An introduction

Pune | Bengaluru | Singapore
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PeopleWiz Consulting LLP

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Organization Building Specialists

Your trusted partner to design & build organizations for tomorrow

peoplewizconsulting.com
Creating People Advantage

Established in 2011, the firm has steadily grown as a respected and trustworthy business partner that focuses on People.

All services and solutions of PeopleWiz are bound by a common purpose of readying organizations for tomorrow.

We create strong and long term bond with clients by providing meaningful management consulting services, thought leadership combined with result oriented service delivery.

We are boutique, we are specialized and have utmost flexibility when managing engagement and delivering results. We have injected high quality, superior performance and customer delight into our DNA.

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Leadership

Dr. Garima Sharma
Research Director

Shyne Devasia Kochuveed
Partner

Protima Sharma
Managing Partner

We are driven by the vision to become a knowledge power-house that provides globally trusted Organization Building Solutions for tomorrow’s enterprise
Offices & Geographies Served

- **Pune (HQ)**
  PeopleWiz Consulting LLP,
  101, Platinum Square
  Viman Nagar Avenue 1
  Pune 411014

- **Bengaluru (Bangalore)**
  PeopleWiz Consulting LLP
  SparkPlug Coworks, Office No.-42, 100 Ft. Road,
  Koramanagala, 4th Block, Bengaluru- 560034

- **Singapore**
  PeopleWiz Consulting Pte Ltd,
  100 Tras Street #16-01 100 AM Singapore 079027
Organization Design Consulting

- Visioning
- Futuristic Org structures
- Intrapreneurship
- Role Clarification
- Job Analysis
- Decision Making Model
- Governance
- Organization Network analysis
- Career Ladders
- Workforce Modeling
- Workforce Optimization
Talent Management

Creation of a culture that celebrates contribution and fosters belongingness

- Competency Modeling
- Assessment & Development Centre
- Agile PMS
- Balanced Scorecard implementation
- Career Pathing, Succession Planning
- Reward Strategy
Workforce Analytics

- Capability Analytics
- Attrition Analytics
- Productivity Analytics
- Leadership Analytics

Surveys | Modeling | Monitoring

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Employer Branding

Mapping, articulating and showcasing employee’s journey for meaningful work.

- Employee Value Proposition
- Organizational Value definition
- People Philosophy & Brand playbooks
- Employee experience design
HR-on-Wheels

Your own HR department – when needed & within budget

Managed HR service for Startups and SMEs

Full Employee lifecycle management

Process design to deployment

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Workplace Transformation

Bringing the future workplace to you

- HR Process Redesign
- Employee playbooks
- Culture cultivation
- Responsive Organizations, Holacracy
- Digital HR transformation

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Participative Engagement Approach

Diagnose
Understand the aspirations and challenges

Discover
Research & learn from the best

Design
Co-create meaningful and high impact solutions

Deploy
Use Change management principles to deploy

Drive
Monitor, test, iterate and continuously learn

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Value proposition

Engagement Model centred on accruing business benefits from organizational initiatives.

Whether it’s lowering costs, improving efficiency, reducing complexity or improving capacity; we build a benefits focused roadmap to follow in our projects.

Strong tools and methods to take the organization from benefits definition to realization like Appreciative Enquiry, Predictive Index, Strength finders.

We will not just show the way but also walk with you on the journey

Rigor of execution using change management techniques to ensure results

Highly qualified and experienced Consultants with experience in India, UK, USA, Europe, Asia Pacific.

Resources trained on Six Sigma, Lean Management and business analysis skills

Domain experience in Agri Business, Engineering, Manufacturing, Hi-tech & Analytics

Centre of excellence team comprising of Doctorates, MBAs, Psychology majors led by expert from Case Western Reserve University & University of Oxford

Effective internal Knowledge Management System so that you get advantage of collective wisdom of the team.

Best Practices database curated over multiple successful projects.

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Partnerships

NCL Venture Centre

TalentOz

Redwood Algorithm

91 Springboard

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PeopleWiz collaborated with world leading agri-business company to create a competency framework for its R&D function covering Asia Pacific Region

**Client Overview**

The client is a world-leading agri-business company headquartered in Switzerland, which is committed to sustainable agriculture through innovative research and technology. It is one of the world's leading companies with more than 25,000 employees in over 90 countries. They have products in Seeds, Seed Care, Crop Protection, Crop Nutrients and Yield Protection. The Asia Pacific territory is headquartered in Singapore.

**Business Challenge**

The APAC R&D function covers 5 territories (ASEAN, NEA, SA, China, ANZ) with a workforce of 500 employees.

With the aim of overall up-scaling of capability across all levels of workforce, development of a Common Competency Framework was identified as a key focus area by the management.

