



# **SPARKSPOT**

**CONSULTING | ADVISORY | TRANSFORMATION**

# *Making marks... in deep and depth.*



*10 organizations of  
Repute in Pvt . & PSU  
Sector*

*40 assignments  
successfully completed*

*2000 minds touched by  
our initiatives*

*50 specialists & experts  
in our network*

*10 recommendations  
are in WIP*

*30 business leaders  
trusted us*

# *Team with passion & purpose... that helps organizations thrive.*

*Practicing experts and specialists from  
industry & field of research*

*Leaders in setting up large green field  
projects*

*Strong forte in operational excellence*

*Expertise in leadership development and  
cultural transformation*

*Designing and deploying people processes  
and practices*



# *Many have knowledge... but few only know.*



*Organisations have grown leaps and bounds. Armed with technology, ideas and understanding of real world problems, efficiently and effectively solving complexities.*

*What next... ?*

*Organizations suffer by overlooking internal engineering.*

*What next... ?*

*Sparkspot helps organizations in the areas of operational excellence, people processes and cultural transformations.*

*Through understanding bottlenecks, empowering leaders and front-ending solutions.*

*That's the next...!*

# *Our optics...*

*the way we see us with you.*



*While you devour in your dream of solving worldly problems and chasing your GOALS relentlessly...*

*We come on board at the planning stage to develop the clean slate architecture before the idea hit the ground mapping org structure, getting right fit, collaborating experts & leaders and ensuring a smart MIP.*

*Develop and design the organization practices and processes that empowers people to think & contribute to the growth.*

*We work on shop floor bottlenecks and our tech team help creating innovations that propels creativity wide across organization.*

*We work on transition blending the minds from where they are and the level they would like to go, in a well planned adventure!*

*They trusted us...  
we partner their journey.*



**FICHTNER**  
INDIA

**Deloitte.**



**ODISHA POWER TRANSMISSION CORPORATION LIMITED**  
(A Govt. of Odisha Undertaking)  
CIN No.:U40102OR2004SGC007553

**DSL Marketing**  
*The solution provider*

- ❖ We bring knowledge and application in to their areas.
- ❖ We work on business processes.
- ❖ We work on people processes.
- ❖ We work on cultural transformation.

# *Values, bit weird... but we stand by it.*



*collaborate with organizations in their GOAL journey with  
**complete accountability***

*pledge 60% of our revenue for empowering youth through  
**inclusive learning***

*earn 40% that is meant to **sustain** 60%*

# **Process we adopt...**

*we stand to test at every stage.*



We

*prepare well before we preach*

*are well versed with the present, past and future of your business*

*we work to partner from concept to commissioning, not halfway*

*discuss and agree on our boundary, cross only with consent or after you get convinced*

*induct the minds and not the heads, to collaborate at site*

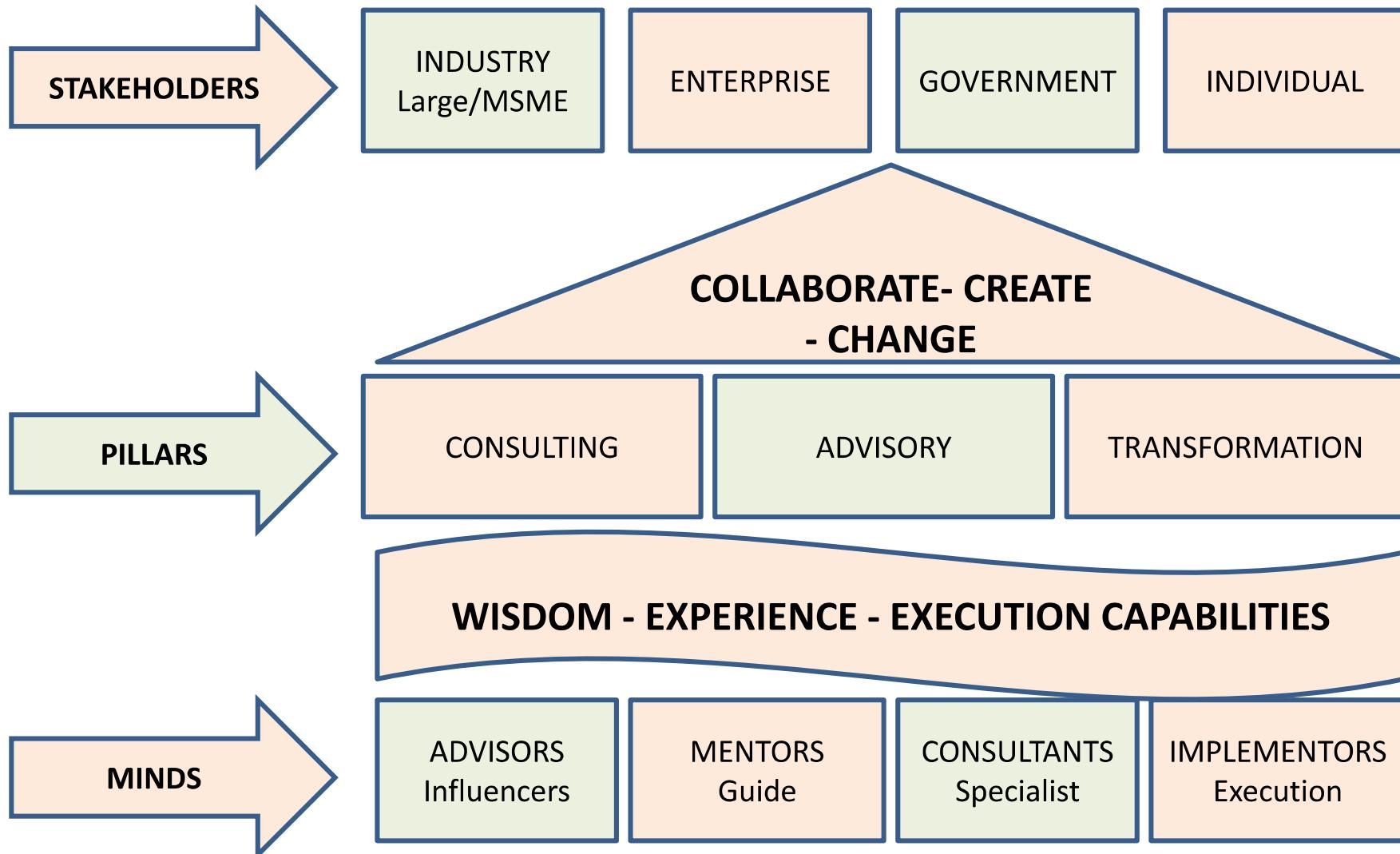
*empower the team with continuous supply of latest developments in the area*

