



Sadashiva Consulting Services

“Believe in yourself”

Our Motto

- To construct a sustainable Institution, one in which the dignity of each individual shines with its inherent brilliance.
- The importance of enhancing the “resilience” of human beings
 - Resilience can be thought of in terms of realising a hopeful future, rooted in peoples natural desire to work together towards common goal.

"The Reason for Existence"

Our Approach



Diagnosis @ Individual & Institution

Our Services

Our
Engagement

Talent Management

Leadership Development

Organisation
Institution
Building

Business Excellence
&
HR Effectiveness Audit

Learning & Organisation
Development

Talent Management

Multi – Tier process

- Identification of talent
 - Competency frame work – design and development
 - Develop Talent identification criteria
 - Assessment centres
 - Psychometric profiling
 - Red Circle Jobs & Red Dot people

Aligned to roles in the organisation

Talent Management

Multi – Tier process

- Development of Talent
 - Role based development program – 70:20:10
 - Multi – Tier leadership development program
 - Development centres
 - Coaching
 - Competency based training programs
 - Learning sessions through Case Study & Video

Aligned to roles in the organisation

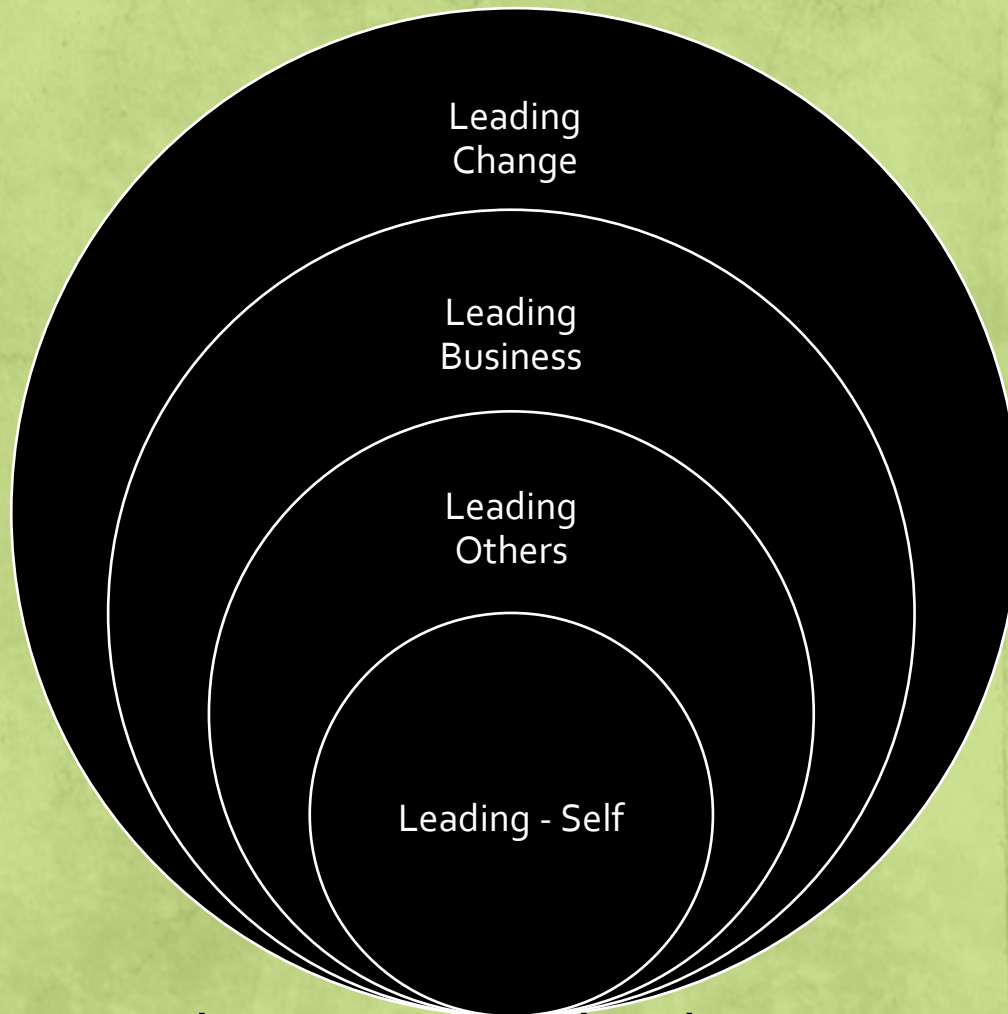
Talent Management

Multi – Tier process

- Deployment of Talent
 - Talent review and succession planning – Process Development
 - Organisation Human Resource Planning (OHRP)
 - Key Talent – Retention Strategy

Aligned to roles in the organisation

Leadership Development



Multi – Tier Leadership

Key Talent
Development

Learning & Organisation Development

Smell of the work place

- Team Development
 - Identifying Dysfunctions of a team.
 - Understanding and developing roles we play in a team – using BELBIN
 - Appreciating and adapting to preferences of team members – using MBTI

Learning & Organisation Development

Smell of the work place

- Developing Balance score card and its deployment through PDM methodology
- Developing Coaching skills for Managers
- Individual Performance Coaching
- Developing Self – Images and Completion

