

www.teamsks.com

OUR CLIENTS ARE PARTNERS IN OUR SUCCESS... AS WE ARE IN THEIRS

OUR COMMITMENT TO OUR CLIENTS HAS ALWAYS BEEN LONG-TERM. OUR PRINCIPAL DRIVE IS NOT JUST TO DEVELOP RELATIONSHIPS BUT TO BUILD EMPATHY DRIVEN SYNERGETIC ASSOCIATIONS WITH OUR CLIENTS SUCH THAT WE SURVIVE AS AN INTEGRAL PART OF THEIR PROCESSES AND BLEND OURSELVES TO THEIR NEEDS AND CULTURE WHICH ALLOWS US TO PROVIDE OUR CLIENTS WITH THE MOST RELEVANT, APT AND OPTIMUM SOLUTIONS

AN INTRODUCTION

A BRIEF PREVIEW
OF THE
PHILOSOPHY AND
SERVICES OF THE
ORGANISATION



Ladder for Leaders
TeamSK's
MANAGEMENT SOLUTIONS

Ladder for Leaders

TeamSK's Management Solutions Private Limited

TeamSK's Management Solutions Pvt Ltd



- ✎ **ERSTWHILE SK's – BIRTHED ON 5TH JANUARY 2008 – PRINCIPALLY AS A CORPORATE L&D SPECIALIST**
- ✎ **EXPANDED ORGANICALLY INTO HR CONSULTING SERVICES IN 2009**
- ✎ **DIVERSIFIED INTO ENTREPRENEURIAL SUPPORT AND BUSINESS MANAGEMENT SOLUTIONS IN 2010**
- ✎ **RECHRISTENED AS TeamSK's Management Solutions (P) Ltd ON 2ND JULY 2014**
- ✎ **CONDUCTED OVER 300 BEHAVIOURAL L&D PROGRAMMES**
- ✎ **EXECUTED MORE THAN 70 HR CONSULTING PROJECTS**
- ✎ **HELPED SET-UP MORE THAN 20 COMPANIES ACROSS THE NATION**
- ✎ **EXECUTED MORE THAN 65 MANAGEMENT CONSULTING PROJECTS - NATIONAL & INTERNATIONAL**
- ✎ **CURRENTLY SERVING AS A TECHNICAL AGENCY TO MSME FOR CLUSTER DEVELOPMENT PROJECTS**

GROWTH MANIFESTED BY VALUES AND PASSION; THIS IS TeamSK's Management Solutions (P) Ltd IN A NUTSHELL. SINCE ITS INCEPTION IN 2008 AS A L&D EXPERT, TeamSK's HAS EVOLVED INTO A MULTI-FUNCTIONAL AND DIVERSIFIED ORGANISATION

OUR VISION

We create and provide value to... Partner our customers' success by helping them redefine and refine the quality of their internal systems through knowledge sharing and competency building

Long-Term Commitments

Empathy Driven Relationships

Exhaustive Need Analysis

Synergetic Strategizing

Value-driven Solutions

TeamSK's – SKsians



“SKsians” IS WHAT WE CALL OURSELVES FONDLY.
OUR MOTTO...

“ANYTHING LESS THAN PASSION IS UNACCEPTABLE”



☞ **FOR SKsians...**

- ☞ LEADERSHIP IS NOT HIERARCHY – BOUND
- ☞ IT IS A PRE-REQUISITE AT EVERY LEVEL

☞ **AT TeamSK's...**

- ☞ OPENNESS & COMMUNICATION ARE ENCOURAGED
- ☞ INITIATIVE & EXPRESSION ARE WELCOME
- ☞ CREATIVITY & BOLDNESS ARE NURTURED
- ☞ LEADERSHIP & TEAMWORK ARE HONOURED



MANAGING DIRECTOR – CHIEF
CONSULTANT – MR. **R S KIRAN**

1ST GEN ENTREPRENEUR; ACADEMICIAN, MGMT.
CONSULTANT & SOCIAL ENTREPRENEUR
15 YEARS IN CONSULTING; 20 YEARS IN
ACADEMICS (THOMAS PROFILING CERTIFIED)
SPECIALITIES – ENTREPRENEURIAL & BUSINESS
PROCESS; TRAINING; STRATEGY, STRUCTURE AND
POLICY

