

TPP Profile



Total People Productivity

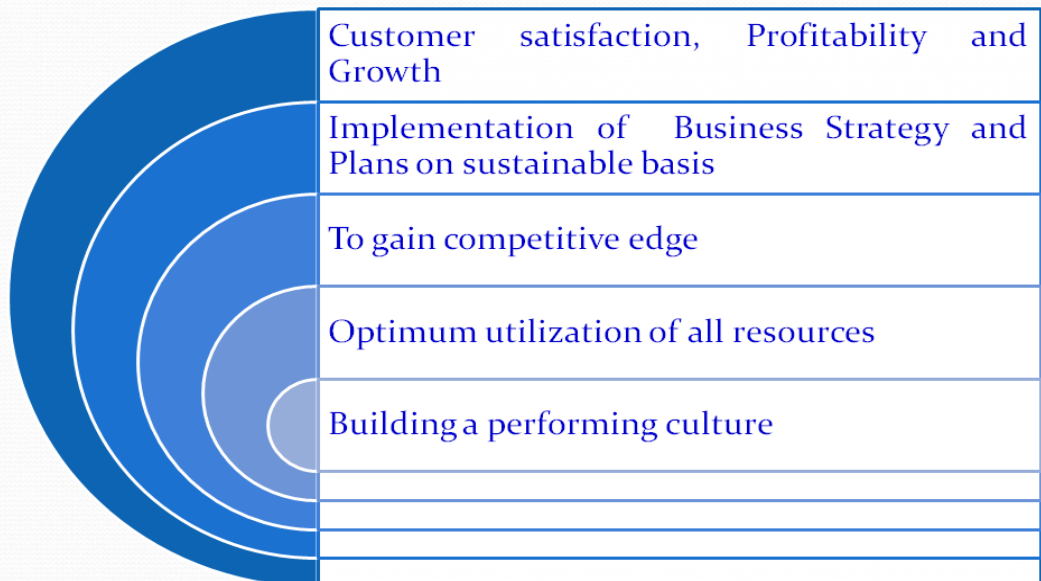
- for Business Sustainability and Growth
- Culture Building & Leadership Development

 **TPPWORLD**
Total People Productivity

Committed for



Working for



For Mega Large and Large organization, the focus is on

1. Culture Building

- i. Continual Improvement (CI) Culture
- ii. Innovative Culture
- iii. Customer Focus Culture
- iv. Performing Culture

2. Development

- i. People Development – Leadership Development
 - 1. Business Leaders
 - 2. Functional Leaders
 - 3. Front Line Team Leaders
 - 4. Front Line Team Members

3. Efficiency Improvement

- i. Shop floor efficiency improvement
- ii. Reducing various types of losses
- iii. Improving people productivity and performance

For MSMEs, the focus is on

1. New business development

- a. Acquiring new customers
- b. Increase in sale from the existing customers

2. Supply chain management

- a. Sourcing the new supplier and vendors/ ancillary
- b. Improving the delivery and quality from supplier and vendors
 - This includes end to end solution. We work with your existing team members as well as taking the independent assignments
- c. Material cost reduction initiatives

3. Shop floor efficiency improvement

- a. Overall improving the machine and shop floor efficiency and effectiveness
- b. Reducing various types of losses
- c. Improving people productivity and performance

4. People Development

- a. Developing the accountable team
- b. Leadership development across the levels

VISION

*Add value to Nation and Society
by developing Ordinary People and
Organizations
for extra-ordinary performance*

*Emerge as one of the leading
Consulting and Training firm
for higher value add through people by 2019*

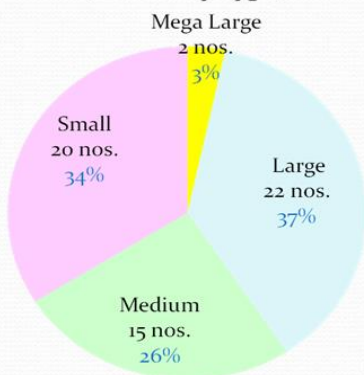
Mission

*Provide Sustainable growth to our Client
Organizations and People by enhancing
more than **50% growth** in Productivity,
Performance and Profitability over medium
and long term by practicing*

