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| **Reattire Website : Write Up** | | | | | |
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|  |  | **HRM** | **BUSINESS CONSULTANCY** |  |  |

**1. Home**

We are a People Centric organisation who believe that all other things being equal, it’s the PEOPLE who were/are/will be the differentiating factor between a successful and not so successful organisation across sectors, time periods or geographies.

Quality manpower is critical to an organisation’s survival, growth and sustenance of the winning edge.

We at Reattire excel in identifying quality manpower, and provide it to fulfil the corporate needs of achieving higher productivity and even higher quality products and services.

In an ever evolving world where work and employment is continually evolving, we are here to shape the change. With our breadth and depth of expertise, we’re able to deliver fully integrated workforce solutions that will support your organization’s development and growth strategy. So, you’re not just ready for the future, You’re already there !

Despite our focus on quality talent to meet the challenges of future, we are old school in our belief that value system and character are far more important in an individual than skills. SKILLS CAN BE LEARNED BUT CHARACTER CANNOT BE CHISELLED IN A SHORT TERM. Therefore we utilise the best quality of veterans, suitably trained and skilled for the digital world, who add further value to the existing solutions by the extraordinary values and virtues of RELIABILITY, DETERMINATION, PHYSICAL AND MORAL COURAGE that each one has imbibed after many years of duty in the line of fire.

By combining the best of the HR with the best of the technique and technology, we have become a valuable service provider to our clients who we believe deserve the BEST !

At Reattire, we are dedicated to simplifying the human resource issues and challenges for our clients’ that come with running a business by providing ‘ high quality, qualified human resource’ for all your needs.

**2. ABOUT US**

We are a company dedicated to the cause of Veterans. Veterans for us include all ranks who have served in the armed forces, police, para military forces and their immediate and extended families.

We are therefore a company which is “of the veterans, for the veterans and about the veterans”.

We provide highly motivated, trained, skilled and motivated Human Resource to the corporate. We serve the needs of Private Companies, PSUs and MSMEs. Infact we are industry, sector, product and service agnostic as we believe every aspect of corporate activity needs quality manpower and shall provide the same.

Apart from offering efficient human resource management strategy for our clients, We also provide other value added services in form of business consultancy solutions to improve business, security audits, audit of various operational processes and procedures, market intelligence and market surveys. Our endeavour is to help improve the productivity of our client’s business with the skills of our quality workforce.

What sets us apart?

To start with, our passion to be the BEST in the business is the driving force, thereafter is the combination of professional rigour, use of technology, process orientation, and customer oriented result focussed strategy - all of this helps us to pick out and pursue merit at all times. Our proprietary database with a passionate process driven team, makes Team Reattire a name to reckon with.

Our exhaustive database is the result of years of relentless work put in by our team.

Lastly, but most importantly, We also believe that the awesome work culture at Reattire is why our people deliver good work, every single day, across any conceivable time frame.