“WE TAKE PRIDE IN THIS CULTURE AS MUCH AS WE TAKE PRIDE IN OUR RELATIONSHIPS WITH OUR CUSTOMERS”

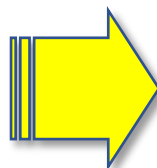
“WE WOULD NOT HAVE BEEN STANDING HERE AFTER 15 YEARS HOLDING OUR HEADS HIGH IF IT WERE NOT FOR ALL OUR ASSOCIATES, PAST AND PRESENT, AND THEIR COMMITMENT AND RELENTLESS ENDEAVOUR TO INVEST THEIR TIME, ENERGY, SKILL AND MOST OF ALL THEIR PASSION... “



OFFERINGS



HR STRATEGY SOLUTIONS



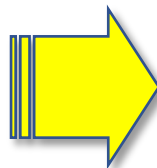
HR PROCESS CONSULTING



L & D SOLUTIONS



ENTREPRENEURIAL & BUSINESS SOLUTIONS



START-UP CONSULTING



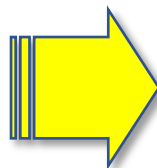
BUSINESS PROCESS CONSULTING (BPC)



BUSINESS PROCESS OUTSOURCING (BPO)



NGO SUPPORT SERVICES



PROPOSAL & APPLICATIONS



RESEARCH & REPORTS



PROJECT CONSULTING

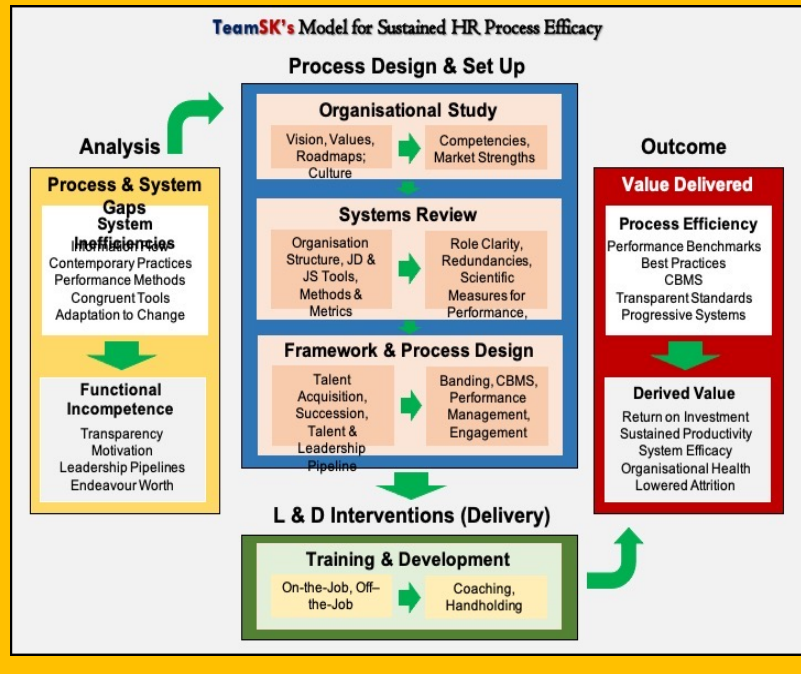
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HR STRATEGY SOLUTIONS

