



DIVERSE HR SERVICES
THAT ADD VALUE TO YOUR BUSINESS

PUNE . SILVASSA
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WWW.PHOENIXWORLDWIDE.IN

VISION, MISSION & VALUES



VISION & MISSION

- To support talent worldwide,
- To become a global player in providing HR Solutions and
- To become a trusted partner by adding value to the human capital.

VALUES

- Confidentiality & Integrity
- Passion & Commitment
- Joyful & Effective Working

LONG-TERM PARTNERING SERVICES



HR OUTSOURCING

Recruitment & On boarding support, HR policies, Performance management support, Compensation & Benefits Support, Employee engagement, Learning & Development, Organizational development interventions



LEADERSHIP & TALENT MANAGEMENT

Reviewing business growth plans, Understanding Talent requirements, Designing Competency framework, Designing of leadership models, Assessment through Development Centers, Identifying internal Hi-pots, Preparing IDPs, Matching Individual career aspirations & business roles



INTERVENTIONS THROUGH LEARNING PARTNERS

Customized training solutions for workers / associates, middle management / supervisory staff, senior management, special learning programs, other interventions



STATUTORY COMPLIANCE MANAGEMENT

Labour Law compliance Audit, Licence application/amendment/renewal, Maintenance of statutory registers, records, notices and returns, Liaison with Factories, Labour, ESI and PF authorities, Remittance of statutory payments, Continuous monitoring of contractor compliances



SHORT-TERM SPECIFIC ENGAGEMENTS

- EXECUTIVE SEARCH**
International / Expat Hiring, CEO/CXO/COO/CTO, Middle & Senior management roles, Temp / Fixed Term Staffing, Campus Connect, Bulk Hiring
- SURVEYS & ASSESSMENTS**
Employee engagement level, Line Manager's capability to handle people issues, Leadership Effectiveness & perceptions, Organization Climate
- HR PROCESS & COMPLIANCE AUDITS**
Audit process includes Pre Audit Information, Pre Audit Self Assessment, Onsite Review & data collection, Report submission to Management, Reaudit / varification as per agreed timeline
- SPECIFIC LEARNING PROGRAMS**
First Time Manager Program (FTM), Performance Enhancement Program (PEP), Leadership Excellence Program(LEP), Building High Performance Teams (HPT), Coaching for Line Managers (CLM), Assessment Center / Development Center (AC/DC), etc.
- HR POLICY CLUSTER**
Policy Design, Development & Deployment, Organization Philosophy Cluster, Employee Conduct & Discipline Cluster, Recruitment, Selection & Induction Cluster, Employment Rules Cluster, Basic Cluster, Performance & Development Cluster



CLIENTS



Our clients represent a wide cross-section of industry sectors and organization sizes.

**This is a partial list. A complete list can be provided on request.*

PHOENIX MANAGEMENT TEAM



**SAURABH
RANJAN**

*Co-founder
& Director*

Experience: 17 years

Expertise:
Strategy, team
building,
organizational
development,
personnel
management,
industrial relations



**RAJESH
SINGH**

*Co-founder
& Director*

Experience: 20 years

Expertise:
Business
consultancy,
executive search,
labour relations,
statutory compliance
management



**MAMTA
SINGH**

*HR Advisor
& Coach*

Experience: 15 years

Expertise:
Coaching, individual
transformation,
leadership
development,
spiritual intelligence



**CHARLOTTE
LOBO**

*Head - Talent
Acquisition*

Experience: 10 years

Expertise:
Talent management,
change
management,
talent acquisition,
performance
management



**SUSHIL
CHANDER**

*Associate
Consultant - HR*

Experience: 17 years

Expertise:
Assessment center,
development
center, competency
mapping, soft skills
& managerial skills
training



**MUKESH
TIWARY**

HR Associate

Experience: 10 years

Expertise:
Human resource
management,
human resource
systems &
processes,
performance
management

THE PHOENIX ADVANTAGE



DOMAIN EXPERTISE

in various industry sectors



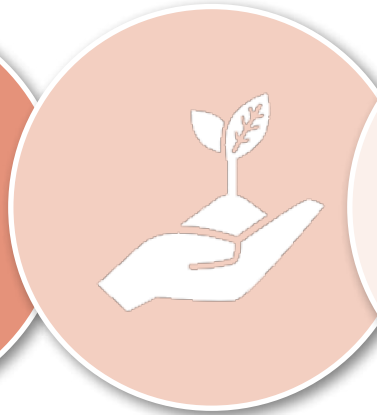
PARTNER NETWORK

of accomplished leaders with a legacy of successes



DIVERSE SOLUTIONS

that are cost-effective and customized



CLIENT CONNECT

founded on the principles of relationship building & service



ACTIVE DATABASE

of 100,000+ job seekers



PHOENIX WORLDWIDE

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