



"OUR TRYST WITH TALENT"

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**SAGA CONSULTING**

Website: [www.sagaconsulting.net](http://www.sagaconsulting.net)

# SAGA CONSULTING

**Ideas x People = Infinite Creations**

**In the core of our "Being" lies Ideas. Also lies an underlying belief that people have enormous abilities to generate and implement ideas. On these two corner stones, we have created our consulting practice to get the best outcomes for our client systems.**



**Our Mission:**

**"We will enable our client organizations to develop competitive capabilities through our innovative and people driven practices."**

# Saga's HR Model

Vision and Strategy:  
Setting the direction for change

Structure:  
Designing an agile and responsive organization

System  
Enabling Performance through rewards and compensation

Staff:  
Building quality in HR

Style:  
Making the difference through leadership

Creating and Sustaining a Winning Organization

## Vision and Strategy

We work with your top management in formulating the strategy for business survival and growth. The strategy is then facilitated into a company wide execution, through our *unique consulting process*.

## Structure

From defining discrete levels to profiling positions, we enable the redesign and implementation of lean and mean organization structures. Your organization would add *speed and accuracy in market response..*

## Systems

Our consultants evolve and align a variety of HR systems like Performance Management, Career Planning systems amongst others to support your strategy and your organization's structure.

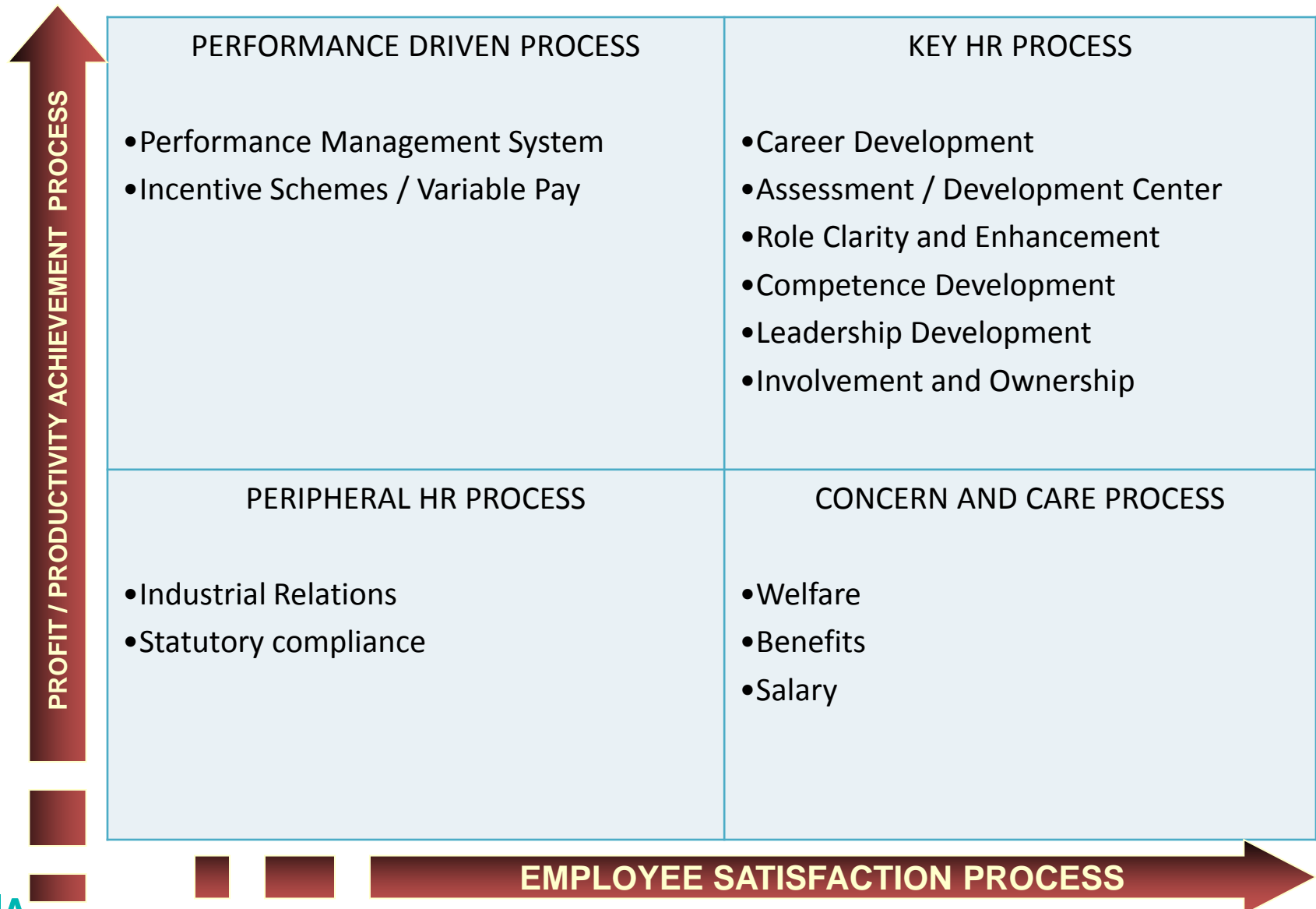
## Staff and Skills

Our mantra is to pay employees more by providing enlarged jobs at higher levels of performance. We would enrich roles and enhance competencies of your employees in *achieving your growth plans*.