MODEL FOR SUSTAINED HR PROCESS EFFICIENCY



HR PROCESS CONSULTING

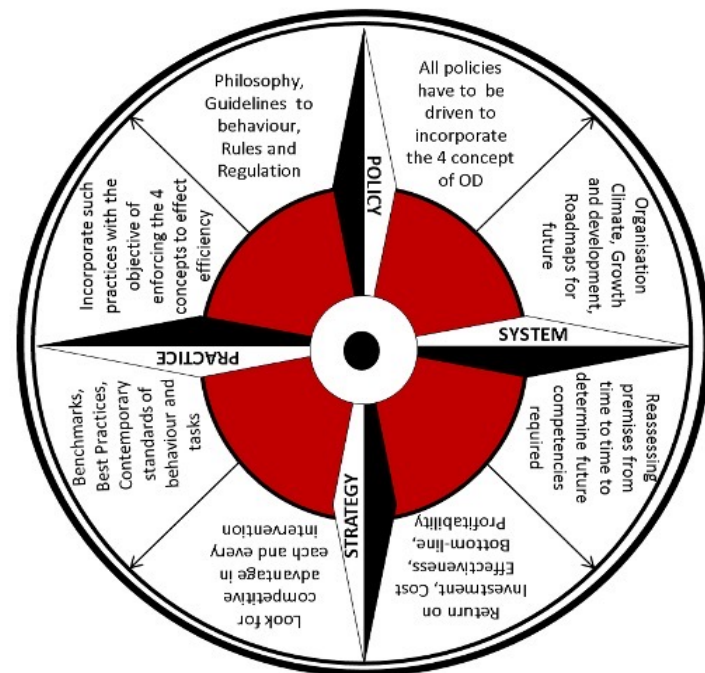
-  PROCESS DESIGN & SET-UPS
-  HR ANALYSES
-  POLICY, HR HANDBOOKS

L & D SOLUTIONS

-  A`LA CARTE
-  SPECIALTY PROGRAMMES
-  OPEN WORKSHOPS










HR PROCESS CONSULTING



TeamSK's Compass for Organisational Development

PROCESS DESIGN & SET-UP

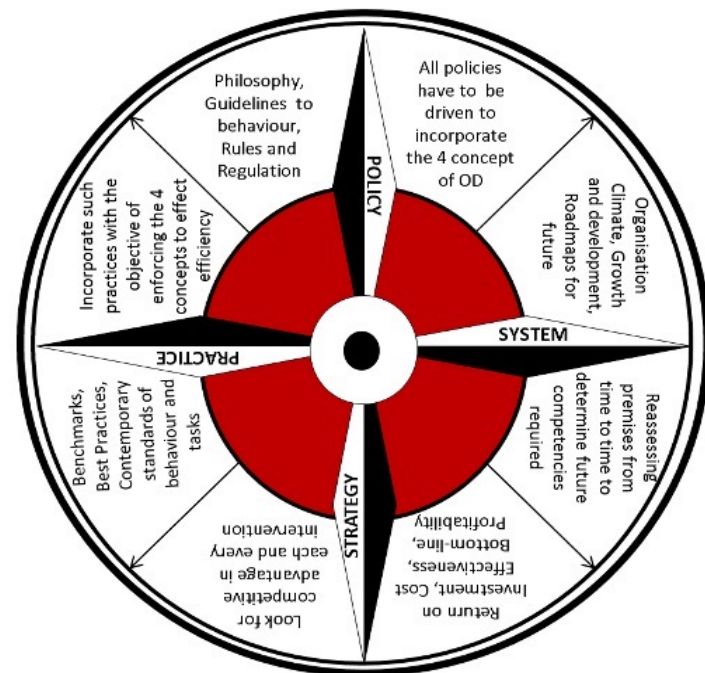
WE WORK WITH CUSTOMISED MODELS AND FRAMEWORKS DESIGNED TO RESONATE WITH THE ORGANISATION'S VISION AND ROADMAPS IN ORDER TO HELP DESIGN/REDESIGN ORGANISATION STRUCTURE, PROCESSES AND SYSTEMS TO HELP ACHIEVE SUSTAINED PROCESS EFFICACY

-  TALENT MANAGEMENT SYSTEMS (SELECTION TOOLS)
-  COMPETENCY MAPPING (CBMS)
-  COMPETENCY BUILDING SYSTEMS
-  ORGANISATIONAL RESTRUCTURING
-  PERFORMANCE APPRAISAL SYSTEMS
-  COMPENSATION ANALYSIS & SALARY RESTRUCTURING
-  ORGANISATIONAL DEVELOPMENT

THESE SERVICES HELP BUILD FRAMEWORK FOR HR STRUCTURE AND PROCESSES. THE MAJOR FOCUS IN THESE SERVICES IS TO BUILD AND SET UP A STRONG ORGANISATION SO AS TO ENABLE SMOOTH FUNCTIONING OF ROUTINE AND TACTICAL HR ACTIVITIES