*create a joy of working and inclusive learning*

*end, one journey with smile and spark **to begin another with you with more zeal and zest***

# *Our stack...*

*to leverage the most.*



# *While there is a boundary... there is joy in exploration.*

## ***Building and Developing Organization***

### ***Organization-***

*Organization structure, Role clarity, competency framework, PMS design & deployment*

### ***Development-***

*Development & training needs analysis, Competency development programmes*

***Leadership Coaching-***  
*Leaders engagement & development*

### ***HR Management-***

*HR Strategy, HR Audit, HR Function set-up, Employee Engagement*

### ***Compensation-***

*Salary & benefit survey, Comp restructuring, Job evaluation, Structuring, Incentive & reward*

### ***Visioning & Inclusion-***

*Ownership & cultural transformation with Organization value framework*

### ***Evaluation & Assessment-***

*180 degree evaluation  
360 degree assessment  
Assessment & development Centers*

### ***Campus Hiring-***

*Entire value chain from campus to corporate using technology & customized tools*

### ***Process Improvements-***

*Help improving core processes in people and business & stakeholders*

# *While there is a boundary... there is joy in exploration.*

## *Setting up Projects & Driving Operational Excellence*

*Green Field Projects &  
Ground-up Strategy, Socio  
Economic Engagement  
Strategy*

*Performance Improvement  
through cost reduction,  
Volume growth through  
debottlenecking*

*Project Licensing &  
Approvals*

*Feasibility & Pre-feasibility  
Survey & Reports*

*Operation & Maintenance  
of Critical Assets*

*Innovation & Solutions for  
Circular Economy – Waste  
to Wealth*

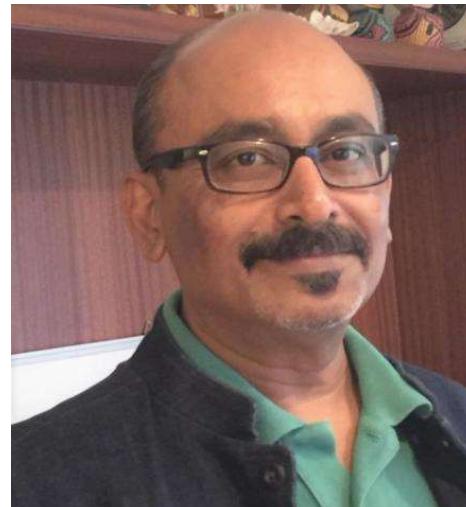
# SENIOR CONSULTING TEAM



**Dr Jaya Krushna Mohanty**  
**Co-Founder & Director**

Dr Mohanty is a technocrat having 35 years of experience in the field of Engineering, Power and Projects in large organizations like NALCO & Vedanta. He has led many transformational initiatives and big ticket projects. He is a man of accuracy and thrive for operational excellence in all his actions. Before SPARKSPOT he was with Vedanta as Director & VP-Power.

Dr Mohanty is a PhD from VSSUT, Burla, B.Tech from UCE, Burla, M.Tech from BITS, Pillani & PGDM from IGNOU.



**Dr Sanjay Kumar Pattnaik**  
**Chief Executive Officer**

Dr Pattnaik is a leader in the areas of HR & Organisation development across sectors like Cement, Engineering, Copper, Aluminum, Power, Mines & Projects. He has helped organisations in setting up large green field projects and is a part of many turnaround stories in his career spanning 35 years. Before SPARKSPOT he was with Vedanta as Chief-HR & Corporate Strategy.

He is an alumnus of Symbiosis Institute of Business Management (SIBM), Pune. Done his PhD in Management from Sri Sri University, Cuttack.

A step in to  
future



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