## Style

Our consultants play the role of mentors at all levels of your management in enabling leadership of people from within to lead the change effectively. The emphasis of our consulting practice is on Providing a clear strategic direction Engaging all the employees - in total in achieving the goals of the organization

# Our HR Model



# PRACTICE AREA

**We believe the HR function should be strategic in focusing its attention on the key HR processes primarily and the Performance Driven Processes secondarily. The key HR process draws energies from the employee's aspiration as well as the goals and expectations of the company symbiotic relationship. Leadership organizations realize this and work towards meeting both these important goals.**

**We have assimilated this understanding and brought it into our practices**



# REAL TIME STRATEGIC CHANGE PROCESS :



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There is a need to bring people together in a seamless manner to evolve and implement strategy in real time.

Through our Large Scale Interactive Process, we bring

- Enlightenment of all your people to the strategic thrust of your company
- Fix goals and roles of departments and enable individuals to achieve your strategic objective
- Ensure a seamless delivery of goods and services by your organization through the resolution of inter departmental conflicts and gaps
- Motivate and charge your people and generate a sense of ownership to the goals of the company

Companies like GCOMM Ltd( AMUL), MRF Specialty Coats , TI Cycles, Celebrity fashions are some cases in point



# CHANGE MANAGEMENT :



Organization transformation requires changes in the systems, processes and more so in the mindset of people within.

We use TQM and other OD Intervention processes to:

- Generate awareness on the need and build commitment to the change amongst your people
- Develop your internal capabilities for initiating and achieving quality, cost and delivery goals in line with your corporate strategy.

*Amul, Aavin, Ashok Leyland, Vasudhara Dairy are a few companies that have effectively used our practices*



# COMPETENCE MAPPING :



We are one of the earliest consulting companies to enable organizations to leverage on business and strategy driven competencies.

Towards this, we:

- Identify the key positions and their competencies
- Convert competencies to their criteria for measurement
- Design tools and techniques for measuring the talent
- Assess and support the talent in achieving business goals

You will have clear insights on the Talent available and draw from the Leadership pool of Managers identified by us.

# PERFORMANCE MANAGEMENT SYSTEM :



We work with our clients collaboratively to design and implement Key Result based Appraisal Systems. The PMS designed by us captures the voice of the role holder, subordinate, superior and the management per se.

The system so designed will:

- Be user friendly
- Generate objective data for differentiating people on performance
- Enable continuous learning and improvement

*We have enabled organizations like Tecumseh Products of India, HCL Technologies, India Pistons Ltd in both designing and also in improving their appraisal systems and practices*

# TALENT ACQUISITION:



Talent Acquisition involves all the Sub-processes around finding, attracting and engaging highly talented individuals into the Organisation. We will help you to connect the Talent Strategy and Business Strategy which will lead to enhance the performance and Business results.

Our Consultants have rich experiences & varied industrial exposures. We take personal commitment to keep the customer response time minimal by understanding the job profile, job responsibilities faster.

## **Our Unique Objectives:**

To attract people with multi dimensional skills and experiences that suits the present and future organizational strategies.

To induct outsiders with a new perspective to lead the company.

To search or headhunt people whose skills fit the company's values.

To anticipate and find people for positions that do not exist yet.

## **Our Recruitment Models**

Search Assignments

Position Based Recruitment

Mass Recruitment

**AT SAGA TALENT ACQUISITION IS A PROCESS, NOT AN EVENT**

# SERVICE EXCELLENCE IN RETAIL :



In recent years, we have acquired talent for training front line sales and service personnel in the fine art of customer response for delight. Our intervention at HPCL's Club Champ outlets stand in testimony. Their Fore Court Salesmen's adhere to the six step customer service model consistently across 200 Club Champ outlets across the country.



# RE-STRUCTURING:



We have helped organizations in

- Evaluating jobs against clearly defined norms and standards
- Re-structuring the organization layers around core business requirements.
- Enhancing the current roles for Economic Value Add.

Titan Industries, Chennai Petroleum Corporation Ltd, Fresh & Honest Café Ltd are examples of our success stories.

# COMPETENCE DEVELOPMENT



One of the core areas of our consulting practice is in identifying specific training needs, designing appropriate inputs and delivering insightful training programs. Our workshops are unique in using a variety of techniques such as OBT, Process labs, Role Plays, Case Studies, Instruments and exercises using Videography.

