



rTAS

Talent Advisory Services



Integrity. Insight. Impact.



Transforming Business through People

The world is rapidly changing and will continue to do so requiring organizations and people to be agile and respond appropriately to stay relevant.

Successful organizations consider people as their most valuable asset and the real differentiator in achieving success. Technologies, products and strategies can be replicated over the short term, but people drive an organization's long term competitive advantage. Every successful organization that is a recognized leader in the industry has a distinctive people strategy that supersedes organizational strategy, products, services or technology.

It is getting increasingly difficult to attract, develop, manage, motivate and retain talent. Leading organizations focus on managing and engaging their people to stay competitive and efficient.

Talent Advisory Services provides end-to-end offerings dedicated to solving complex people and associated organizational issues.

In short, we work with you to:

- create the right people strategy to help you win
- get your people do the right things each day
- enable the people function demonstrate value to business
- transition and implement new systems through appropriate change management protocols
- integrate your people strategies with business strategies
- identify and address your people risks.

Service Offerings

Talent

- Competency Modelling
- Assessment and Development Centre
- Psychometrics/Multi-Source Feedback
- Career and Succession Planning
- Leadership Development
- Learning and Development
- Executive/Team/Life Coaching

Performance and Rewards

- Job Evaluation
- People Policies
- Total Rewards design
- Performance Management
- Balanced Score Card and KPIs
- Variable Pay Plan and Incentive Scheme Design

Organization and Transformation

- HR Strategy
- HR Service Delivery Design
- HR Audit
- HR Systems Design
- HR Process Re-engineering
- HR Analytics and Insight
- High Performance Organization Design
- Job Analysis and Design

Culture and Change

- Competitive Advantage through Culture
- Change Management
- Employee Engagement
- Employee Value Proposition and Branding
- Mergers and Acquisitions
- Diversity and Inclusiveness.



R3 Methodology

We will deploy our tested R3 Methodology in carrying out all consulting assignments.



Review

- Review the current policies, processes and systems
- Conduct research into leading practices
- Interview key stake-holders to identify opportunities for improvement.

Recommend

- Develop detailed design based on review and leading practices
- Recommend options that best suit the stage of growth and maturity of the organization.

Realize

- Realize the benefits by deploying appropriate change management protocols
- Transfer knowledge of all new processes, systems and structures to the internal team
- Develop qualitative and quantitative indicators against which results of interventions can be measured.

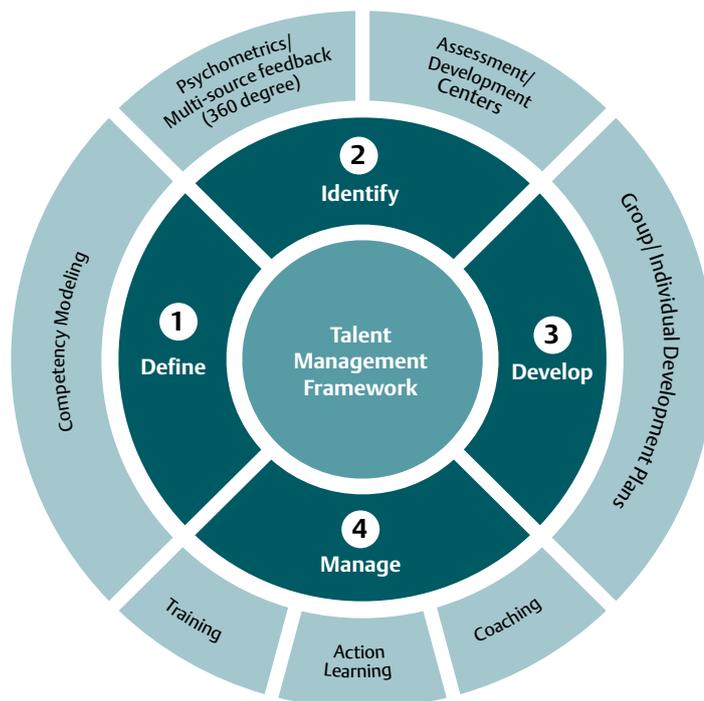
Talent



Attracting, retaining and growing talent has become one of the most pertinent risks occupying Corporate Leader's Minds.