The scope of the project included creation of a common competency Framework along with competency definitions, behavioral description of proficiency levels and creation of Competency Map for every Role Anchor.

For capability development, the company has a repository of technical training modules. These were required to be mapped to relevant competency to ensure ease in creation of individual development plans.

The identified role holders were spread across 14 countries, posing a challenge for data collection as well as creating a uniform competency framework that deems fit for all roles across these countries.

**PeopleWiz’s Involvement**

**Competency Identification:**

- To identify business strategy aligned competencies, PeopleWiz consultants conducted extensive data gathering. More than 80 role holders, their managers as well as internal stakeholders were interviewed. Seven field visits across APAC were made in order to observe the role holders at work in the farms and labs. External literature was referenced to gain an understanding of the skills sets prevalent in agri-business sector. The focus was on trialing function and nursery management functions.

- By analyzing the content of the interview transcripts, competency themes were culled out and behavioral descriptions were identified. Reference competency framework with Competency clusters and component definitions with 5 levels of proficiency each was developed. Behavioral descriptions of each proficiency level were created. Individual competency maps were developed for every role by carrying out Task Analysis.

**Competency Management:**

- PeopleWiz is currently aiding the client for creation of an online tool and mobile application. This tool will make the identified competencies and the mapped training modules easily accessible to concerned role holders and their managers.

**Business Benefits**

- **Role Rationalization**
  The company now has reference roles identified and described in a way that can be used by all member countries. This clarity has cleared the path for further work in career development and skill enhancement.

- **Career pathing**
  The new competency framework available to all employees through app has empowered them to get feedback on their competencies and made them in charge of their own development.

**Showcase**
PeopleWiz led the business transformation of a leading Indian brand in the garment industry resulting in sustained growth and high workforce efficiency.

**Client Overview**

The client is the most respected Indian brand in the area of girl’s apparel headquartered in Pune with manufacturing operations spread in Pune and Baramati. With a workforce of 750, the company is known for its exceptional designs and has won many retail awards for its sales performance and design sense. The brand is present in 4000+ retail outlets, Large Format stores (LFS) and online stores pan India. The company is looking to strengthen its operational processes to foray into new product lines and scale up revenues through their Exclusive Business outlets (EBO).

**Business Challenge**

After diagnosis discussions with the management and interviews with key employees, the following challenges were identified:

- Creation and timely presentation of new and innovative designs to buyers
- Timely delivery of fresh stock on floor to meet seasonal timelines
- Profitability improvement by reducing RTV (return to vendor) and maintaining a high ratio of fresh stock to discounted stock sale.
- Creation of a strong people management practices that can protect the core values and facilitate the creation of a performance oriented culture.

**PeopleWiz’s Involvement**

The business has grown fourfold in two years. On Time performance has improved by 25%. The brand has been awarded 3 years in a row as the Best performing Kids brand by a leading LFS store with pan India presence. PeopleWiz continues to consult the client on various aspects of people management and organization design for continuous improvement.

**Business Benefits**

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**Vision, Values and Organization Design**

After diagnosing the current challenges and gaining an in-depth understanding of future plans, PeopleWiz articulated an energizing Vision and guiding values for the company. An agile structure was designed keeping in mind the core functions and new capabilities that are required to be built to serve all formats- LFS (Large Format Stores), MBO (Multi Brand Outlets) and EBO (Exclusive Brand Outlets). With a view to drastically reduce time to market, an innovative operating model was designed and implemented that integrated different function into homogenous teams.

**Performance Management & Review**

Organizational goal sheets and functional goal sheets were created to build alignment between the company and its employees. A clear link between performance appraisals to compensation was established. A comprehensive business review mechanism was introduced to build accountability and responsiveness in the team. Cross functional team having representation from production, merchandising and dispatch were created to improve cycle time.
Client speak

Subash Bose
Head - Development Technology & Operations R&D, Syngenta Asia Pacific

“I find in PeopleWiz, a dedicated partner, who spares no effort to understand my challenges and requirement. They are conscious about quality, open to feedback and flexible in their approach to work. In my year long association, I have found them always ready to support and work as one of our own. It has been a pleasure working with them”

Rahul Sharma
Business Head, System Integration Business, Sterlite Technologies, Vedanta Group

“Displaying true team spirit, PeopleWiz consultants worked in tandem with the management team in our Systems Integration Business, to articulate the vision, build consensus on business goals and recommend an organization design that gets us ready for the future. The business appreciation, industry insight and concern for satisfying the customer with quality work makes PeopleWiz stand apart”

peoplewizconsulting.com
Get in touch for all your Organization building needs

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