- *Business Ethics*
- *Customer Focus*
- *Creativity and Innovativeness*

Industries we have been associated

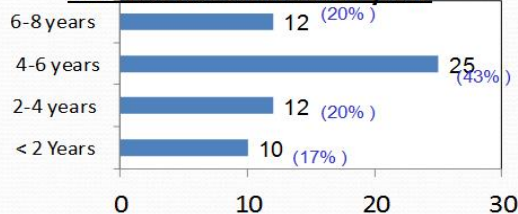
Industry Type



Sector Specific Distribution



TPP Association in no. of years



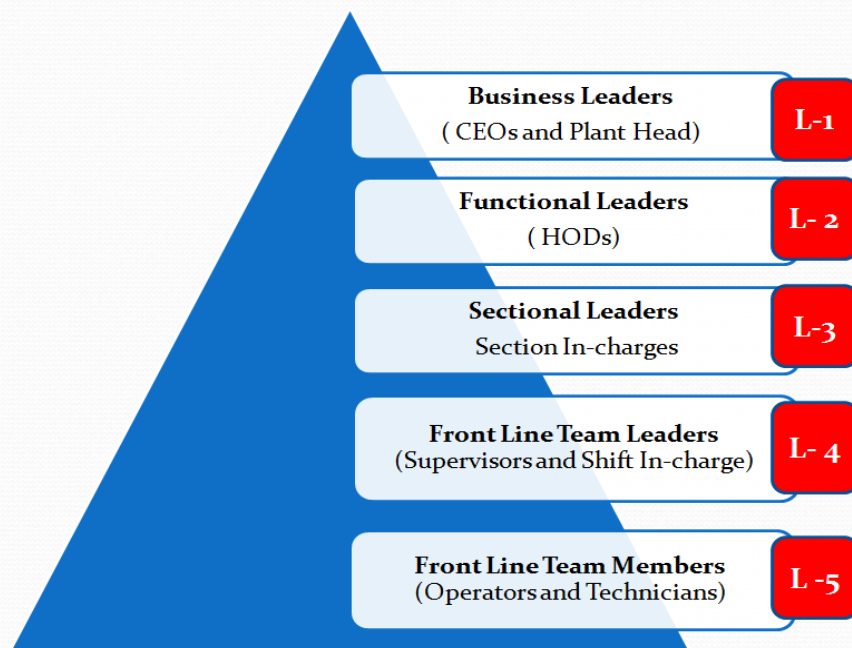
Total No. of Industries : 59*

* 10 Industries among India's Fortune 500

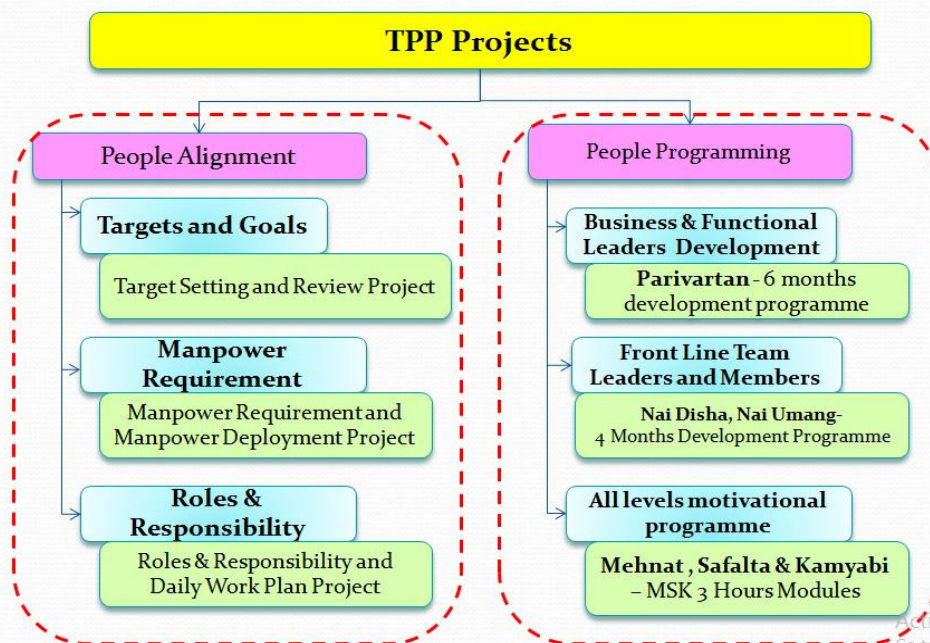


TPPWORLD Total People Productivity	Our Clients	SMEs
Mega Large & Large	Large & SMEs	SMEs
<ul style="list-style-type: none"> • NTPC Limited - Dadri and Badarpur- • IFFCO - H. O. and All 5 Plants • Hindustan Zinc Ltd. • UltraTech Cement Ltd. • Large • International Tobacco Co. Limited (InTC) • Nilkamal Limited • JCB • Mahindra and Mahindra • Cooper Standard Automotive • Sterling Tools Ltd. • Asian Paints • Yamaha Motors Pvt. Ltd. • Continental Carbon India Limited • Hero Motors • Sandhar Technologies Ltd. • Samvardhana Motherson 	<ul style="list-style-type: none"> • Jubilant Industries • Shahi Exports • Minda Sai • NBC Bearings / NEI • Kajaria Ceramics Ltd. • Uniparts India Limited • KRBL Limited • Bright Autoplast Pvt. Ltd. • Nidec India Pvt. Limited • Continental Engines Ltd. • Cheema Boilers Limited • Elin Electronics • Roto Pumps • Starwire Limited • Donaldson India Filter System (P)Ltd • Gilard Electronics Pvt. Limited • Tynor Orthotics Limited* • Oscar Leathers Pvt. Limited • Micromatic Grindings • Jupiter Aqua Lines Limited (JAL) • * President Award Winner 	<ul