We offer integrated solutions to address your talent management challenges. Our approach offers exhaustive and sustainable guidance to business heads to enable them to effectively deliver on their most critical business priority—developing and managing talent.

- Defining measurable and observable behaviours that lead to exemplary performance, now and in the future.
- Integrating intelligence from various sources to define, measure and identify 'high-performers'.
- Translate business challenges and problems into opportunities for superior performance and long term skill building.



Competency Modelling

It encompasses designing a framework of knowledge, skills and attitude that effectively translates strategic priorities into workplace behaviour for delivering superior performance.

Assessment and Development Centre

A multidimensional approach, using a variety of tools administered by multiple assessors in a simulated environment to provide reliable and valid information about a range of competencies considered necessary for successful performance.

Career and Succession Planning

A framework to build an effective and enduring talent pipeline for facing future business challenges.

Psychometrics/ Multi-source Feedback

A repertoire of valid and tools to assess personality, intelligence, aptitude, values, interests etc. that integrate quantitative and qualitative feedback.

Leadership Development

A wide range of developmental interventions/ options that are custom designed to suit each leader's or high potential individual's unique development needs mapped to the competency model.

Learning and Development

Align learning and development to strategic goals/ competencies at every level of the organization and measure outcomes.

Executive/ Team/ Life Coaching

Feed forward techniques recognizing the inherent potential of the individual and utilizing the thinking of the individuals/teams for transformation and/or growth.

Performance and Rewards

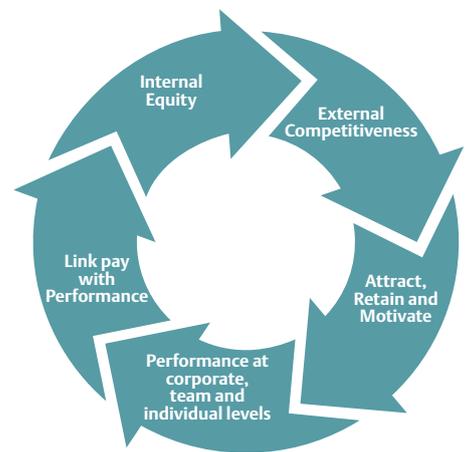
A Performance Management System's effectiveness lies in increasing organizational performance and fostering employee development and motivation.

By designing a Performance and Rewards Systems that is seamlessly aligned with organizational strategy, internal standards as well as with industry benchmarks, we redefine the end result as organizational

success through a high performing workforce.

Our key areas of expertise include:

- Linking performance outcomes to rewards at organizational and individual level
- Balancing various measures of performance, short term and long term
- Total rewards strategy.



Job Evaluation

Ensure internal equity and help build transparency in managing grading and pay systems.

People Policies

Development of policies aligned to business strategies and goals to enable an organization attract, develop, motivate and retain a high performing workforce.

Total Rewards (Compensation and Benefits)

Ensure that the organization is able to leverage both the transactional (compensation and benefits) as well as the transformational aspect of rewards (learning/careers).

Performance Management

Connect organization strategy and business plans to individual goals and outcomes.

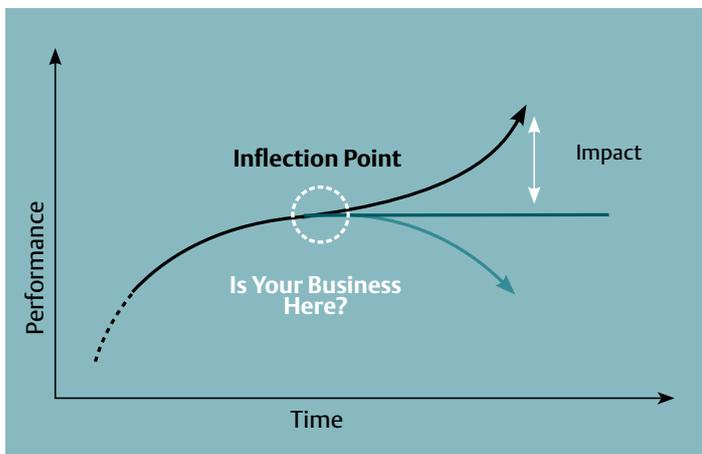
Balanced Score Card and KPIs

Integrate and balance long term and short term organizational strategies and help communicate and link them to divisional and individual performance.

