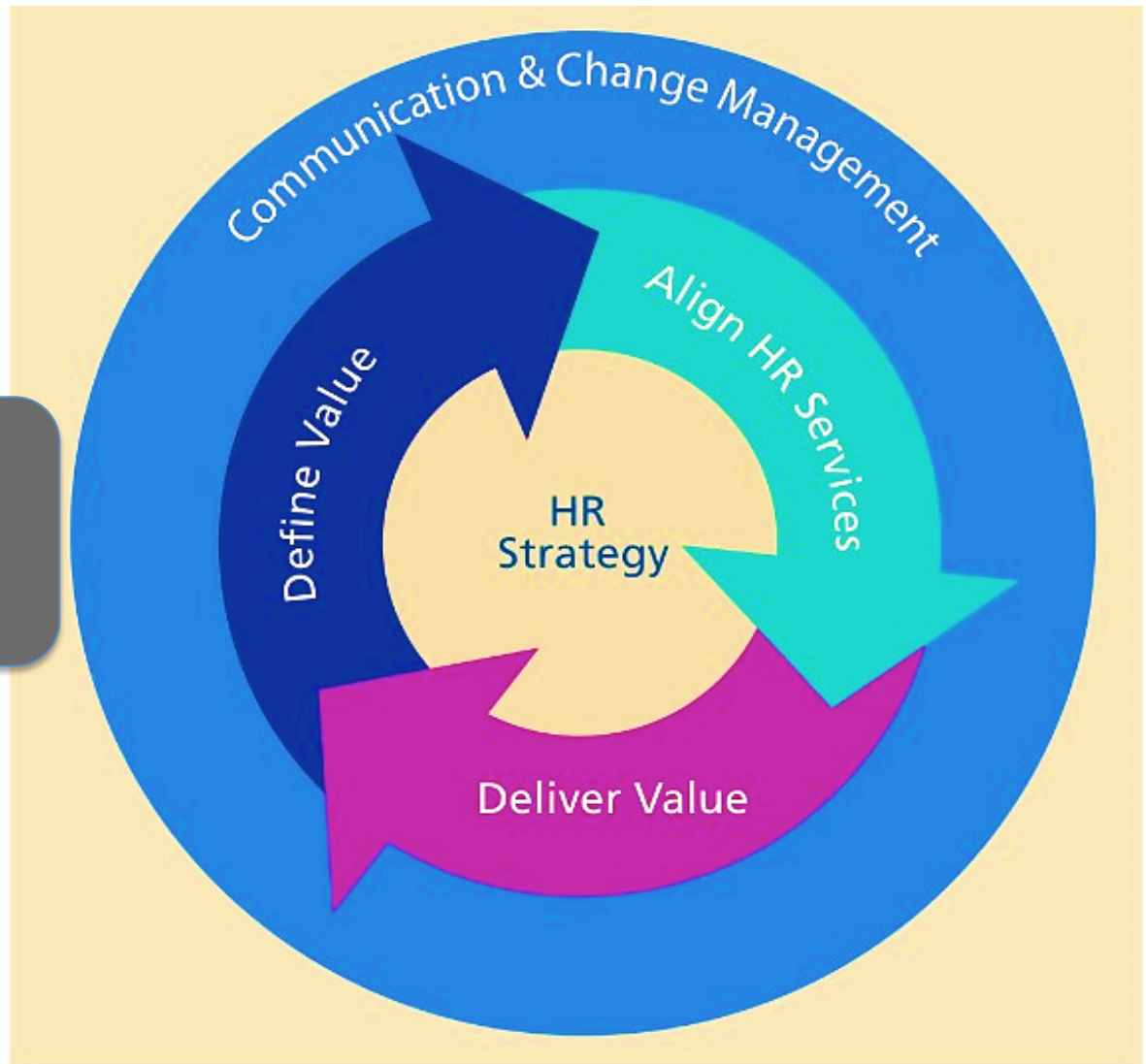
Executive & Specialized Hiring (Acquire the Best Talent)

We source through our wide range of network to bring world class resources to your organization.

- Our Consulting breadth across the globe in multiple industries enables us to interact with varied professionals and align their career aspirations with the needs of our customers.

- We bring in proven assessment instruments like Psychometric Tests & Assessment Centers, to enable accurate and reliable hiring decisions.

STRATEGIC HR



ROADMAP FOR HR STRATEGY

DEFINE VALUE

1. UNDERSTAND BUSINESS STRATEGY
2. DEFINE HR STRATEGY
3. IDENTIFY HR STRATEGY'S PERFORMANCE LEVELS

ALIGN HR SERVICES

4. SEGMENT STAKEHOLDERS
5. PRIORITISE HR INVESTMENTS
6. DESIGN HR SERVICES

DELIVER VALUE

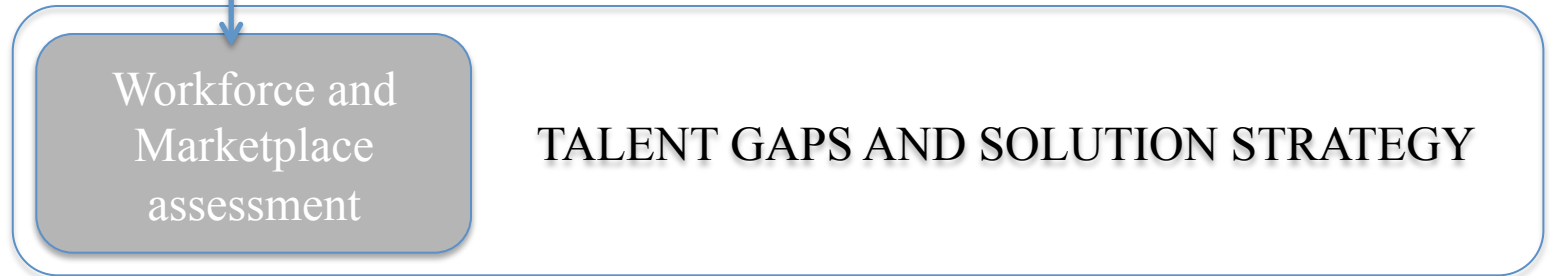
7. ESTABLISH A DELIVERY MODEL FOR HR SERVICES
8. UPGRADE COMPANY'S HR CAPABILITIES
9. CONTINUOUSLY IMPROVE HR OPERATIONS
10. COMMUNICATE THE VALUE OF HR SERVICES

TALENT MANAGEMENT – KEY STEPS

1. Business
problem
identification



2. Business
Related
Talent
Challenges



3. HR Processes



4. System
Implementation



SUMMARY

ARTIFEX HR PRIVATE LIMITED provides solutions from “HIRE TO RETIRE” and partner with your growth story ...!!

Tell us your PAIN and we are there to make it a PLEASURE ..!!

THANK YOU