style="list-style-type: none"> • Diplast Plastics Limited • M S Bhogal N Sons • Radiant Polymers Limited • Progressive Tools & Components • Ghaziabad Precision Products • R.B.Forging • IVY Hospital, Mohali • Lider Sanitations • Atul Fasteners Ltd. • Bharat Group • Zeta Industrial Corporation Pvt. Limited • Disgnostic Controls • P K Industries • Nature Proteins Pvt. Limited • Akar Impex Pvt. Ltd. • Thermadyne Pvt. Ltd. • <i>This is the indicative list, more than 50 clients names have not been included. TPP either directly worked or on behalf of other training firms</i>

Aligning & Developing People Across Levels



TPP Projects



SK Innovative work – Only one in the world

After working for 31 years with more than 50,000 Professionals in 200 organizations and 1000 success stories as a HR Professional, Consultant, Trainer, Mentor and Coach, it has been the proven fact that **People Alignment** and **People Development** are two unique approaches which provide profitability and growth to the organization by improving **Total People productivity** and **Operational Efficiency**.

1. People Alignment is focused on

- i. **Targets & Goals**– Demanding Performance and Delivering Performance
- ii. **Manpower** – Manpower Required and Manpower Deployed
- iii. **Roles**- Process based Role Matrix and Daily Work Plan

2. People Development, developing leaders across the levels

- i. Business Leaders
- ii. Functional Leaders
- iii. Front Line Team Leaders
- iv. Front Line Team Members