Variable Pay Plan and Incentive Schemes

Align individual and group interests to organizational goals to create high performing teams.

Organization and Transformation



HR is shifting from focusing on the organization of the business to the business of the organization.

We relentlessly stress upon the value human resources should deliver to the organization and provide customized solutions to transform the people function into true value delivery hubs than being a mere cost centre.

- Create a winning people strategy through appropriate structure, processes and governance
- Leveraging people strategy, policies and processes for business impact
- Measure the impact of people programs through work-place analytics.

HR Strategy

Development of an integrated people strategy aligned to the overall strategy that helps organizations win in the marketplace.

HR Service Delivery Design

The design of an appropriate service delivery model (viz. outsourcing, centralization, decentralization etc.) that focus on stakeholder expectations, cost considerations and the stage of growth and maturity of the organization.

HR Audit

Ongoing improvement of HR systems and processes against global benchmarks (Investor in People/People Capability Maturity Model) and next practices (industry benchmarks) or the labour laws (Compliance Audit).

HR Systems Design

Design of process automation of transactional HR activities for efficient delivery of HR services that results in employee delight.

HR Process Re-engineering

Eliminate redundant and unproductive elements from workforce practices with a bottom line focus.

HR Analytics and Insight

Develop data-supported workforce strategies and gain a people advantage by setting and comparing metrics, supporting advanced reporting and managing employee costs.