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| |  |  |  |  | | --- | --- | --- | --- | | **Mission**  To provide highly trained and industry ready Human Resource for our clients needs from the Veteran fraternity | **Vision**  To provision fully integrated workforce solutions that will support organization’s development and growth strategy | | **Brand Promise**  Supporting your business by providing best in the industry human resource. | | **Our Core Values**   * ***Customer* *Centricity***. We live by and for our customer’s success, we want to be their top-of-mind and top-of-heart choice. * ***Soldierly Virtues***. We improve the productivity by bringing soldierly resilience to industrial and corporate work force. * ***Responsibility beyond the Stated***. We take initiative to make “better workforce a daily reality”. * ***Team* *Spirit***. We believe that our clients are also a part of our team and their best interests serve our best interests too. | | **People**   * ***Commitment***. To merit at all times, by embracing diversity, motivating and retaining the best people * ***Accountability***. To all our stakeholders by operating in a safe and sound manner with compliance to laws and regulations. * ***Professionalism***. Commitment to act with utmost professionalism in all our working | |   **3. SERVICES**  **3.1 Human Resource Management**  [**3.1.1 Performance Management System**](http://www.slconsultants.in/performance-management-system-347348.html)  Our clients can take advantage of our expertise in preparing the most optimum Performance Management System for their organizations. Our highly experienced team of analysts and market researchers prepare the most adaptive and profit-oriented management systems for the clients.  [**3.1.2 Appraisal Management System**](http://www.slconsultants.in/appraisal-management-system-350299.html)  Enriched with a team of experienced HR professionals, the aim of our Human Resource Management System is to ensure that our clients obtain optimum performance from each employee. This we manage, by putting in place, a KRA’s linked Performance Management System.  All annual appraisals & promotions are awarded as per Performance Management System scores of employees, making it a very transparent and reliable Human Resource Management System.  **3.1.3 Management Consultancy**  We prepare the most effective and systematic management system for our clients. Our Management Consultancy Services are focused upon providing services which ensure optimal utilization of the available resources leading to increased productivity.  Going beyond the present, we also provide solutions for improving future outlook and achieving growth opportunities for our clients.  **3.1.4 Career Transition Services**  We understand the challenges of optimising the workforce and offer our clients a comprehensive Career Transition Service (Outplacement). From planning the optimisation to designing an outplacement strategy, we guide and support our clients at every step.  Our professional and completely tailored Career Transition Service aims to provide complete support to the employees (who are exiting the organization) at various levels.  The programme is customised to the needs of the individual and assisted by a dedicated career coach.  **3.1.5 Employee Training Services**  Concentrating on various parameters related to the clients' business, we offer Employee Training Services to company employees.  The Employee Training process enables business entities to develop a niche for acquiring growth in their sector.  We also provide professional training on soft skills to help the employees to execute the job effectively and efficiently, by improving the interpersonal alignment. This helps to save costs by improving per head productivity of the employees.  **3.1.6 Hire Train Deploy**  To meet the needs of evolving work environment of the future we make up the talent shortages of our clients by our Hire Train Deploy program. We develop tailor-made Hire Train Deploy solutions to meet client needs pan India.  **3.1.7 Marketing Strategy Support**  Being a dynamic business management consulting firm, we are engaged in rendering Marketing Strategy Support to our variegated clients. Our offered strategy support provides a competitive edge to various corporate organisations and helps them spread their reach in the market.  **3.1.8 Market Research Services**  Our understanding of the core business, helps us to ensure precise and unmatched service of Market Research. Our research services help our clients to grow and further develop their business.  These Market Research Services are provided to the customers based on our knowledge bank and in depth know how of how various industries in various sectors work. Features include :   * Accurate information * On time accomplishment of services * Reliable solutions   **3.1.9 Channel Management Strategy**  We are reckoned as the most trusted name for preparing the best suited Channel Management Strategy for the clients.  Our highly skilled and qualified team of market researchers utilise high quality information for preparing the best channel management programmer for the clients.  Our professional approach to define the best Channel Management Strategy for the clients are highly appreciated for its optimal results. Features:   * Increases profit * High adaptability * Time bound services   **3.1.10 Placement Services**  We provide placement services for qualified manpower from end to end. Though a majority of our human resource is drawn from the Veterans community, our resource base identifies high quality manpower, for placement services across all levels of employment in corporate world.  We also provide services for CV preparation, Preparations for Interviews and conduct Mock Interviews to prepare our candidates for the job environment.  In addition we conduct seminars for bringing together the job providers and job seekers, so that the process of recruitment and placement becomes transparent, fast, cost effective and efficient, apart from being educative for all the stake holders.  **3.2 Business Consultancy**  **3.2.1 Business Strategy Consulting**  We develop the strategy to achieve our client’s organisational objectives and to ensure long term sustainable growth. We identify and help develop capabilities for the clients’ to :-   * Develop and redefine vision, mission, culture and long term strategic direction of the organisation * Plan for long term sustainable growth * Identify value proposition and build capabilities * Create economic value from existing opportunities in the market * Turnaround of operations * Provide project/policy advisory   **3.2.2 Business Management Consulting**  We provide solutions to our clients to grow fast by improving their processes based on our technical expertise and knowledge of business processes.  We customise every solution as per the specific need of the client and devise processes and procedures to help their company to attain growth which it aspires to achieve.  As part of Business Management Consulting services, we aim to improve performance of our client’s business by finding better ways for business growth and systematic execution of assigned projects.  **3.2.3 Organisational Redesigning**  Organisations designed to deliver on their objectives have competitive edge. We assess clients’ current operating model and redesign it to meet its objectives in a meaningful manner for enhanced productivity. We help in :-   * Organisational Design * Operating Model Restructuring * Align technology, work processes and culture to Business Strategy   **3.2.4 Market Intelligence**  We provide targeted insight into clients’ internal and external business environment which signifies the difference between surviving and thriving in a given business.  We achieve this by carrying out due diligence of the various factors affecting the business from short, medium and long term perspective of the clients business, in keeping with the clients’ vision and ambitions. The key features are :-   * Develop effective business strategy for achieving economic potential * Cost effectiveness of provided services * Maintenance of punctuality during execution of assigned responsibilities   **3.2.5 International Business Consultants**  With our wide knowledge and immense expertise in setting up international business firms, we offer our widely appreciated consultancy services to new as well as well-established market players.  As one of the most trusted Business Consultants, we offer the services because of our highly skilled and qualified professionals, who have been engaged in this domain for a long period, and carry out due diligence and risk analysis, prior to offering our innovative and unique ideas.  **3.2.6 Corporate Social Responsibility (CSR)**  Last but not the least, Reattire is changing the way, the society thinks about human potential, especially that of the military veteran.  We are not a grant-giving foundation, but rather a social innovation lab, incubating and accelerating new solutions in the world of work.  Our vision and purpose are to ensure that veterans and their extended families are inspired, prepared, and empowered to embrace the future of work.  We therefore are able to advise our clients to adopt the best CSR practices, with the aim of making our planet a cleaner, greener and more equitable place. |
| **4) INSIGHT**  **4.1 Our Belief**  We believe that in the VUCA world, the companies require to be ahead of the curve, be courageous and bold enough to pursue those initiatives that will define the future.  The ambition to be a leader requires the courage to change and be adaptation ready, in face of crisis and prepare for it before the crisis.  It’s the idea of pursuing the HARDER RIGHT INSTEAD OF EASIER WRONG !  Doing the right thing is rarely easy, but always worth it !  We help define a bold ambition with clients, and then work together as a team to bring about such change so that our clients’ achieve new standards of excellence.  For our clients in SME sector, who have contributed tremendously to the economic progress of the nation and have immense potential to contribute further, the sustainability and growth of such companies needs a wholesome and curative approach with a long term perspective and not just a symptomatic solution offering.  We aim to provide significant value to SME and mid-market sized companies by collaborating with them in their sustainability and growth agenda. Our focus is on :-   * Business advisory at the promoter level * Structured service offerings * Business development by getting advisory functions to work with clients   **4.2 What We Do**  All Business Establishments are run by Entrepreneurs, who provide living to others, create wealth for their shareholders and above all add to the National Power and Economy.  We aim to aid the entrepreneurs in growing fast, as well as in a profitable way, so that they can offer large employment opportunity to the local population while strengthening the sinews of the national economy, while they accomplish their business objective.  Our clients, come from all geographies and sectors and range from being publicly owned companies to small businesses to large manufacturers.  With our expertise available in all sunrise sectors like manufacturing, oil and gas exploration, waste management, field of security services and maintenance, we provide comprehensive end to end solution in across all sectors.  In India, most foreign companies intend to establish business under Make in India initiative of the government. The local SMEs and start ups also intend to get a share of the pie but are unaware of the various Processes and Procurement Procedures.  Such companies’ can be aided by experienced and professional experts who can help them to enter establish and thrive upon these lucrative opportunities. Team REATTIRE has begun serving clients from May 2018 onwards and since then, our clientele has enlarged to include a wide range of sectors and services where we help our clients’ to operate and grow in an efficient and effective manner.  