HR PROCESS CONSULTING



TeamSK's Compass for Organisational Development

HR ANALYSES

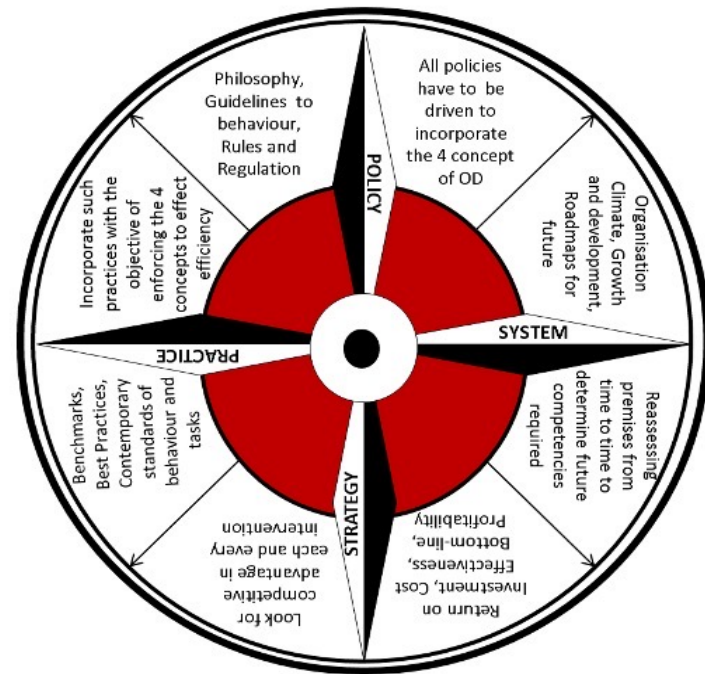
WE UNDERTAKE A WIDE RANGE OF PERSONAL AND ORGANISATIONAL STUDIES. APART FROM HR PROCESS ANALYSIS OUR SERVICES RANGE FROM STRAIGHT-FORWARD PERSONALITY/BEHAVIOURAL PREDISPOSITION ANALYSIS TO COMPLEX ORGANISATIONAL SURVEYS ABOUT CLIMATE AND SENTIMENT

- ☞ MANPOWER REQUIREMENT/ JOB ANALYSIS
- ☞ WORK LOAD ASSESSMENT
- ☞ TRAINING NEED ANALYSIS
- ☞ EMPLOYEE SATISFACTION STUDIES
- ☞ COMPETENCY/SKILL ASSESSMENTS/MATRICES
- ☞ EMPLOYEE ENGAGEMENT/SATISFACTION STUDIES
- ☞ ORGANISATIONAL CULTURE/CLIMATE STUDIES
- ☞ BEHAVIOURAL/PREDISPOSITION ANALYSIS
- ☞ PERSONALITY PROFILING (DISC)

WHILE EXTENDING STANDARD TOOLS FOR ANALYSIS, WE ALSO DEVELOP CUSTOMISED RESEARCH TOOLS TO REFLECT ORGANISATIONAL OBJECTIVES AND NEEDS FOR OBTAINING IN-DEPTH INFORMATION TO REDUCE VARIANCE AND IMPROVE EFFICACY OF THE FINDINGS











HR PROCESS CONSULTING



TeamSK's Compass for Organisational Development

POLICIES, HR HANDBOOKS

WE UNDERTAKE PROJECTS RELATING TO DESIGNING AND SETTING UP OF HR DEPARTMENT, DESIGNING POLICIES, ORGANISATION STRUCTURE AND DESIGNING SOPS FOR HR FUNCTIONS WITHIN THE ORGANISATION

-  JOB DESCRIPTIONS & SPECIFICATIONS
-  ORGANISATION STRUCTURE/ORGANOGRAMS
-  POLICY DOCUMENTS
-  PROCESS/SOP DOCUMENTATION
-  STAFF HANDBOOKS
-  SKILL CATEGORISATION
-  COMPETENCY DICTIONARY
-  DEPARTMENTAL HANDBOOKS