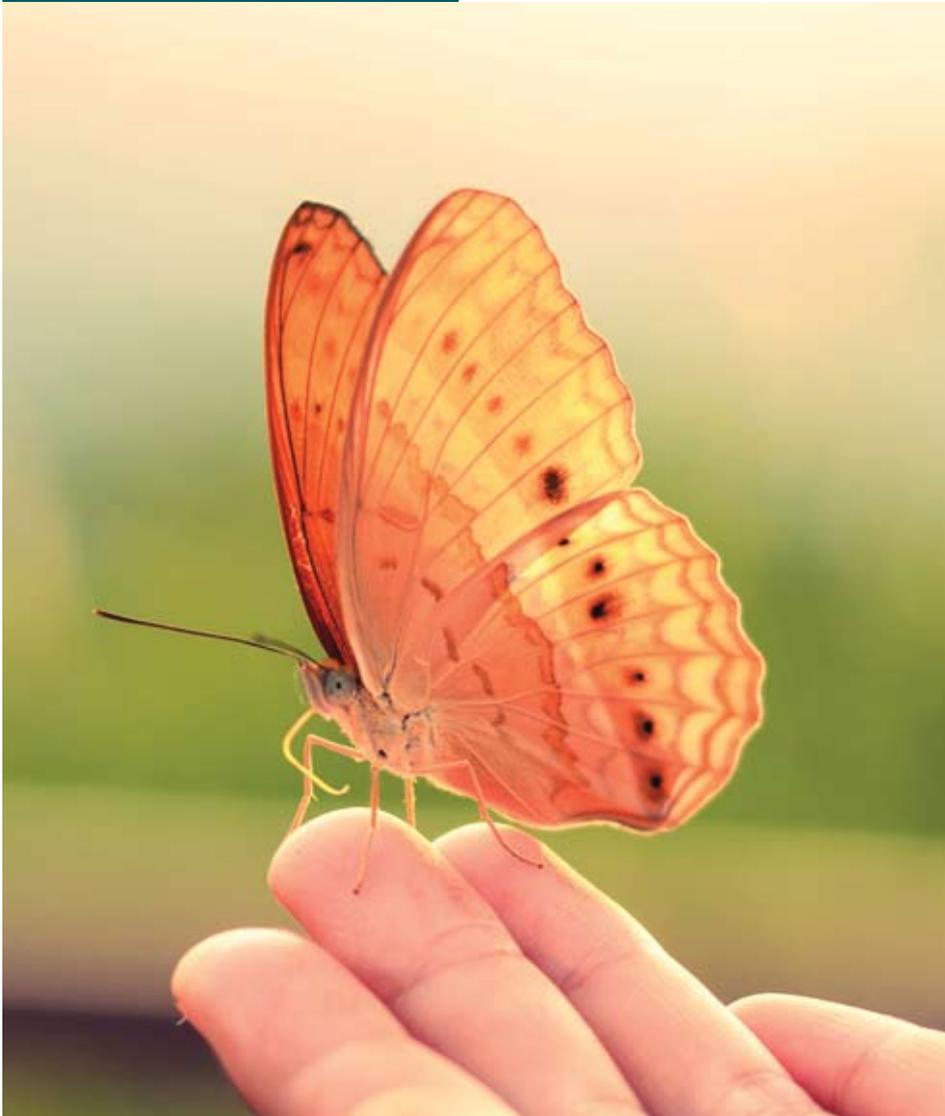
High Performance Organization Design

Alignment between organizational strategy and the structural elements required to implement them effectively using effective organization design principles.

Job Analysis and Design (Job Description)

Design jobs to motivate job holders using the principles of Task Identity, Task Significance, Skill Variety, Autonomy and Feedback.

Culture and Change



Culture

Mechanisms to drive and institutionalize a distinct and unique organizational culture based on business imperatives for competitive advantage.

Change Management

Overcome resistance to change and help implement programs successfully.

Employee Engagement

Connect with employees intellectually and emotionally through a variety of on-the-job and off-the-job initiatives.

Employee Value Proposition and Branding

Articulate the 'differentiated value offered' –and make a compelling case to attract and retain employees by generating interest and affinity to the employer brand.

Integrated Merger Advisory

Help organizations retain the premium value of the merged entity and provide advise on integration of HR systems and processes.

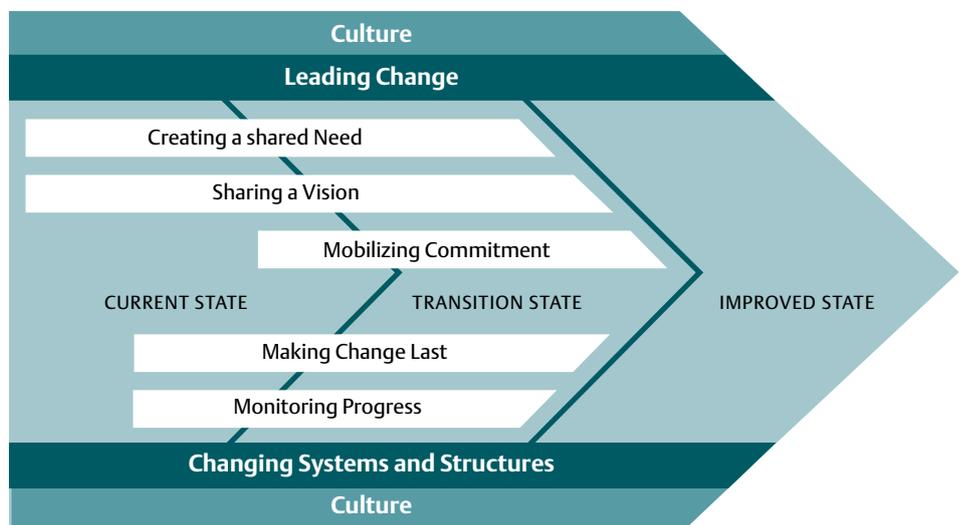
Diversity and Inclusiveness

Help organizations excel leveraging a diverse and inclusive workforce strategy.

Creating a distinct and differentiated culture that supports business strategy is key to success in a highly competitive world.