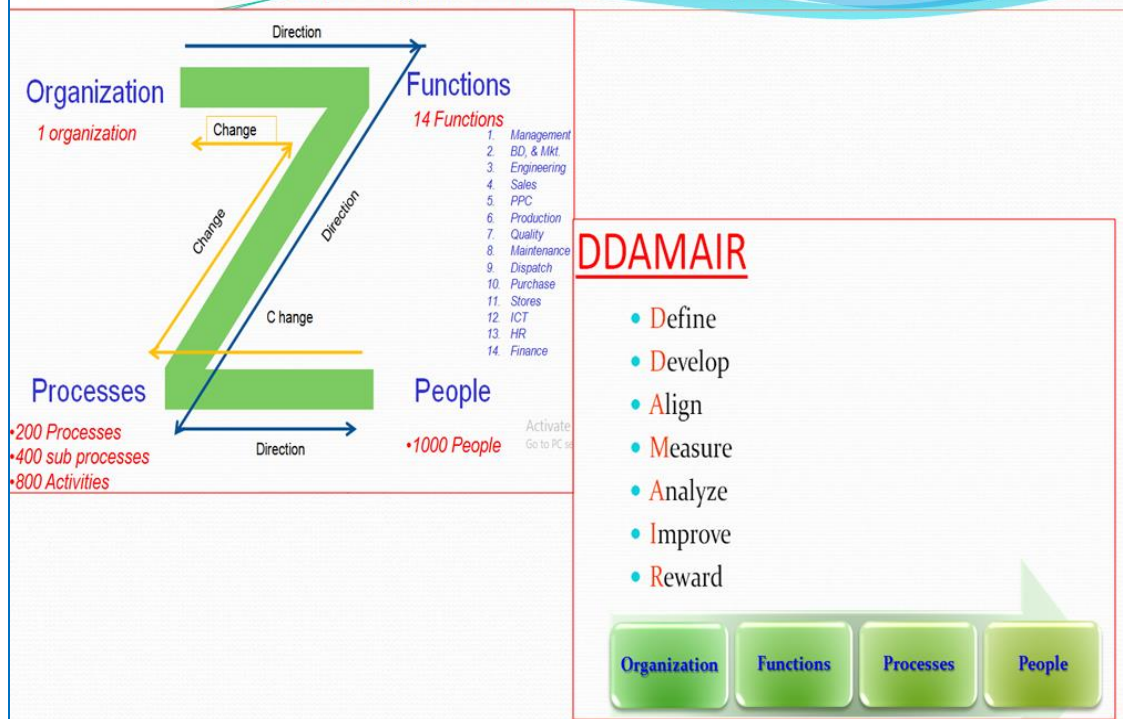
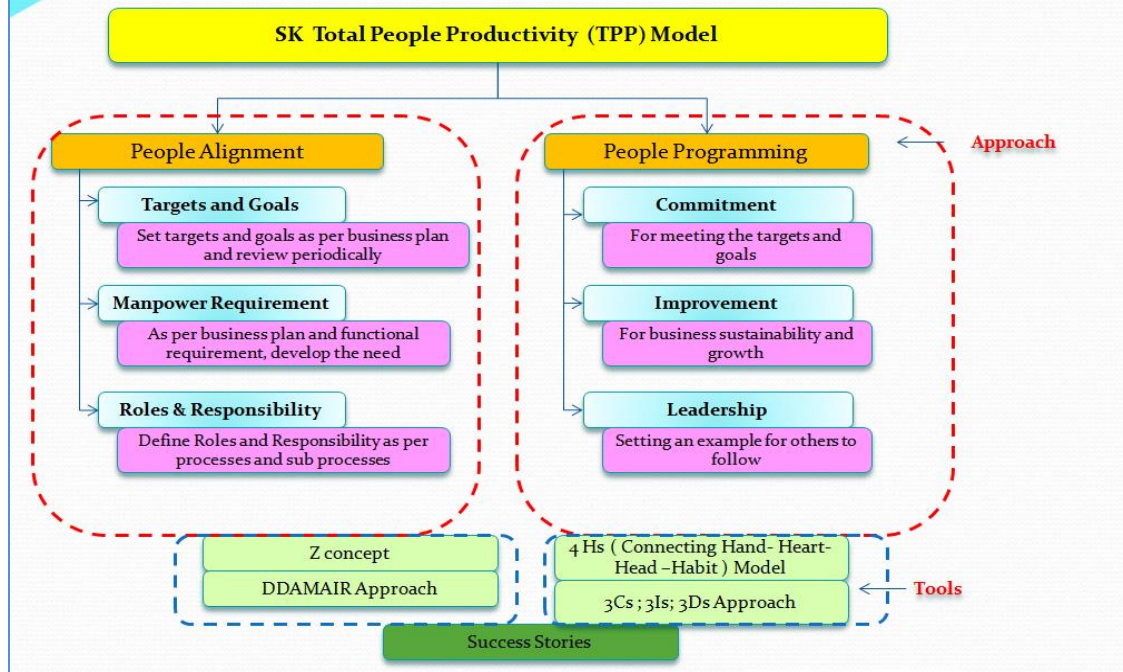
TPP Unique Approach of People Alignment and People Development

- People Alignment is done through

1. **Demanding Performance and Delivering Performance** as per Business plans and targets. Set the target and review periodically
2. **Manpower requirement and manpower deployment** as per Functional need. Based on business plan and functional need the manpower requirement and deployment is decided.
3. **Develop Process based role matrix** – as per processes and sub processes, roles and responsibility developed
- Organization need to follow **Z- Concept** and **DDAMAIR Approach** (Define- Develop-Align-Measure- Analyze- Improve and Reward) Starting from vision and mission till People Roles and Responsibility and Targets. By following **Z concept** - align the Organization- Functions – Processes- People.

