



LADDER FOR LEADERS

 **TEAMSK'S**

MANAGEMENT SOLUTIONS PRIVATE LIMITED

2008

AN INTRODUCTION



Us

Growth manifested by values and passion; this is us in a nutshell. Since our inception as a L&D expert, we have evolved into a diversified multi-functional organisation

We are a services firm operating in the management consulting space. We strategize, design, develop & execute value-driven solutions

Our Mission

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

Genesis

- 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 500 Behavioural L&D programmes
- Executed more than 85 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



Our Philosophy

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

Our Values

Freedom

To pursue thought - To operate independently - To make ethical choices - To retain our core self

Ingenuity

To be resourceful - To have initiative - To strive to leave mark through our originality

Learning

To remain relevant - To constantly pursue knowledge - To consistently seek out such opportunities

Loyalty

Integrity above all - Accountability to cause, work & relationships - Unwavering obligation to give our best

Discipline

Self-regulation of the highest order - Commitment driven by consistency





SKsians

That is what we call ourselves fondly.

Our Motto...
'Less than passion' is unacceptable



Mr. R S Kiran
Managing Director & Chief
Consultant

1st Gen Entrepreneur;
Academician, Management
Consultant

17 years in Consulting; 20 years in
Academics

Specialities – Entrepreneurial &
Business Process; Training; Strategy,
Structure and Policy

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



Our Offerings

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Our Services

HR Strategy Solutions

HR Process Consulting
L & D Solutions

Entrepreneurial & Business Solutions

Start-up Consulting
Business Process Consulting
Business Process Outsourcing

NGO Support Services

Proposals & Applications
Research & Reports
Project Consulting

HR Strategy Solutions

We are a full-service consulting organisation that caters to the entire range of HR services that organisations need to excel. Our endeavour is to provide the most fitting and cost-effective solutions that will help in improving competence – be it of the process, role or its incumbent

Scope

HR Process Consulting

Process Design & Set-ups
HR Analyses
Policies & HR Handbooks

L & D Solutions

A` La Carte
Annual Corporate Training
Leadership Development
Speciality Programmes
Open Workshops



HR Process Consulting

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

Process Designs & Set-ups

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 (L&D)
- Organisational Restructuring
- Performance Appraisal Systems
- Compensation Analysis & Salary Restructuring
- Organisational Development



HR Process Consulting

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 Analysis

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
- Workload 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)



HR Process Consulting

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

Policies & HR Handbook

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/ Standard Operating Procedure (SOP) Documents
- Staff Handbooks
- Skill Categorisation
- Competency Dictionary
- Department Handbooks



L & D Solutions

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, Transformational Leadership, Employee Motivation & Empowerment

Belong & Bond

Theme – Soft Managerial Skills

Focus – Middle & Lower Management

Programmes – Purposeful Leadership, Emotional Intelligence, Interpersonal Skills, Business Communication, Perspective Building, Resource Management, Conflict Resolution

Genius Within

Theme – Personal Effectiveness

Focus – Lower Management

Programmes – Time & Stress Management, Work-life Balance, Goal Setting, Presentation Skills, Effectiveness, Negotiation



L & D Solutions

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

Annual Corporate Training

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

- Training Need Analysis
- Scheduling Annual Training Calendar
- Developing Content & Delivery
- Conducting Training Workshops and sessions
- Post-training evaluation mechanisms



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Leadership Development

We conduct a meticulous module based Leadership development project aimed at developing Purposeful Leadership competencies and abilities at every level of the organisation while setting up a platform for Leadership Pipeline

Leadership Process

Plan Future
Direct Action
Guide Thought

Leadership Pipeline

Identify Leaders
Groom Leaders

TeamSK's 7 Dimension Model for Leadership

Vision – Mission – Communication – Assertiveness – Motivation – Conflict Resolution -
Delegation



L & D Solutions

The programmes are based on models developed by TeamSK's through 3 decades of cumulative, multi-functional, multi-sectorial experience of its core personnel. The models aim at providing all-encompassing perspectives on various behavioural competencies that are required to fortify effectiveness at jobs

Specialty Programmes

TeamSK's Model for Team Based Organisations

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 – Organisational Effectiveness through Emotional Intelligence

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



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Specialty Programmes

TeamSK's Model for Building Transformational Leaders at Work

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

TeamSK's Perspective Building Programmes

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

- Individual Identity within Organisational Entity
- How to break Glass ceilings
- Ethics in Doing Business
- Equality Vs Empowerment
- How to translate Corporate Vision
- Virtue of Effectiveness
- Self Efficacy & Empowerment



L & D Solutions

Our not-so-frequent open workshops are designed to be highly interactive providing an opportunity to the participants for cross functional learning while also providing a platform for experiential learning across industries

Open Workshops

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TeamSK's Model for Managerial Effectiveness

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



L & D Solutions

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Open Workshops

TeamSK's Model – Train the Trainer

TeamSK's Train The Trainer programme deals with the various phases of designing, developing and executing training programmes and how to make 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

TeamSK's Programme on Competency Mapping

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



Entrepreneurial & Business Solutions

Our business consulting services include extensive support for budding entrepreneurs while also providing support to organisations that are looking for process redesigns and set-ups to optimize their costs and make their existing systems more efficient and effective

Scope

Startup Consulting

Idea Framework & Development
Business Plans
Set-up & Handholding

Business Process Consulting

Process Redesign/ Restructuring
Turnkey Academic Projects

Business Process Outsourcing



Startup Consulting

Aspiring Entrepreneurs have a myriad of issues to deal with which makes the process of venturing challenging. Our services aim at providing them professional help at various stages of setting up their entrepreneurial ventures

Scope

Ideation & Framework

We help enterprising individuals in transforming their innovative ideas into pragmatic and economically feasible business concepts that are more scalable and saleable.

