

# HRBCG Company Profile

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# HRBCG

Brings Excellence...



# ABOUT HRBCG

HR & Business Consulting Group (HRBCG) is India's leading HR & Business consulting firm for Startup's, MSME's & Corporates. Our consulting journey started in the year 2018 and crossed many milestones. HRBCG has completed more than 300 full-fledged HR & Business consulting, coaching assignments by offering solutions through "Business Excellence Partnership" (BEP).

We offer tailored solutions for our clients on their current HR (people) and business challenges as well transform our clients for future ready organizations. We have presence across India with a network of 200+ valued clients.

## WHY CHOOSE US

We are industry experts, brings over 20+ years of industry expertise for both HR & Business Consulting. Our subject matter experts (SME's) carry varied industry experience, capability and domain expertise to drive and deliver measurable results to meet client's expectations. All our SME's are competent in building strategy, ability to bring solutions and resolve chronic HR & business challenges, within time frame irrespective of the magnitude and the intensity of our clients Challenges.

HRBCG has a track of exerting profound strategies and tactics in the way to bring excellence for its client's individuals as well organizations. HRBCG serves clients as diverse as manufacturing industries majorly into engineering, aerospace, pharma, apparel, agriculture, chemicals, food processing, automobile, construction, FMCG and Retail, IT, Service sectors with their multi-cultural national and global presence.

## **Business Excellence Consulting**

In this rapidly changing & complex times entrepreneurs are facing abnormally challenging times in driving business to deliver world class products or services to meet customer expectations and sustain in the competitive business world.

We HR & Business Consulting group (HRBCG) with 20+ years of expertise in shaping organizations through our business excellence partnership (BEP) which will enable to help business entities to identify current business blind spots and develop tailored solutions to achieve business excellence. We offer Management consulting services, business intelligence consulting and act as transformation consultant.

Most of the startups are finding critical times from the inception of their journey and failing to sustain to drive their businesses goals. Our Business consulting services are proven to handhold the budding organizations to create sustainable long term growth and profitability. Our specialized startup consulting helps startups to develop Business blue print and monitor continuously to track the progress and achieve business fortune.

### **SCOPE OF WORK :**

We design tailored scope of work based on our primary assessment conducted for each and every client business challenges. Our varied expertise and exposure in shaping organizations by providing business consulting includes manufacturing excellence, process & operational excellence, communication & IT automation, HR (People) excellence, financial excellence, cultural transformation, sales and marketing strategies and all aligned services to bring organizational transformation to achieve profitability, revenue growth and increase market share.

### **BUSINESS EXCELLENCE PARTNERSHIP (BEP) APPROACH**

- \* Discover the complete business wheel
- \* Scale current HR (people) & Business blind spots and challenges
- \* Design Strategy and tailored scope of work (SOW)
- \* Sign of Agreement
- \* Assign SOW to SME's
- \* Weekly /Monthly phase wise reviews
- \* Develops continuous people improvement plan
- \* Coaching & Training
- \* Deliver Assure results

## HR Consulting

People are the primary resource for any organizations to drive multifold business growth and increase profitability. Most organizations are facing tough times to find right talent (people) with higher level of competence and capability. How much ever organizations thrive to engage and align talent (people) with their business goals and strategy, they end-up missing people commitment and accountability across levels of the organizations.

We partner with organizations through our HR (people) excellence partnership (HREP) to draw people strategy, build capability and accountability across layers to maximize efficiency to achieve organizational goals and meet expectations. We serve organizations end to end HR consulting which includes talent acquisition, talent development and engagement, building high performance teams and high performing work culture. We are experts in design Talent Performance Management & review system, e ticketing, change management, OD Interventions, capability building, systems and processes, brings best HR practices and manage employee life cycle management.

We are leading top executive search consultant in India, global executive search firm to cater our services for MNC corporates. Our clients recognize us one of the best international executive search firm and provide opportunity to map their talent needs.