We offer customised solutions as strategy consulting service to fit all needs of clients.  We re-engineer the incumbent set up of any company to a more professional set up, thought upwards.  The aim is to create a system which is able to achieve big growth for the organisation by increasing productivity, reducing wastage and increased commitment of all stakeholders by effective communication within and outside to enable long-term and sustainable growth.   Our strategy consulting solutions help our industrial clients to run a growth-oriented business with better business decisions & opportunities, keeping consideration of market condition & realities about own positioning and competition.  **4.3 Our Approach**   * Develop relationships through structured communication to enable systematic thought process. * Interact with promoters/owners to identify issues faced by their businesses. * Diagnostics with promoters to perform gap analysis for key business areas like :- * Business strategy * People capabilities * Business performance measurement * Operational excellence * Corporate governance. * Tailored approach to address the business challenges faced by the client for augmenting growth process.   **4.4 How We Do**  Our professionals do a detailed research work on each constituent of the business, based on the requirements of the clients.  Our expert consultants provide world-class solutions, which are tested & proven for the given situation to produce the desired results.  Not only do we introduce new systems, we hand-hold the clients through the process, to ensure that they do it right every time, to take their company to next level of performance.  The aim being that while we provide optimum solution, for the given situation, to achieve the desired results, the process of change is eased out and does not cause disruption.  Our activities, primarily consist of the following : -   * + Consultancy services to Indian PSUs, Private Sector Companies and to Foreign Companies.   + Promote Upgradation Projects, Joint Ventures, Indigenization, Import Substitution, assistance in preparation of Techno-Commercial Offers, Trial Evaluations, procedures, QA, etc., including organizing complete logistics support.   + Help foreign Companies identify and collaborate with suitable Indian Companies to undertake and discharge Offset Obligations.   + Assist foreign clients in establishing Industrial Cooperation with suitable Private and Public Sector Companies in India.   + Interaction with DRDO for collaboration on Development Projects.   + Advice on customisation of existing products to meet special ‘local conditions’ and User Requirements.   + Provide ‘In Country’ Office to Foreign Companies.   + Conduct in depth studies on Security topics and technology & equipment issues, and conduct Seminars on such subjects.   + Conceptualization, design and development of new equipment to cater for future requirements of the customers. Analysis and advice on likely future requirements and Interpretation of requirements and procedures.   + Identify suitable partners for Joint development of equipment on ‘case to case’ basis.   + Identify requirements of foreign markets and form a suitable Indian/Foreign Consortium to address them.   **4.5 Our People**  When it comes to growth, one always needs expert advice to achieve that. At Reattire, we have some of the brightest minds, one can find in today's industry. Backed by years of technical knowledge, these professionals, who had a stellar performance in their respective domain are able to read a given situation in a comprehensive manner and provide an effective and dependable solution.  The people who ‘own’ the work culture at REATTIRE are the typical, ‘GO TO’ persons whom you would want to chat over coffee, for solutions to your problems. They are intelligent, smart, driven, motivated and dedicated people endowed with perspective 360 degree thinking capability, who place the customers' needs first and provide effective strategy consulting solutions in the VUCA world.  They come up with solutions which help the clients to learn, grow and expand their understanding of the business world and provide them cutting edge solutions to score over the competition and venture into Blue Oceans.  Customizing every method as per clients’ specific needs and wants, they devise a strategy which would promote the client’s company and help it to reach out and attain the growth which it aspires for.  This kind of solution, in turn, helps Reattire in attaining a prominent position in the industry as a respectable & dependable Business Strategy Consulting Firm.  **4.6 Leadership**  In response to Prime Minister Shri Narendra Modi’s clarion call for ‘Atma Nirbhar Bharat’, Reattire Consultants Pvt Ltd was founded by Mrs Namrata Kumar in May 2018, under Indian Companies Act, 2013. After completing her Master’s degree in Management Studies, she embarked on a dynamic career in Business Development & Management, and ran her own Executive Search firm in Mumbai working with reputed companies such as ITC, The Oberois, ICICI Bank, HSBC, Hindustan Unilever, Thomson, and Philips.  Prior to embarking on her entrepreneurial journey, She had also worked with a reputed recruitment firm for a number of years. She has been noted for her ability to multitask and yet staying focused on the end objective. A dependable professional with a strong desire to excel, by placing organizational interest above self, she understands the business needs, its nuances and works diligently towards it. Identifying sun rise sectors as a potential new market; she has created a strong team for management consulting services for the global and local companies.  **5. Contact Us**  **5.1.1 For Human Resource Requirement** - Forms will be there to submit their requirement  **5.1.2 For Business Consultancy** - Do -  **5.1.2 For Jobs** - Link to submit CVs/ query for industry specific job |
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