



Co-creating People Success

HuMandala® is a coming together of the two most important parts of organizational success - the business and its people. HuMandala® creates best-fit people solutions that work to help an organization reach its short and long-term business objectives in the most effective and efficient manner.

Co-creating People Success



HuMandala® works on the principle of 'co-creation'. We believe that an organization's vision and its people goals need to be well-balanced so as to work in tandem with one another to achieve common goals.

Just as a tandem bicycle moves ahead towards its destination in a smooth journey, with the front and the rear cyclists working in harmony and complementing each other, HuMandala® works in harmony with your people and leadership. At times, it rides from the front, at times bringing up the rear; at all times partnering to pave paths and co-create roads to reach the organization's destination.

HuMandala's® core team has travelled down the long-winded road of 15 years and helped many organizations navigate the somewhat challenging, somewhat smooth roads as they came; helping organizations walk towards their vision along with their team.

HuMandala® co-creates a strong, well-balanced foundation and a robust framework of your people function building a conducive environment for your people to flourish and perform to their best. **We work to strategically align individual and organizational goals creating satisfaction and fulfilment for both.** We recognize the critical role that work culture plays and help you create a just, healthy work atmosphere with the right values. We identify the gaps in the people function and through strategic HR initiatives and interventions create an environment for individual learning and development. This paves the way for organization development.

Expert Services



HuMandala's® expertise lies in facilitating the realigning, revamping, recharging and reinventing of people strategies for its clients, so they gain a competitive edge in a dynamic market. It involves a macro level study of the organization's higher purpose and vision as also deep diving into a client's organizational structure and its people function to understand the cracks that need to be plugged and repaired. We achieve this with our experienced team, advanced systems, technology, intuitive processes, proven techniques and the latest proprietary tools.

Strategic Human Resources Solutions ➤

HuMandala® helps organizations through high level planning plus detailing that enables the integration of HR goals with business goals. This results in improving everything in an organization - from hiring practices and employee training programs to assessment techniques to discipline and more; the results of which are remarkable.

- Setting up of the HR Function
- Designing HR Policies and Processes
- HR Audit
- HR Re-engineering
- HR Outsourcing
- HR Catalogue Services
- Interim HR
- Outplacement support



Learning & Development (L &D) ➤



HuMandala® partners with organizations to cater to every need on its L & D curve - from problem definition to gap assessment to solution planning and implementation. HuMandala® training design has delivered measurable outcomes to individual, group and business performance.

- Conduct Training Needs Identification Exercise
- Conduct T&D Audits
- Content Designing and Development
- Facilitate Inhouse & Outbound Training Programs

Organization Development (OD) ➤

When the health or mission of an organization is affected, HuMandala® steps in with end-to-end OD solutions that deliver a seamless people-business integration. The HuMandala® edge is its deep understanding of organizational and human processes in diverse industries and its value-delivery across the entire OD spectrum - from assessment to intervention planning to implementation and results.

- Competency Mapping
- Vision, Mission, Value Scripting
- Assessment Centers
- Organizational Behavioral Surveys
- Total Employee Engagement Programs
- Employee Suggestion Mechanism
- Task Analysis and Role Clarification Exercise
- Competency Matrix



Recruitment and Staffing ➤



HuMandala® solutions use data and metrics to understand, recruit, manage and retain talent and helps organizations design an effective talent management strategy and implementation plan. HuMandala® has successfully delivered recruitment and staffing solutions to small, medium and large organizations.

- Staffing for IT, ITES and Manufacturing
- Corporate Selection Process
- Campus Selection Process
- BEIs

Why HuMandala®?

HuMandala® combines the most important drivers of your success effortlessly – people and growth; sensitivity and practicality; efforts and outcomes. We have been able to strike a balance between these in our work to ensure your people and organizational goals are well synced. **Organizations, right from start-ups that are just setting up or scaling up, mature companies and those that are reinventing their businesses have been happy to have us as their people success partners for reasons cited below:**

- ▶ One-stop people-solution for all business needs
- ▶ Long-term, innovative thinking and precise implementation
- ▶ A blend of new-world digital and traditional methods for data analysis and data mining
- ▶ Customized, effective solutions with end-to-end handholding
- ▶ Achievable and measurable outcomes
- ▶ Trust us - we handle care and sensitivity



Winning benefits to Organizations



Proactive Human Resources Initiatives & Strategic HR Planning ➤

Timely, strategic Human Resource practices, implementation and appropriate HR interventions can save organizations from making costly mistakes. Typically, HR costs being hidden costs, these come to light only when you consciously decide to unearth them.