# INSTITUTION TO INDUSTRY



Our immediate plans are to engage with Professional Institutions in the country to enable students to develop basic and core competencies required at the Industry .Our intent is to use our powerful Development Center model to first calibrate each student’s capability against specific professional competencies .There after we intend to train and coach the students for assimilating and applying the competence for job acquisition and career management



# THE PROGRAMS CONDUCTED BY US ARE :

- Team Building
- Leadership Development
- Managerial Excellence
- Personality type-MBTI
- Assertiveness training
- Conflict resolutions
- Motivating-Self /Others
- Mentoring Skills
- Business presentation skills
- Time management
- Structured problem solving
- Achievement orientation
- Customer Service
- Customer orientation
- Listening and responding skills
- Coaching and counseling skills
- Cross culture training
- Outbound training
- Sensitivity labs
- Negotiation skills
- Thinking skills
- Strategic selling skills
- TQM and Change leadership
- Flawless execution



## OUR CLIENTS SAY THIS ABOUT US...

"We have had the opportunity to work with Shri Gregory of Saga Consulting for almost 5 years. During this period he helped us in initiating and taking ahead the Organization Policy Deployment process adopted by us. This has become an effective tool to cascade top management policies to implementable field level action plans."

**B M VYAS – Managing Director – GCMMF(Amul) Ltd - Anand**

"We have availed of the services of SAGA Consulting in formulating the strategic plan for our Specialty Coating Division. This involved several meetings with our leadership and strategy teams as well as organizing an LSIP even involving a large number of our people. SAGA Consulting had conducted the various programs including the LSIP in an exemplary manner"

**K V MATHEW – Advisor to Chairman and MD, MRF Ltd**

"M/S Saga Consulting gave a very deep insight into the new system of assessing performance and a reward system. This helped us in designing and implementing a new PMS based on KRAs and this is under implementation across the organization. We hope that it will help to improve the performance of our company in time s to come"

**TOMY C MADATHIL, Managing Director, Bhageeratha Engineering Ltd**

## OUR CLIENTS SAY THIS ABOUT US...

"SAGA Delivered to us a cost effective assessment report of a reliable standard in our recruitment of over 350 employees"

**MUTHU KUMAR THANU – Vice President HR**

"SAGA has helped titan in a job profiling exercise resulting in delayering and job enrichment of our managers. This also has helped substantially in controlling the employee cost"

**S RAMDOSS – GM HR – Titan India Ltd**

"We have trained over 300 Managers using Out Bound Training of SAGA Consulting. Of the 13 groups trained three groups have already delivered savings and eliminated wastes substantially:

**A LOYOLA, DGM HR, CPCL Chennai**

# OUR TEAM

Our intellectual capital extends to over 100 cumulative man-years of Corporate experience in HR, Change management and Training. Our Consultants come from some of the finest Business Schools in India such as XLRI-Jamshedpur, Madurai Kamaraj University, ICAI. They combine a good blend of corporate experience coupled with intensive training in all areas of our consulting practice.

One of our consultants has been trained at A T Kearney Inc –USA in Consulting Skills at Hong Kong. Kathy Dannmeiller has coached us in the Large Scale Interactive Process. Further, our consultant has also been trained at National Training Laboratory Inc (NTL) – Bethel USA in Strategy Facilitation Skills. We have certified consultants in MBTI awarded by the Asianic Psychologists Press. These specialized training give us the leading edge technology in OD and HR practices to bring about change through a people lead process.

Our consultants have presented and published insightful papers at National and International level Seminars and Conferences. Two papers were presented at the First and Second Seminars of The National HRD Network at Chennai and New Delhi respectively. The latest paper was at the II Asian HRD Conference at Bangkok organized by the Academy of HRD on Competence Mapping in December 2003.

Our consultants have traveled extensively to countries like the US, Europe, West and East Africa, South East and West Asia. Clients can expect cross culture insights and global perspectives in managing businesses and people.

# OUR SUCCESSES IN THE VARIOUS CONSULTING AREAS IN SOME OF OUR CLIENT SYSTEMS INCLUDE

- 24 X 7 Customer
- Allsec Technologies Ltd
- Amara Raja Group
- Ambattur Clothing Ltd
- Ashok Leyland
- Associated Lighting Company
- Bhagheeratha Engineering Ltd
- Bharti Telenet Ventures Ltd
- Birlasoft Ltd
- CITPL
- CPCL
- EID Parry (India) Ltd
- Ford India Ltd
- GAVS Information Services Pvt. Ltd.
- GCMMF Ltd (Amul)
- Geometric Ltd
- HCL Technologies Ltd
- Hexaware Technologies
- HPCL
- India Pistons Ltd.
- IOCL
- Kone Elevator India Pvt. Ltd.
- Madras Cements Ltd.
- Pepsico India Holdings Pvt. Ltd.
- Pernod Ricard India (P) Ltd.
- Pidilite Industries Ltd
- PSA Sical Terminals Ltd.
- Quintegra Solutions Ltd.
- SPIC Group
- SeedWork International Pvt.Ltd
- Tablets India Ltd
- TAFE
- The Hindu
- TITAN Industries Ltd.
- TVS Industries Ltd.
- TVS Tyres
- Watanmal Inc
- WorldSpace India Pvt. Ltd

# CONTACT US

**SAGA Consulting**

**C2, III Floor**

**5, Sivasankar Street**

**Kilpauk Chennai – 600 010**

**Mob : 9895530984**

**Ph: +91.44.2647 3293 / 91**

**Email : [anoop@sagaconsulting.net](mailto:anoop@sagaconsulting.net)**

**Website: [www.sagaconsulting.net](http://www.sagaconsulting.net)**