In an environment ridden with complexity and dynamism businesses are driven to innovate and employees are expected to change, Everyday. Such constancy of change can only be addressed through constancy of insight triggered efforts. HR strategies need to draw from organizational aspirations and realities as well as market best practices.

SOL ACE (School Of Light Annual Consulting Engagement) is an integrated Retainer HR model wherein long term HR support is provided through a combination of onsite deployment of resources, centralized excellence teams and cutting edge technology. Working with multiple clients across various sectors presents us with an unmatched opportunity to remain current with industry issues and resolution themes. It’s an advantage that simply cannot be had by an internal teams.

SOL ACE is structured to deliver consistent efficiency at an optimal price.

**Organization structuring**

The key to an outcome focused organization is the efficiency of its structure. Structure plays an enabling-revitalizing role in being able to manage efficiency whilst helping the organization expand revenue and margins. The ease and ability of a company to deliver the desired product/ expertise, manage efficiency, build contingency and retain bottomline as expected is the hallmark of a great organization structure. In an retainer HR engagement, the challenge is to build a definite direction within which the subsets of the structure can be explored without excessively interfering with regular operations.

**Talent Acquisition**

Talent provides a formidable edge to every organization in the competitive landscape. Talent mapping begins at being able to understand the external environment, nature and history of a company, its contributing subsystems, their interlinkages to gain an effective insight into optimum manpower required.,. It also calls for the deep understanding of job roles and their contributions to channel manpower availability dynamics into acceptable fulfillment solutions especially for key critical talent segments and roles

**Organizational Performance Improvement through Performance Management**

Performance management is fundamentally an opportunity for the organization to align itself periodically to improve organizational productivity. Clear goal setting, objective evaluation and aspirational reward programs make performance management process build reliability for the organization and nurturing careers for employees.

**Capability building**

To ensure an organization is agile to market needs it’s imperative that it has the skills and capabilities necessitated in the market place. SOL ACE attempts to look at organizational aspirations and translating that into people skills/competencies required in the future. It involves being able to create long range and price conscious solutions towards building systemic capability development plans married with career management towards a larger capability building and retention agenda.

**Policies ,Procedures& Systems**

Policies, Procedures and systems enable the efficient functioning of the organization whilst ensuring it is in compliance with the law of the land. An ongoing challenge when designing and implementing policies and procedures for Indian environment is to stay within the framework of all applicable, archaic we may add, labor laws while catering to novel business needs and a demanding breed of employees. The market practice for each tier of organization also needs to considered to ensure that the company stays at best appealing and at least comparable in the job market. A healthy functional ecosystem goes a long way in building a strong lasting culture anchored to the values of the organization.

**Payroll management**

Payroll management involves precise data collation, complex and often last minute calculations to deliver accurate output on time, everytime. It is also the single most important part of HR related compliance. The challenge in payroll management is to get an entire organization on song to the process with administrative transparency.

**Rewards and recognition**

Being a race tagged as ‘social animals’, we are more so than ever before. With the social media deeply entrenched in our psyche, recognition in itself has become a reward. Some organizational contributions cannot be fully appreciated within traditional reward systems. A good rewards and recognition program should go beyond rewarding, in that it should encourage and promote desirable behaviors thus reinforcing the values and culture of the company

**HR Analytics**

The age of technology and innovation has warranted a strong ability to anticipate the implications of current decisions. In an immensely competitive global business environment even the most reliable hunches need to be validated. Analytics is not only a source of corroboration of reality but also an excellent basis to make extraordinary and routine decisions. Data speak can authentically support navigation and prioritization through dynamic environment.

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