VERY OFTEN, AN OUTSIDE PERSPECTIVE BRINGS IN DIFFERENT ALTERNATIVES HITHERTO NOT THOUGHT OF. AS EXTERNAL CONSULTANTS, WE LOOK AT A CLIENT'S BUSINESS FROM THE MACRO-PERSPECTIVE AND SUGGEST TOOLS THAT CAN BE IMPLEMENTED AT THE MICRO-LEVEL



L & D SERVICES

COMPETENCY IS A COMBINATION OF KNOWLEDGE, SKILL AND ATTITUDE. SKILL OR KNOWLEDGE CANNOT ENSURE PRODUCTIVITY BY THEMSELVES; THE RIGHT ATTITUDE BECOMES INDISPENSABLE. ATTITUDE AND MOTIVATION HAVE A CYCLICAL RELATIONSHIP.

THE PRINCIPAL AIM OF OUR BEHAVIOURAL INTERVENTIONS ARE TO INSTIL THE DESIRED ATTITUDES IN THE EMPLOYEES TO ATTAIN A HIGH LEVEL OF ENGAGEMENT. A WELL ENGAGED EMPLOYEE IS NOT ONLY EFFECTIVE BUT ALSO STEADFAST IN HIS DISPOSITION

A`LA CARTE

LEAD INTO THE FUTURE

THEME – ORGANISATIONAL EFFECTIVENESS

FOCUS – SENIOR & MIDDLE MANAGEMENT

PROGRAMMES – TEAM CULTURE, TEAM BUILDING, LEADERSHIP, EMPLOYEE MOTIVATION

BELONG & BOND

THEME – SOFT MANAGERIAL SKILLS

FOCUS – MIDDLE & LOWER MANAGEMENT

PROGRAMMES – LEADERSHIP, EMOTIONAL INTELLIGENCE, INTERPERSONAL SKILLS, BUSINESS COMMUNICATION, PERSONALITY DEVELOPMENT

GENIUS WITHIN

THEME – PERSONAL EFFECTIVENESS

FOCUS – LOWER MANAGEMENT

PROGRAMMES – TIME & STRESS MANAGEMENT, WORK-LIFE BALANCE, PRESENTATION SKILLS, GOAL SETTING, ETIQUETTE

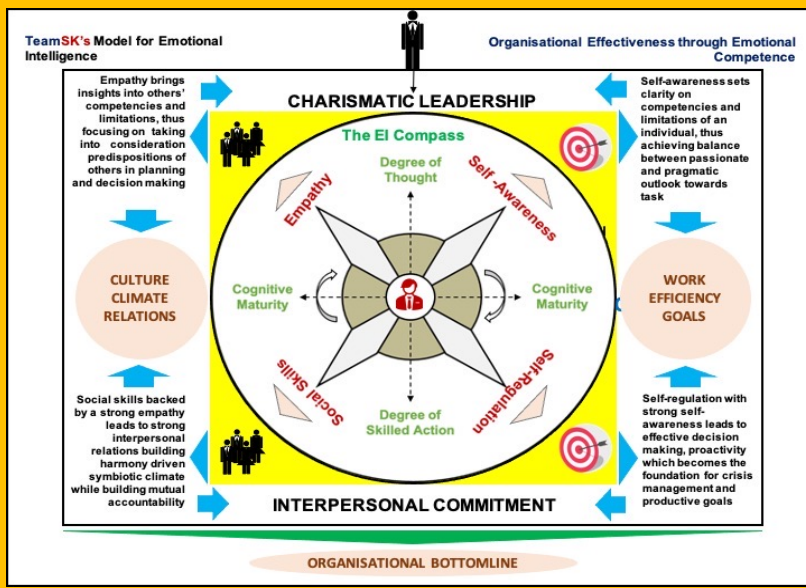
ORGANISATIONAL BEHAVIOUR IS A COMPOSITE OF INDIVIDUAL MOTIVATIONS AND ATTITUDES. WE OFFER A WIDE ASSORTMENT OF BEHAVIOURAL TRAINING PROGRAMMES FOR EMPLOYEES AT DIFFERENT LEVELS OF THE ORGANISATION. EACH PROGRAMME IS DESIGNED TO ADDRESS A SPECIFIC PSYCHOLOGICAL OR SKILL-RELATED COMPONENT THAT WILL HELP THE EMPLOYEE



