



Strategic HR

THE BRIDGE

Business Profitability Through People ROI

You will lose your product innovation and technology superiority almost immediately as your competition will copy and will better it fast. But they can't replicate your people/ intellectual assets easily. Come! Let us build it together fast to get the "EDGE"

Issues faced

Increasingly people costs are spiraling and CEO/ promoters are concerned on the people cost as a percentage of revenues/ profits as it erodes shareholder value and people productivity

Suggested solutions

What?

- Organisation design
- Bringing focus on results
- Delivering superior performance
- Continuous development
- Leadership development and managing talent pipeline

How?

- Re-calibrate roles and organisational structures
- Re-work on aligning individual to organisational goals
- Bringing in a performance culture/pay for performance
- Re-skilling and training basis the core business skills
- Leadership coaching/ career counselling/ 360 degree feedback/ development centre

Desirable outcome

- Reduce people cost
- increase people productivity
- Retain people advantage over the competition
- Structured working environment





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ENGAGEMENT-X

Building organisation brand and growth

A high level of employee engagement and a powerful employer brand are the bastions of successful organizations and rightly so. They take it seriously and make continuous investment thus improving their employee engagement and thus employer brand. Employer brand leads to better and sustained business performance. Where are you? Come! We will help you to lead the journey and gain the "EDGE"!

Issues faced

It is well known that an engaged work force is more productive. Increasingly it is getting difficult to engage the employees. The situation gets tougher since a higher percentage of employees are millennial. However, engagement needs to be measured to improve

Suggested solutions

What?

- Online engagement survey
- Identify employee pain points
- Design HR policy hand book
- Identify and design other engagements
- ROI/ Improvements

How?

- Design and implement online feedback to feel employee pulse
- Prepare strategy to improve overall engagement
- Benchmark and re-calibrate HR policies and processes
- Re-design policies/processes around career planning and development/R&R/ C&D/ L&D etc.
- Final engagement survey with improvement index

Desirable outcome

- Feel the pulse of people through a survey
- Identify the areas of improvement
- Benchmark best practices
- Address the same if it increases organization productivity directly or indirectly





Strategic HR **SEED 2 ROOT**

Phase I: Set-up

Phase II: Stabilization

Entering India is challenging but staying invested and growing is much more profitable. Come! Partner with PHI EDGE to start your people journey to growth

Issues faced

MNCs and start-ups face huge set-up and stabilization problems in India during start-up and growth phase. There are umpteen license compliances which can be state specific. Attracting, developing and retaining talent can be a challenge in this fastest growing economy in the world where it is a “war for talent” even for well-established companies. Organizations are challenged to find a good team of local HR professionals to set-up companies and manage people issues successfully

Suggested solutions: Seed 2 Root (Phase I: Setup)

What?

- Licenses/Registration/clearances/Documentation/Authorization for company formation
- Procurement of land-purchase/lease with all documentation
- Shop floor management/quality/safety/streamline production processes
- Critical manpower to jump start production/operations including payroll management and labor compliance

How?

- Obtain licenses/registration/clearances for company formation
- Providing options for selection of land and final selection/supply of water and electricity along with availability of other amenities/tax payments/agreements and contracts/ensuring zero disputes etc.
- Set-up the DWM work flow including quality, safety and skilling
- Hiring HODs and key staff/auditors and CA/entering into agreement with contractors for supply of contractual workmen (temporary)/contract labor license/payroll setup as per tax laws and labor compliance e.g. PF/PT/ESIC etc.

Suggested solutions: Seed 2 Root (Phase II: Stabilization)

What?

- Cultural Alignment
- Labour Compliance checklist and management and set up committees
- Organisation Design/ Succession and career planning
- Compensation & Benefits structure
- Performance Management System and Training
- Recruitment & Selection
- HRIS

How?

- Align expats and Indian staff on the new culture by conducting detailed workshops for both parties for a better understanding/ respect/ alignment- delivered by our associate- "BRIDGES"
- Benchmarked HR Policies/ formats/ processes post discussion with stakeholders
- Prepare compliance checklist and managing compliance including PF/PT/ESIC/LWF through vendors ensure complete compliance as per minimum wages act/ bonus act/ S&E act/ Factories Act/ POSH/ Grievance handling cell/ Domestic inquiry etc.
- Organization structures/ Manpower plan/ JDs/ grades/ Building talent pipeline
- Benchmarked compensation structures including Payroll management as per tax laws/ Reward & Recognition including increments and up gradations
- Set up the entire performance management system (Organisation goals/ Goal setting for all employees and departments/ review mechanisms/ Training on PMS/ Measuring achievements and setting up a reward mechanism (Bonus/ increments/ upgradations)/ Training strategy and implementation basis training needs
- Manage Recruitment & Selection/ Induction & Joining formalities/ Employee Lifecycle management
- Set up HRIS and administer daily

Desirable outcome

- Set-up the company with licenses and approvals
- Set up all benchmarked systems and processes (global standards/ local implementation) compliant with all labor laws.
- Recruit, develop/ build, retain talent to have the people edge over the competition through OD interventions.
- Ensure MNC and Indian employees are culturally aligned
- Slowly align HR policies/ processes with global norms.