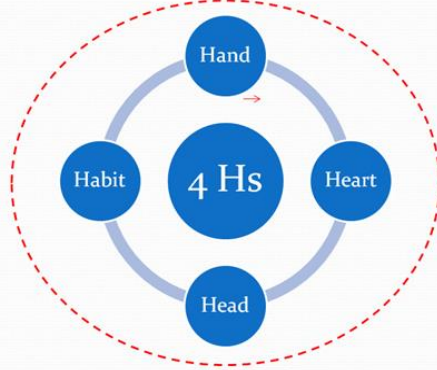
- People Development , we call it People Programming is focused on

- **Commitment**- to meet the targets and goals
- **Improvement** - for business sustainability and growth
- **Leadership** - for setting an examples for others to follow
 - This is done through **4Hs People Programming model**. Connecting the Hand, Heart, Head and Habit
 - **Following 5 steps of people programming**- Profiling, Analyzing, Development , Review and Implementation (PDARI) approach
 - **6 months developed plan** designed and developed for the people Programming

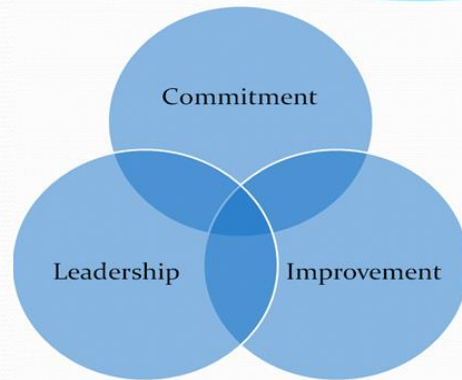


People Programming – 4Hs Approach

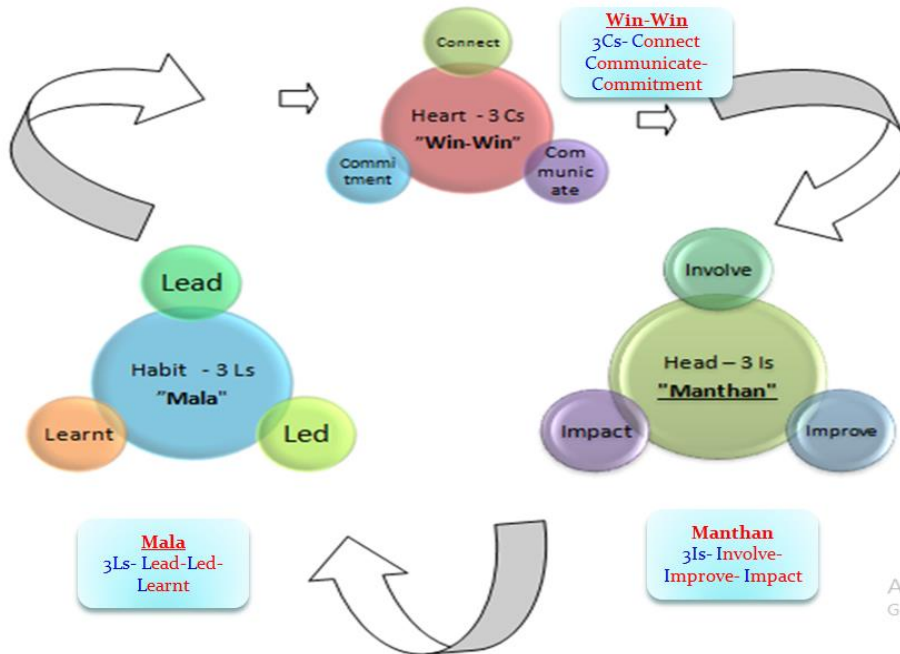
Connecting Hand with Heart-Head-Habit



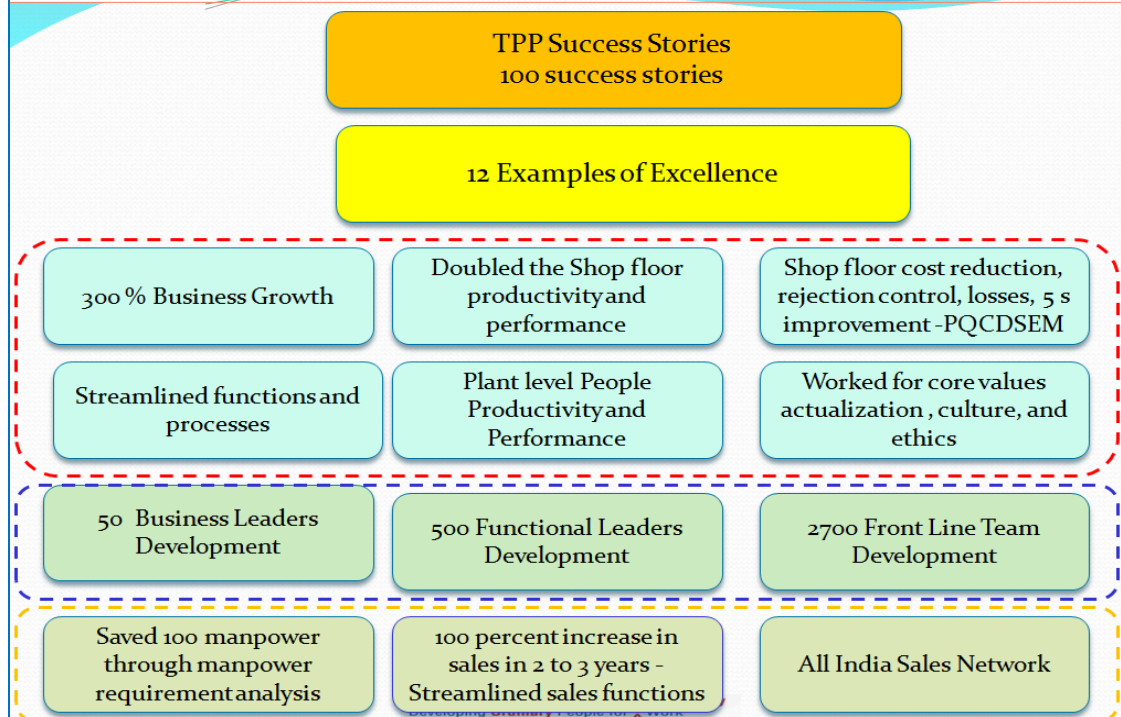
Focused on



3 Development Modules



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Success Story –I-MSMEs

- **2017-18 : Improved productivity , saved manpower**
- **Project Duration** – 15 months
- Four decades mid size manufacturing organization producing industrial product with 150 manpower
- **TPP intervention**
 - across all levels L-1 to L5- Total Number 150 people
 - People Alignment, People Programming and Process Improvement for one year
 - Employees development, restructuring the organization, mentoring and coaching
- **Project impact**
 - Plant production level improved by 50 percent
 - Per person productivity improved
 - 20 percent manpower savings

Success Story –II- Medium

- **2018 : Leadership and Accountability Development**
- Project Duration – 11 months
- Four decades mid size manufacturing organization producing Industrial machines with 300 manpower
- **TPP intervention**
 - Level L2 and L3 – Total number 40 people
 - People Programming supported by people alignment
 - Employees development, roles changes, mentoring and coaching
- **Project impact**
 - Sales order improved –almost doubling
 - Achieved record sales in a quarter
 - Team work improved – leadership developed
 - Working through team and commitment

Activate Windows
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Success Story –III- Large

- **2018 : Building Continual Improvement Culture**
- Project Duration – 5 months
- Leading auto component manufacturing company with 400 manpower
- **TPP intervention**
 - Working with L2 and L3 – total number 22 people
 - People Programming – analytical skills, decision making, creativity and innovation
 - Improvement projects, mentoring and coaching
- **Project impact**
 - 20 improvement projects successfully completed in 5 months in Engineering, manufacturing, supply chain, HR, IT and Finance
 - Innovation in new product development
 - Rejection reduction and satisfaction level improved
 - Cost savings

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Success Story –IV –Mega Large