L & D SERVICES

SPECIALITY PROGRAMMES

EMOTIONAL INTELLIGENCE

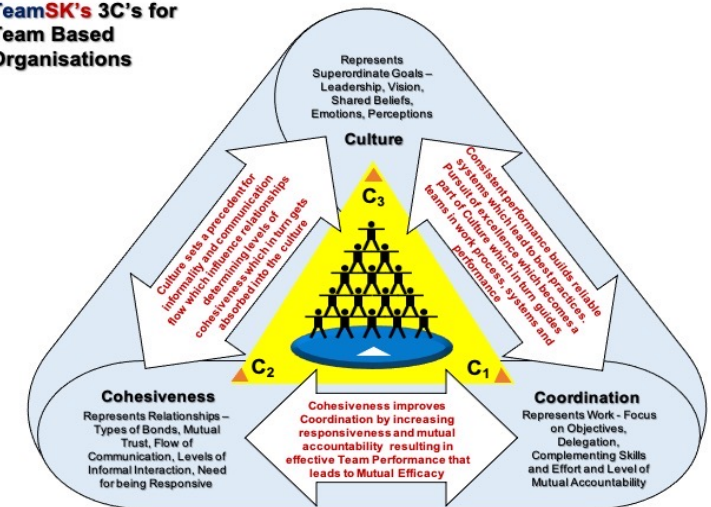


TeamSK's MODEL EMPHASIZES ON HOW COORDINATION, COHESIVENESS AND CULTURE PLAY OFF EACH OTHER IN INDIVIDUAL AND GROUP BEHAVIOUR AND IMPACT THE ORGANISATIONAL BEHAVIOUR

TeamSK's MODEL EMPHASIZES ON HOW ORGANISATIONAL EFFECTIVENESS CAN BE ACHIEVED THROUGH DEVELOPING EMOTIONAL COMPETENCE AND HOW THE EI COMPASS INFLUENCES VARIOUS ASPECTS OF INDIVIDUAL'S WORK AND RELATIONS

TEAM BASED ORGANISATIONS

TeamSK's 3C's for Team Based Organisations





L & D SERVICES

SPECIALITY PROGRAMMES

TRANSFORMATIONAL LEADERSHIP



TeamSK's CONDUCTS HIGHLY SPECIALIZED AND CUSTOMISED THEMATIC PROGRAMMES THAT DWELL ON A WIDE RANGE OF CULTURAL, ETHICAL AND PSYCHOLOGICAL ASPECTS THAT AIM TO EXPAND AND REFURBISH THOUGHT PROCESSES AND PERSPECTIVES

TeamSK's MODEL EMPHASIZES ON HOW A CHARISMATIC LEADER'S PERSONALITY AND FOCUSED EFFORT CAN LAY A PATH AND SET TRENDS TO INSPIRE, BUILD AND DEVELOP FUTURE LEADERS WITHIN THE ORGANISATIONS WHILE ENSURING THAT THE EFFICIENCY AND DIRECTION ARE NOT COMPROMISED

PERSPECTIVE BUILDING THEMES

- 👉 INDIVIDUAL IDENTITY WITHIN ORGANISATIONAL ENTITY
- 👉 HOW TO BREAK GLASS CEILINGS
- 👉 ETHICS VS DOING BUSINESS
- 👉 EQUALITY VS EMPOWERMENT
- 👉 HOW TO TRANSLATE CORPORATE VISION