Case in point

- ▶ HuMandala's® keenness for details in an audit conducted for a KPO client brought forward erroneous and neglected policies, which had accumulated an overhead of a few lakh ofrupees already. HuMandala's® HR advisory and recommendations helped the client bring down the cost to a few thousands, in merely a year.
- ▶ HuMandala®, through its proactive Human Resource practices and implementation for its IT/software client made a significant saving of over 45% of cost over 3 years. This not only proved the importance of proactive people solutions but also contributed significantly towards this client's business goals.

Gap identification and problem statement definition ➤

HuMandala® thinks like a business owner would. An in-depth study of a client's business leads us to recognising the gaps in the organization and its people function, thus clearly identifying the problem statement. This is half the battle won as we can work towards a clear objective of solving the identified problems and hence bridging the gap of performance and success.

Case in point

- HuMandala's® facilitation in implementation of a Performance Management System for an IT client helped them not only track the performers but also helped them set a clear process and strategy towards TNI and bridging the performance gap. This significantly contributed to the bottom line.
- HuMandala® facilitated a one-time exercise of Role Clarification & Task Analysis for a Sales and Engineering division of a manufacturing company. HuMandala® helped them in identifying key roles, bridge the loop holes in services and sales, in the end contributing significantly towards customer satisfaction and retention.
- HuMandala® conducted assessment centres for a manufacturing client for its middle management with the purpose of succession planning and career mapping.

Custom-Built, Effective HR Advisory Services for People and Business Goals ➤

People and their performance is at the centre of business performance. HuMandala® has helped organizations - the HR Teams, Line Managers and the Leadership attain objectives and results through HR Advisory Services in wide ranging areas such as legal, disciplinary, behavioural, performance and business.

- HuMandala® with its HR advisory has guided and implemented for its IT software service clients -'POSH - Policy on Harassment at Workplace'
- HuMandala® has provided HR advisory on several policy-making projects like maternity clause under the Maternity Act at the workplace
- HuMandala® has provided expert guidance and advisory services to its IT clients in developing and implementing several HR policies such as Employee Misconduct and Disciplinary Action, Employee Leaves, Employee Exit, Joining and Induction, Reward Mechanism, KPA Setting and Appraisals, Organization Structure and Compensation Structures, to name a few.
- HuMandala® through proactive HR advisory support and cost-effective solutions round the year helped its IT client in building a strong HR team achieving a good retention which was otherwise a challenge for a growing setup. The support also included on-boarding and on-the-job training of the HR team.

People Alignment to Business Goals ➤

When organizations fall short of aligning their people capital to business goals, people become a liability and not an asset. The solution is to realign skills to match business goals – this can be done through L & D and training or through corrective staffing and recruitment. We partner towards your goals of acquiring the right talent in the right place and in the right time.

Case in point

HuMandala® has delivered several programs in the area of Health and Wellness and Corporate Excellence Programs – People Happiness and Productivity. Apart from this, we have delivered trainings on Negotiation Skills, Presentation Skills, Business Etiquettes, Business Communication skills, Interviewing Skills, Team Building, Problem Solving, Time Management.



Face behind HuMandala®

Human potential and its tremendous power to impact, grow and transform businesses has led Neelam Bachal, a seasoned HR professional to launch HuMandala®. Over her 14 years of experience, she has closely partnered with businesses on their people function and helped them grow from good to great. Neelam has been instrumental in leading and delivering coherent HR strategies to meet business needs of small, mid-sized and large organizations. She has invested a decade and a half in designing and driving strategic Human Resources Solutions, Talent Acquisition Practices, Organization Development interventions and facilitating individual and team learning initiatives. She has several accolades to her credit in the field of synchronizing change initiatives across boundaries, working in mergers and acquisitions environments, competency and assessment centres, employee communication and engagement initiatives to name a few. Neelam has an in-depth experience across industries like Software, IT, ITES, KPO, Automotive and Manufacturing companies. She has worked in a QS 9000, ISO 14001 & CMM 5 level environment and worked hands on with MNC's, IT Product based, JBU's & ISV organizations.

Neelam is also a women empowerment evangelist and helps her clients build in diversity and inclusiveness in their people policies. With HuMandala®, Neelam Bachal is set to create ground-breaking, innovative and effective success stories in the business of people and about the people in business.