Learning & Organisation Development

Smell of the work place

- Change Management
 - Leading and Managing Change
 - Anticipating and preparing for change in a VUCA world.
- Employee Engagement
 - Analysis of survey results at 3 levels
 - Enterprise level
 - Business Level
 - Manager report
 - Action planning at 3 levels

Learning & Organisation Development

Smell of the work place

- New Manager Assimilation
- Developing Caring Manager
- Behavioral Event Based Interviewing
- HR Capability Development

Learning & Organisation Development

Smell of the work place

Competency Based Learning

- Case Study / Video based
- Focus on problem based learning
- Follow through with project for implementing at work place
- Effectiveness measured through success of the project implementation

Stakeholder focus

Networking

Personal effectiveness

Execution and Results

Teamwork

Strategic Orientation

Planning and Decision Making

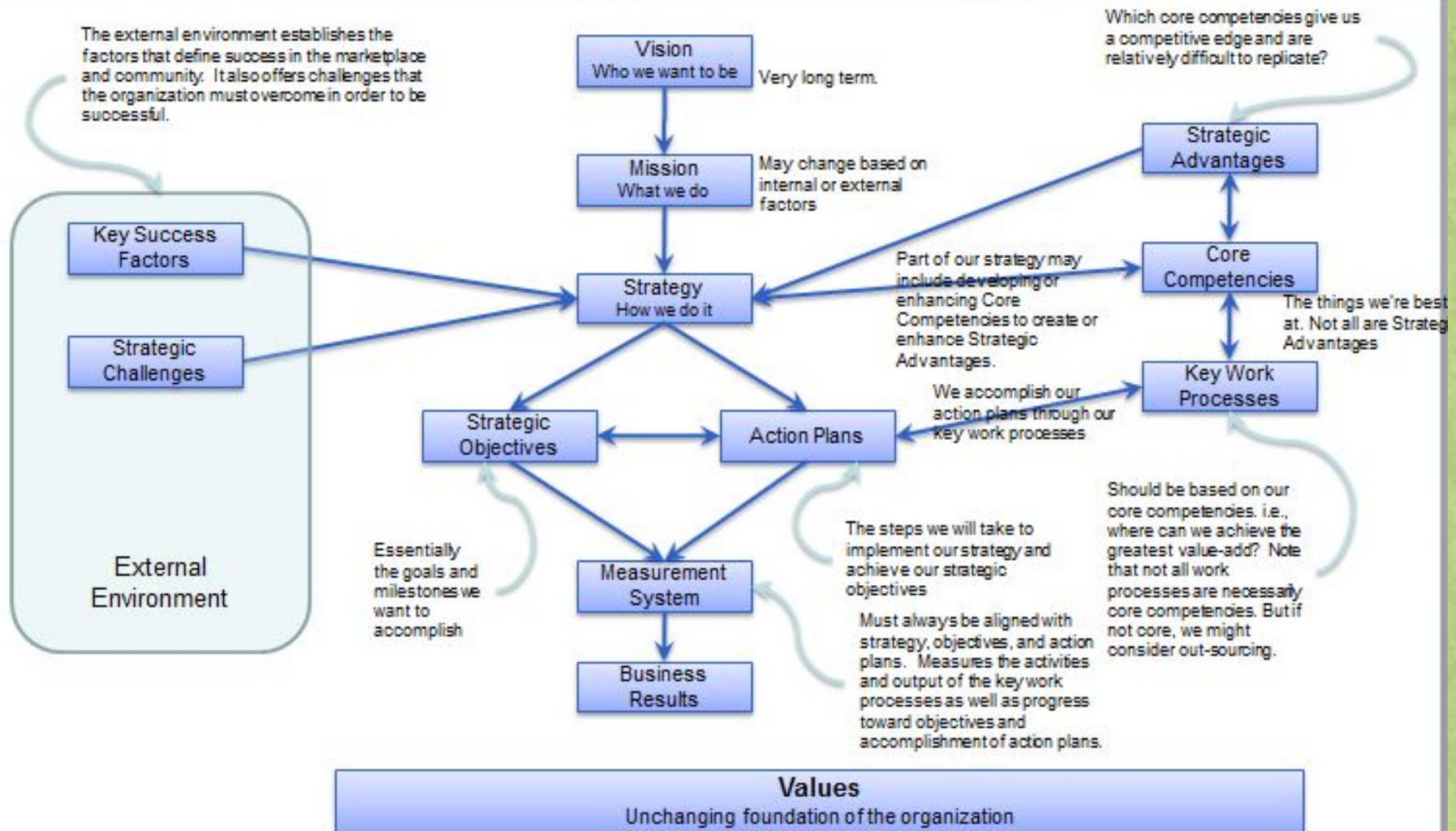
Problem Solving and Analytical thinking

Entrepreneurship

Capability Building

Social awareness

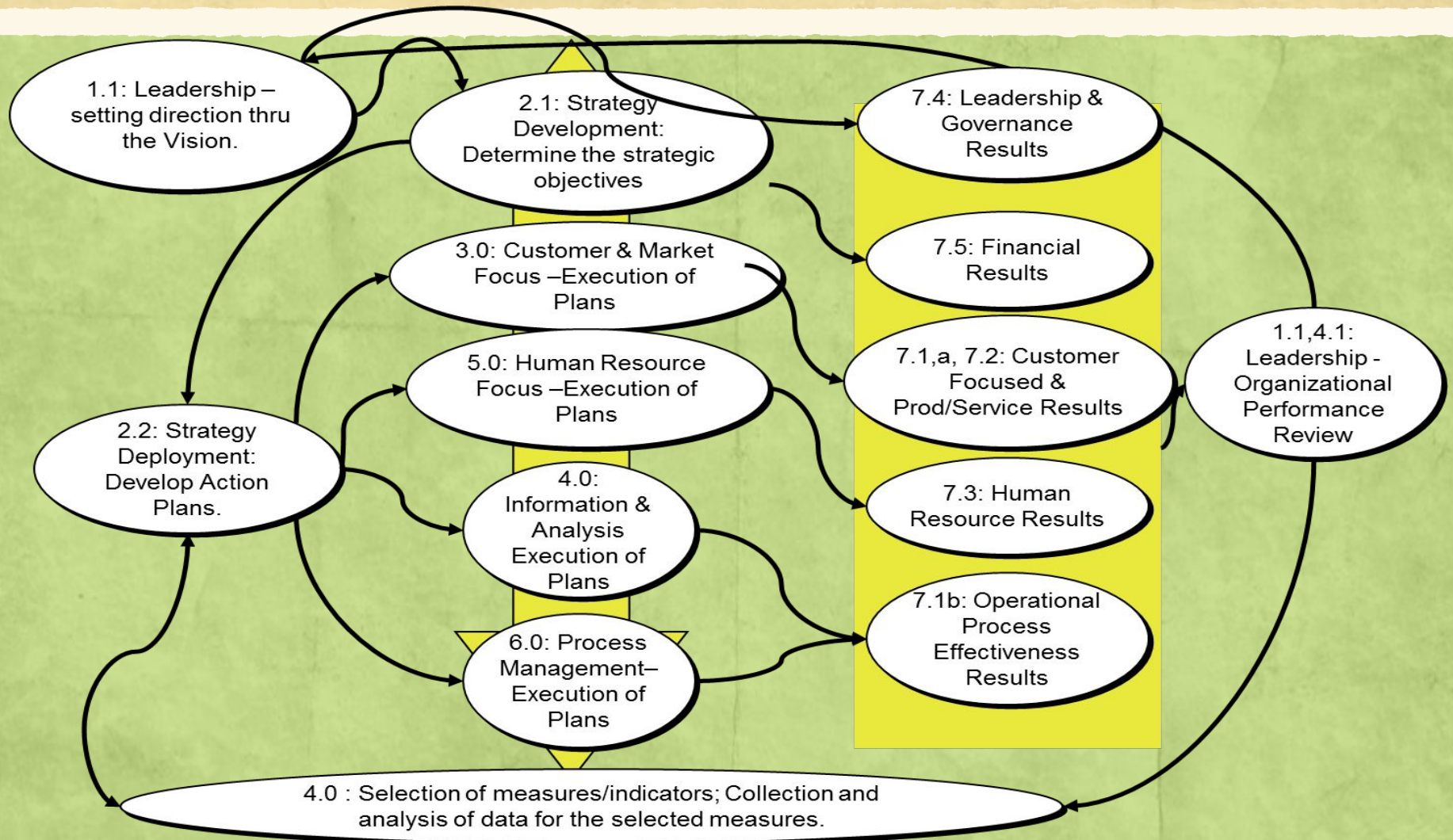
Business Excellence



HR Operations

- HR Policy & Process Flow Mapping
- HR Process Integration
- HR Analytics for effectiveness
- HR Audit for effectiveness.
- New Employee Orientation
- Exit Interview & Analysis
- Employee Grievances Handling

TBEM : Key Linkages...



Aligning Strategy to Business Excellence

Profile – N. Krishnan



He has a work experience of 2 decades across Manufacturing, IT , ITES and Infrastructure industries covering diverse functions such as Industrial Engineering, Sales and Business development, Talent Management , L&OD and Business Excellence & Knowledge Management. He also has consulting experience in the area of PCMM, Competency based development and Strategic HR in India, US, UK and the middle east.

Indicative list of companies where he has worked at senior position are GMR, DELL, Wipro, NIS Sparta and Harita Infotech (TVS Group company)

He consults Family Business as a Family Business Advisor across India.

His education qualification is as follows:

- Certified Family Business Advisor from “Business Family Foundation” Montreal Canada
- Indian Institute of Management, Kozhikode - EPGP in Strategy Management from IIM – Khozikod
- Symbiosis, Pune - Post Graduate Diploma in Business Administration with Specialization in Human Resource
- Indian Society for Training and Development - Post Graduate Diploma in Training and Development
- Nagpur University - BE in Industrial Engineering
- Diploma in Production Engineering – BTE Delhi

In gratitude.....