### **HR EXCELLENCE PARTNERSHIP (HREP)**

Scope of work :

#### **HR (PEOPLE) STRATEGY..**

Vision & Values

Organizational Development (OD) interventions

Change Management

Assess and Re-design Organization Structure

Talent acquisition / Executive search

Benchmark Compensation & Benefits (C&B) structure

Align Business Goals with Functional Goals

Define / Redefine Role Profiles across positions

Develop Key deliverables & KPI's across levels

Talent Performance Management (TPM)

Building high performing teams

Leadership Coaching & Training & Development (T&D)

Design HR Policies & practices

Employee Engagemant Plan (EEP)

### **HR (PEOPLE) LIFE CYCLE MANAGEMENT (HR OPERATIONS)..**

Employee On-boarding

Employee Induction

Employee Master Data Management

HR Management System (HRMS)

Payroll Management

Statutory compliances

Employee Grievances

Exit Management

HR Audits

Gatherings & events

Staffing,

out sourcing services

## Leadership & Business Coaching

Most entrepreneurs, CEO's, top management across industries, sectors, Startup's to Corporates are not able to achieve their business goals and sustainability due to lack of leadership capabilities and vision. We offer Executive coaching services to our clients and shape them as successful entrepreneurs.

Many leaders are elevated based on their subject matter expertise...not necessarily on their leadership capabilities... and it's difficult to pick up these capabilities up on the job without Leadership Coaching.

We being Executive Business Coach sought after to support senior management facing abnormally challenging times through coaching & consulting as well as preparing talented managers to step up into senior leadership roles. Transform dysfunctional teams to high performing teams through our multi fold Leadership & Business Coaching.

We do one on one and group coaching and use behavioral tools and management instruments like enneagrams, 16pf and many more assessment tools as to understand systemic constellations to uncover the client challenges. We use blended approach of life coaching and leadership coaching.

### Our coaching Interventions:

#### Coach to Incredible Leaders:

Visionary leadership

- Annual Operating Plan
- Functional goals & action plan
- Decision Making & Problem Solving
- Critical thinking
- Emotional Intelligence (EQ)
- Networking & Relationships
- Return on Time Investment (ROTI)
- Communication Automation
- Building High performing teams
- Delegation of authority
- Degrees of Action & winning mindset
- Change Management & OD interventions

#### Coach to Future Ready Leaders (Managers) Capability Building

- Out of the box thinking
- Goal setting & achieving strategy
- Tactical & Strategic value added contribution
- Facing challenges & drive solutions
- People Management
- CCF formula
- Procrastination
- Business Communication
- ROTI
- Accountability & Credibility
- Innovation & Creativity

#### Coach to High Performing Teams

- Team work and individual accountability
- Goal setting & achieving strategy
- Multi-tasking/skilling & value added contribution
- ROTI
- CCF formula
- Procrastination
- Business Communication
- Accountability
- Innovation & Creativity
- Key deliverables & high performance
- Work place relationships



# About Ram

About Ram , CEO

Hi I am Ram founder of HR & Business Consulting Group HRBCG.

I am an associate ICF (Growmore) certified Leadership Coach, ICF (CCE) Life Coach, NLP practitioner perceived Master's in Business Administration from Symbiosis institute of Management and brings 20+ years of corporate experience as HR Business partner (HRBP) and drawn expertise as HR (people strategist). Worked with different sectors into manufacturing industries like pharma, engineering, modular as well retail with their multicultural global and national presence.

We partner and build deeper bond with our clients the business entities, startup's, top executives, HR leaders in translating their vision in to reality through our Business Excellence partnership (BEP) in a meticulous manner by visualizing their context in order to sense Challenges, analyzing the gaps censoriously to divulge the root causes. Develop the strategies for them to invincible growth and enduring fortune by scaling up profitability, high performance, and leadership capabilities, cultural transformation.

Our philosophy is to achieve enduring client ecstasy and long term retention. I invite you to join us in the journey of continuous improvement and learning that is to step up sustainable growth to meet the prevailing demands of new era of corporate world characterized by constant change and transformation.

Yours Sincerely,

Ram

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