- **2017-18 : Improved people productivity performance**
- Project Duration – 8 months
- Leading Metal mines company with more than 10,000 manpower
- Project done for maintenance and operation persons
- **TPP intervention**
 - across all levels L-4 and L-5 – Total People 2300
 - People Programming – rigorous back to back development work
 - Performing culture building – givers and transformers
- **Project impact**
 - Plant maintenance and operation performance improved
 - Working through team
 - Focused on preventive maintenance

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Success Story–V-Large

- **2016 : Manpower Requirement and Deployment Study**
- Project Duration – 4 months
- Leading manufacturing company with multi units producing Industrial machinery parts for the Indian market and export
- Total Number of manpower - 400
- **TPP intervention**
 - Project level – L-2, L-3 and L-4 – Total People - 126
 - Carried out the study for capacity expansion – incase in production
 - Done the manpower requirement and deployment analysis based on product, process, customer need , people potential
- **Project impact**
 - Created five division in the organization
 - 50 percent production increase with less manpower
 - Roles and responsibility enhanced and non value added activity eliminated

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Success Story –VI-Large

- **2015** : Improved shop floor productivity and performance
- Project Duration – 10 months
- Auto component manufacturing organization with more than 700 manpower
- **TPP intervention**
 - Level L-3 to L-5 total manpower covered 450
 - People programming for all levels. Review and implementation
 - Working at the grass root level, mapping each position and work
 - Identifying the area to add higher value
 - People participation level improved
- **Project impact**
 - Shop floor productivity improved by 35 percent
 - Rejection and rework improved
 - Innovative ideas created across the levels
 - developed accountability with better performances

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Success Story –VII-Mega Large

- **2014-15** : Leadership Development Programme
- Project Duration – 6 months
- Mega large multi location fertilizer organization with more than 5000 manpower
- **TPP intervention**
 - Level L3 & L4 – Total People -40
 - People Programming through leadership development programme
 - Profiling, analysis, development, review and implementation
 - Mentoring and coaching
- **Project impact**
 - The same number of people started adding higher value, took higher responsibility and performance level improved
 - The level of accountability performed and better result realized
 - For further expansion, new level created
 - Overall improvement in commitment and leadership

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TPP Core Team Members



Sanjay Kumar

- An alumnus of **Tata Institute of Social Sciences (TISS)** with 31 years work experience. worked for 18 years as HR Professional , Change Agent, Idea Champion with Manufacturing Industries including ABB Kent; Samtel; Shriram Pistons & Rings. Received training at Denso Japan for Skill Development and competence building. Certified Lead Assessor and champion of Employee Innovation and Involvement
- Developed **Total People Productivity (TPP)** for organization profitability and growth through developing a Responsible Organization and Accountable Team.
- Founded **CLASS** in the year 2006 . Since then worked as Sr. Trainer ,Coach and Consultant with 75 leading clients . Trained and coached more than 50,000 professionals for **Innovation, Team Work, Inter-personnel Skills , Communications skills , Winning Attitude**
- Since 1994 designed ,developed and delivered more than 100 training modules. *An expert in Adult learning process and Audience Centric Training.*



Dr. S.J. Rao

- Dr Rao has 40 years of experience in industrial and corporate world which includes Setting up of Plants, Technology Transfers, Business Development and Change Management Initiatives such as TQM, ERP, OD, Six Sigma deployment etc. . Has been a member of top team that built the Samtel Group from a turnover of Rs. 60 Lacs in 1974 to Rs. 1500 cr by 2005.
- In 2005 , received the prestigious **Doctorate Degree in Organizational Behaviour (OB)** from **BITS Pilani** . Specialized in the field of Strategic Management, TQM , Best Manufacturing Practices, Organization Development (OD)
- Widely travelled around the world and worked with cross ethnic people particularly with Japanese, Americans, Koreans, Germans., which gave him rich cross cultural working experience
- **Specialized in** Leadership Development , Building Organization Vision, Values and Culture , Mentoring and Coaching , Six Sigma Deployment



Lalan Pandey

- An Engineering Graduate from BIT Sindri.
- More than 38 years work experience in Manufacturing/Project Engineering/Maintenance and TPM Implementation .Has worked with Auto and Precision Engineering Industry like Tata Motors; Shriram Bearings; GKN Driveline ; Shriram Pistons and Rings Ltd.
- Expert on Technical Skill Development and Skill Center based development programmes.