L & D SERVICES

OPEN WORKSHOPS

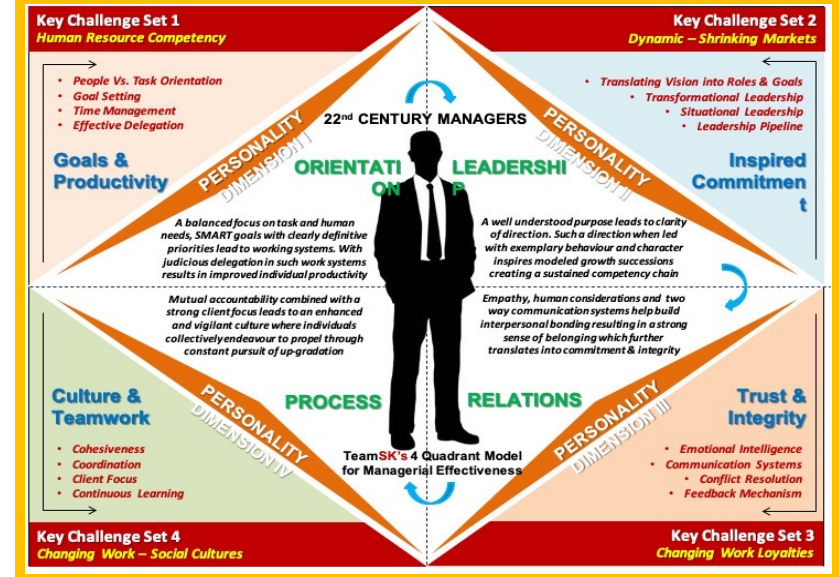
TRANSFORMATIONAL LEADERSHIP



TeamSK's 22ND CENTURY MANAGERS PROGRAMME EMPHASIZES ON THE KEY CHALLENGES FACED BY THE CONTEMPORARY MANAGER AND THE VARIOUS STRATEGIES TO DEAL WITH THEM AND EMERGE SUCCESSFULLY IN CREATING A SUSTAINED PERFORMANCE-ORIENTED CULTURE

TeamSK's MODEL EMPHASIZES ON HOW A CHARISMATIC LEADER'S PERSONALITY AND FOCUSED EFFORT CAN LAY A PATH AND SET TRENDS TO INSPIRE, BUILD AND DEVELOP FUTURE LEADERS WITHIN THE ORGANISATIONS WHILE ENSURING THAT THE EFFICIENCY AND DIRECTION ARE NOT COMPROMISED – 2-DAY WORKSHOP

MANAGERIAL EFFECTIVENESS



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L & D SERVICES

OPEN WORKSHOPS

TRAIN THE TRAINER



TeamSK's HAS CONDUCTED MORE THAN 10 OPEN WORKSHOPS ON COMPETENCY MAPPING. THE 2-DAY WORKSHOP AIMS AT BUILDING PRACTICAL AND IN-DEPTH INSIGHTS INTO THE VARIOUS STAGES INVOLVED IN BUILDING A COMPETENCY BASES MANAGEMENT SYSTEM WITHING AND ORGANISATION

COMPETENCY MAPPING



TeamSK's TRAIN THE TRAINER PROGRAMME DEALS WITH THE VARIOUS PHASES OF DESIGNING, DEVELOPING AND EXECUTING TRAINING PROGRAMMES AND HOW TO MAKE THE THEM MORE RELEVANT AND IMPACTFUL. THE PROGRAMME ALSO FOCUSES ON THE PRE-TRAINING ANALYSIS AND POST-TRAINING EVALUATION TO UNDERSTAND THE EFFECTIVENESS OF THE TRAINING AND THE TRAINER

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TeamSK's – Clients & Key Assignments



M/S ELICO LTD

SERVICES CATEGORY– HR BUSINESS SOLUTIONS (STRATEGY SOLUTIONS)

ANNUAL TRAINING CONTRACTS; JOB ANALYSIS, JOB DESCRIPTIONS & SPECIFICATIONS; COMPETENCY MAPPING; EMPLOYEE SATISFACTION STUDIES; PERFORMANCE APPRAISAL SYSTEMS



M/S TULIP DIAGNOSTICS LTD (ALL 7 DIVISIONS)

SERVICES CATEGORY– HR BUSINESS SOLUTIONS (STRATEGY SOLUTIONS)

JOB EVALUATION; SALARY STRUCTURES & BANDING, SELECTION TOOLS; JOB DESCRIPTIONS & SPECIFICATIONS; WORKMEN SKILL CATEGORIZATION



M/S DA AFGHANISTAN BANK

SERVICES CATEGORY– HR BUSINESS SOLUTIONS (STRATEGY SOLUTIONS)

FULL HR DESIGN & SET-UP; HR PROCESS DESIGNS, MANPOWER PLANNING, ORGANISATION STRUCTURE, PROCUREMENT, TRAINING & DEVELOPMENT, APPRAISAL SYSTEMS; HR AUTOMATION