- Market analysis
- Product/Feasibility analysis
- Technological analysis
- Business/Risk analysis

Business Plans

One of the most crucial phases in starting business is appealing to investors. Business plans and project reports are the professional tools used by funders to analyse projects

- Project/Process related SOPs
- Business Plans for Funding
- Reference Documents
- Pitch Dashboards

Set-up & Handholding

Setting up policies, processes, systems, guidelines to deal with the day-to-day. We help the clients sail smoothly by lending our expertise by handholding/ coaching

- Process set-up/SOP docs
- Commissioning/Test-runs
- Departments/Structure/Policy
- Business Development Strategizing



Business Process Consulting

The various services that our organisation provides to aspiring and budding entrepreneurs, established businesses. The sole focus of our services is to provide most viable, pragmatic, cost-effective and enduring solutions to our clients

Scope

Process Redesign / Restructuring

We keep our clients' processes revitalised by reinventing and redesigning to simplify works, identify redundancies, reduce inefficiency, improve productivity, control costs and so on

- Process Analysis & Redesign
- Project Management
- Work Load Assessment
- Organisational Restructuring

Turnkey Academic Projects

We specialise in end-to-end services in education including setting up of infrastructure, acquiring approvals, course designs, setting pedagogy and handholding management

- Integrated Engineering Campus
- Management Education
- Pre-Schools
- Primary & Secondary Schools



Business Process Outsourcing

Over the last decade and a half TeamSK's has executed a variety of BPO projects from offshore Data Mining and Warehousing to Data Entry projects

Scope

Data Entry

Industry – Banking, Insurance & Publishing

Process - Data entry, Data Scanning and form filling, Customer validation, Language translation services, Spell-check, Quality control

Data Mining & Warehousing

Industry – IT & HR

Process - Data Sourcing, Data Sorting, Data Classification, Data Storage & Retrieval, Liaison with Data sources, Data processing - to apply data as per requirement, HR Data profiling support

Online Testing Services

Industry – IT & Banking

Process – Setting up platforms, Identifying partners and venues, Invigilation, Secure examination execution, Coordinating for submission of results



NGO Support Services

Over the last decade and a half TeamSK's has executed a variety of BPO projects from offshore Data Mining and Warehousing to Data Entry projects

Scope

Proposals & Applications

Profile Building, Experience mapping, technical proposals, financial proposals, timelines and schedules – We help design all these for our NGO clients

- Profile Building
- Proposals for Funding
- Govt Schemes - Applications
- CSR Funding Applications

Research & Reports

We also provide project-specific research and field studies for our clients such as socio-economic, technical, market and competitor analysis

- Base-Line Data Studies
- Social Impact Studies
- Detailed Project Reports (DPR)



NGO Support Services

Over the last decade and a half TeamSK's has executed a variety of BPO projects from offshore Data Mining and Warehousing to Data Entry projects

Scope

Project Consulting

We also lend our professional expertise for our NGO clients at various stages of project

- Action/Implementation Plans
- Project documentation
- Project monitoring
- Project review mechanisms
- Intermittent project reviews





Our Partners in Success

Our Clients and our Alliances are as much a part in our success as much as we are in theirs. We firmly believe that this symbiosis is the foundation for our intellectual and economic growth.

As the “Ladder for Leaders” our endeavour has been to provide them with most cost-effective, optimum solutions for capacity building of their people and processes of their people and processes

Clients & Key Assignments



M/S TULIP DIAGNOSTICS LTD (ALL 7 DIVISIONS)

SERVICES CATEGORY – HR PROCESS SOLUTIONS & L&D SERVICES

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



M/S ELICO LTD

SERVICES CATEGORY – HR PROCESS SOLUTIONS & L&D SERVICES

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



M/S ELICO HEALTH CARE SERVICES

SERVICES CATEGORY – L&D SERVICES

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



M/S DA AFGHANISTAN BANK

SERVICES CATEGORY – HR PROCESS SOLUTIONS

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

Our Strategic Alliances





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Clients & Key Assignments



M/S EONN UNIVERSE PRIVATE LIMITED

SERVICES CATEGORY – STARTUP CONSULTING (HR PROCESS CONSULTING & STRATEGY CONSULTING)

STARTUP CONSULTING, ORGANISATIONAL FRAMEWORK, STRATEGY HANDHOLDING, AIDING DECISION MAKING, HANDHOLDING LEADERSHIP



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

MARS

M/S MARS INC

SERVICES CATEGORY – L&D SERVICES

EMOTIONAL INTELLIGENCE, TEAM BUILDING; SALESMANSHIP, EMPLOYEE MOTIVATION



M/S KVM ORGANIC PRODUCTS PVT LTD

SERVICES CATEGORY – BUSINESS PROCESS CONSULTING

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



M/S ARBOR ORGANICS PVT LTD

SERVICES CATEGORY – STARTUP CONSULTING

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



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Clients & Key Assignments



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



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

LADDER FOR LEADERS

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