Our approach to culture and change involve:

- Understanding the organization culture, context, systems, procedures and artefacts
- Organizational development intervention to create a unique culture that is business aligned
- Leading change by aligning people, processes and systems.



About rTAS



Banking and Financial Services
Education
Health Care
Oil and Gas
Information and Communication
Government and Public Sector
Manufacturing
Retail
Non Governmental Organizations
Services (KPO/BPO)



Our broad service lines and sectors are given below:



The People Consulting entity, rTAS is a collaborate endeavour between the Rajagiri Business School (RBS) and Research Institute Rajagiri. Ranked among the top B-Schools in India, RBS offers Management programmes in India and through international partnerships (Twinning MBA). The Research Institute Rajagiri is a non profit organization that is categorized as a Centre for Excellence under the Rajagiri Centre for Business Studies of the CMI group.

Rajagiri is a pioneer in the field of human resources and has been offering full-fledged two year Post Graduate programme in HR since 1984. The Research Institute creates opportunities for the growth and development of local entrepreneurs through its innovation hub, conducts management research and undertakes innovative consulting and training projects in various sectors and streams of management .

Transform business processes and use proven methodologies to improve organizational capabilities

Resilient systems and processes that can take your organization to the next level

Focused on positive business outcomes, with clear steps for implementation

Interventions that are relevant and appropriate to your stage of growth and maturity.

Profile and Differentiator



Isaac Varghese
Director, Consulting



We offer a number of solutions tailor-made to meet the varied needs of our clients.

- Rich experience of having worked with multinational entities, public/private sector enterprises as well as diversified business conglomerates
- Over 30 professionals/consultants and a team of dedicated HR and Learning consultants.
- We enable our clients to develop practical, results-oriented solutions.
- Part of a 1000-plus member organizations, primarily in the area of education, consultancy and training.

Isaac is the Director, Consulting at RBS. Prior to his current role Isaac was the Leader – People Advisory (P&O) at the Global Talent Hub of Ernst & Young (EY) one of the big four consulting firms with offices in over 175 countries and global revenues in excess of US\$ 30 billion. Isaac comes with over 25 years of experience in core HR and Consulting, having worked with multinational conglomerates and Big 4 consulting firms.

Isaac was Head, Human Resources at Bank Muscat, the largest bank in Oman with a regional presence in 8 countries and total asset footing of over US\$ 20 billion for over 12 years. His early assignments included stints with KPMG Consulting, another big four consulting firm as Sr. Consultant/Manager and as Head, Human Resources at Essar Group (Power/Steel Business). Isaac holds a bachelor's degree in law (LLB:1989) and a post graduate degree in human resources management (MA-PM & IR:1991); a triple university gold medallist and National Institute of Personnel Management (NIPM) awardee, Isaac also possess the following international certifications:

- Associate Certified Coach (ACC) from International Coach Federation, USA
- Occupational Testing/Psychometrics (Level A, B Inter, B+) from British Psychological Society, UK
- Oracle HRMS Boot Camp–Oracle UK
- People Capability Maturity Model (PCMM) from CMMI Institute, Carnegie Mellon, USA
- Job Evaluation–Hay Group, UK
- Assessment & Development Centre: Design and Delivery-SHL, UK
- Rewards – Aon Hewitt & Hay Group
- Certified Change Management Consultant from Experience Point Canada.

Long-term relationship built on integrity and trust

- All our interventions and solutions are custom designed based on the client's unique business challenges.

Think Globally, act Locally

- We integrate our global experience with our local knowledge
- Experience of working in different markets; GCC, Asia Pacific, India and Europe.

Extensive HR knowledge base and industry experts

- Our Team has extensive knowledge of the industry in different markets and

will be able to present options based on our understanding of leading practices.

- An interdisciplinary team of professionals with specializations in human resources, law, psychology, management, sociology, social work, anthropology and economics.

Not for Profit Organization

- All our revenues are utilized for institution building activities or development of the society at large.
- Our Consultants work with us with the larger cause of serving the society utilizing their competencies to benefit the organizations they work with.



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