M/S ELICO HEALTH CARE SERVICES

SERVICES CATEGORY– HR BUSINESS SOLUTIONS (L&D SERVICES)

WORK-LIFE BALANCE, TEAM BUILDING & CULTURE, LEADERSHIP, TIME & STRESS MANAGEMENT, EMOTIONAL INTELLIGENCE, SALESMANSHIP, COMMUNICATION SKILLS

STRATEGIC ALLIANCES



TeamSK's – Clients & Key Assignments



M/S PKL LTD (ERSTWHILE PRIMUS KABSON)

SERVICES CATEGORY– HR BUSINESS SOLUTIONS (L&D SERVICES)

EMOTIONAL INTELLIGENCE, CREATIVITY & INNOVATION, TEAM BUILDING, TIME & STRESS MANAGEMENT, PLANNING & COMMUNICATION, LEADERSHIP



M/S MARS INC

SERVICES CATEGORY– HR BUSINESS SOLUTIONS (L&D SERVICES)

EMOTIONAL INTELLIGENCE, TEAM BUILDING; SALESMANSHIP, EMPLOYEE MOTIVATION



M/S KVM ORGANIC PRODUCTS PVT LTD

SERVICES CATEGORY– ENTREPRENEURIAL & BUSINESS SOLUTIONS (BUSINESS PROCESS CONSULTING)

MARK-PROCESS STUDIES, PROCESS REDESIGNS, TALENT MANAGEMENT SYSTEMS, COST CONTROL, MARKETING DEPARTMENT PROCESS AND MANPOWER RESTRUCTURING



M/S ARBOR ORGANICS PVT LTD

SERVICES CATEGORY– ENTREPRENEURIAL & BUSINESS SOLUTIONS (START-UP CONSULTING)

START-UP CONSULTING, BUSINESS IDEA CONCEPTUALIZATION AND PROJECT FRAMEWORK, BUSINESS PLAN & PROPOSAL PREPARATION, PROCESS CONSULTING, SET-UP



M/S GIRIJABAI SAIL INSTITUTE OF TECHNOLOGY

SERVICES CATEGORY– ENTREPRENEURIAL & BUSINESS SOLUTIONS (TURNKEY ACADEMIC PROJECT)

INTEGRATED CAMPUS DESIGN, SETUP AND ESTABLISHMENT, AICTE APPROVAL AND REGISTRATION PROCESSES, COURSE DESIGN, HANDHOLDING



TeamSK's – Clients & Key Assignments



M/S T-IMPACT LTD

SERVICES CATEGORY– ENTREPRENEURIAL & BUSINESS SOLUTIONS (DATA MINING)

DATA MINING, DATA SOURCING, DATA SORTING AND DATA CLASSIFICATION



M/S SIFY TECHNOLOGIES LTD

SERVICES CATEGORY– ENTREPRENEURIAL & BUSINESS SOLUTIONS (DATA ENTRY)

BPO-SERVICES, ONLINE EXAMINATION CENTERS



M/S SESHASAI E-FORMS PVT LTD

SERVICES CATEGORY– ENTREPRENEURIAL & BUSINESS SOLUTIONS (ONLINE TESTING)

BPO-SERVICES, DATE ENTRY, DATA VALIDATION SERVICES

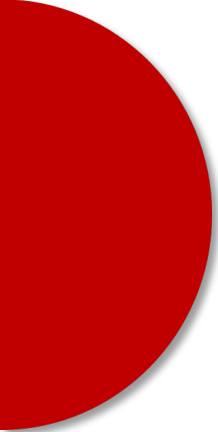


M/S PRAKRITI ENVIRONMENT SOCIETY

SERVICES CATEGORY– NGO SUPPORT SERVICES

APPLICATION HANDLING FOR FUNDING, BASE-LINE STUDIES AND DETAILED PROJECT REPORTS, PROJECT DESIGN AND REVIEW MECHANISMS





WWW.TEAMSKS.COM

SKSIANS@TEAMSKS.COM

+91 99852 00023

+91 90528 00023



Ladder for Leaders
TeamSK's
MANAGEMENT SOLUTIONS

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