Why TPP

31 years in-depth experiences for People Productivity and operational excellence in the manufacturing sector – mega large NTPC , IFFCO to Medium and Small size Organizations

In last 12 years worked with more than 200 organizations, trained more than 50,000 professional and developed 100 success stories

All interventions and approached crafted and developed step by step on the basis of experiential learning. Strong in implantation- starting from dipstick study to development and review

Key strength in culture building – developing commitment-improvement- leadership across all levels. Building internal plant level strength

TPP Model based on People Alignment and People Programming are unique in approach and tools

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SK Profile

Sanjay Kumar
Founder & Principal Consultant



A. Founder

I. Total People Productivity Pvt. Ltd (TPP World)

- Delhi based Consulting firm working on Operational Excellence –Customer Satisfaction, Profitability and Growth

www.tppworld.co

II. Center for Learning and Self Strive (CLASS)

- Delhi NCR based People Development firm working for **Personal Excellence** -developing the ordinary people for extra-ordinary work

www.skclass.com

B. Principal Consultant for Total People Productivity

C. Developed Total People Productivity (TPP) Model based on People Alignment and People Programming Approach

C. Works with Industries, Institutes and Individuals (3Is) as

- Consultant; Trainers; Mentor; Coach; Motivational Speaker; Serial Entrepreneur; Guide and Facilitators with further newly added role as Faculty / Resource Person; Author; Writer with Print, Electronics and Social Media

D. Working with a global vision to influence and impact 5 billion people for Operational Excellence, Personal Excellence & Social Change by 2024.

E. 31 yrs. work experience as HR Professional, Consultant, Trainers, Mentor & Coach

- **18 years** with the Leading manufacturing industries -Porritts & Spencer; ABB Kent; Samtel; Shriram Pistons; Subros as DGM-HR
- Worked with more than **6000 employees** across all levels for the Business sustainability and growth by practicing progressive HR practices and role
- **13 years** as Consultant, Trainers, Mentor and Coach
 - o Worked with **200 clients** -Mega Large, Large, Medium and Small industries including NTPC; IFFCO; JCB; NBC; InTC; Cooper Standard; Nidec; Sandhar Technologies; Samvardhana Motherson; Nilkamal; Mahinda & Mahindra; Hindustan Zinc Limited(HZL)
 - o Trained 50,000 professionals
 - o 100 success stories
- engaged with Hindustan Zinc Limited, Rajasthan for the development of 1900 employees at 3 locations – culture building approach

F. Professional Qualifications and Association

- Graduated in **Economics Honours** from Patna University-1984
- Post Graduated from **Tata Institute of Social Sciences (TISS)** Mumbai specialized in **Urban & Rural Community Development (URCD)** -1987
- Further specialized in **Human Resource Management (HRM)** from **IGNOU**-1989
- **Certified Lead Assessor** of ISO 9000 Quality System from Cranfield UK
- Worked for **TPM; TQM** with Japanese Gurus and in Japan with Denso,
- **Founder Member and Secretary of India National Suggestion Scheme Association (INSSAN)** and Executive Member of Quality Circle Forum of India (QCFI). Guided and coached more than 3000 professionals
- Gained consulting experiences from leading firms *Andersons Consulting Group, KPMG, Mercer Consulting* while working on in-house projects on Training Benchmarking; Manpower Optimization; Employees Engagement.

G. Total People Productivity

- Working for Total People Productivity to achieve business growth & success
- To support the organization in achieving the business targets and goals. Win customer trust by focusing on quality, cost and delivery of the product. Following the innovative method of work
- Aligning Organization- Functions- Process and People for implementing the strategic business plan. Everyone in the organization adds higher value for increase productivity and performance.
- Building performing culture in the organization by developing commitment, continual improvement and Leadership in the organization.

- **Developed Total People Productivity Model based on**

I. **People Alignment through Z Concept and DDAMAIR Approach**

II. **People Programming through 4Hs (Connecting Hand- Heart-Head- Habit)**

H. **Strongly believes and practices-** Innovation; Research Work; People Development;

I. **Authoring** more than Fifteen books on People and Productivity Series

End of Presentation

Total People Productivity Pvt. Ltd

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