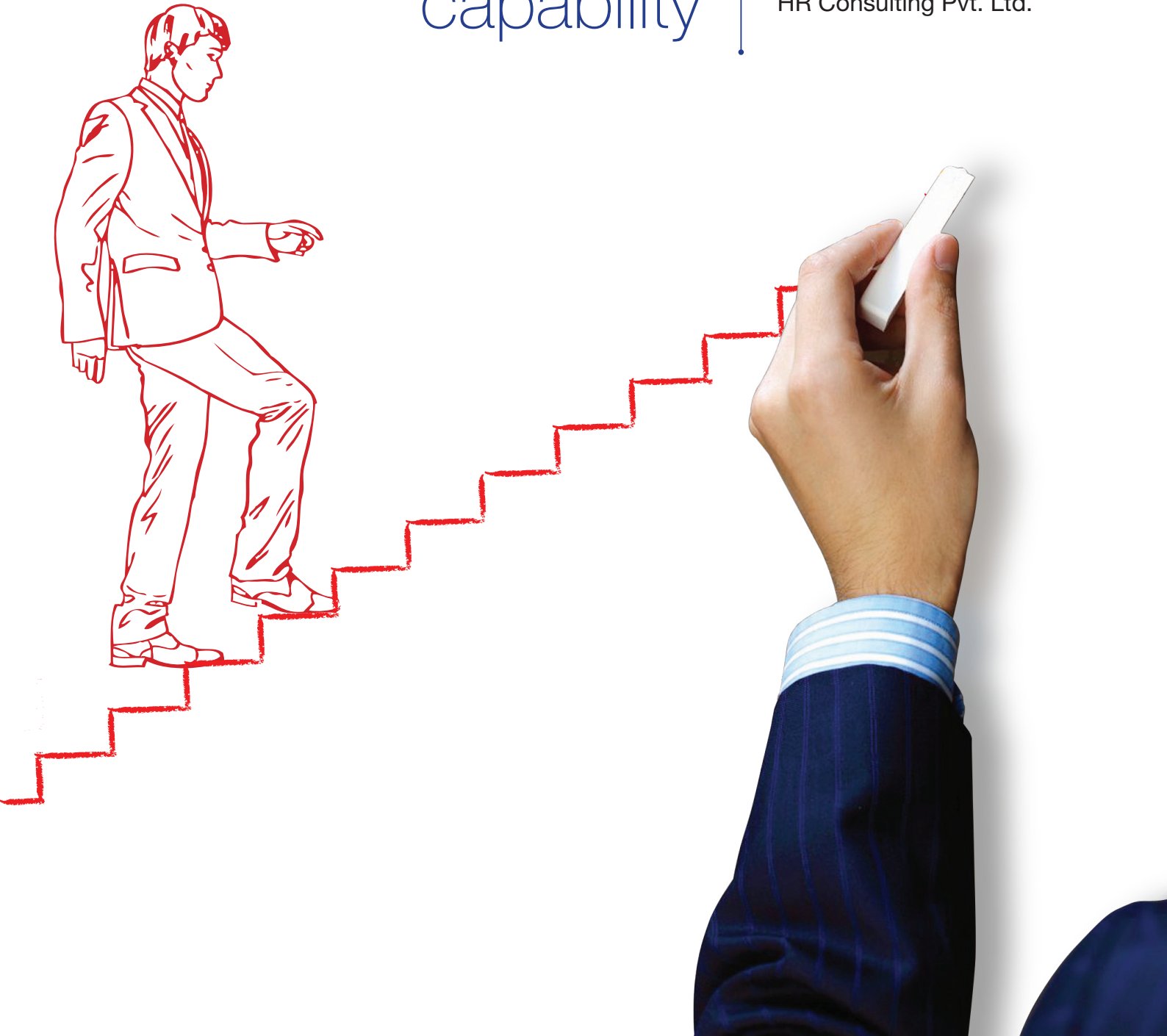


Building
world class
capability



**TALENT
MANAGEMENT**



JAZ HR Consulting Pvt. Ltd. was incorporated to offer clients an insightful and thought provoking Human Resource solutions. JAZ Consultants are highly experienced and have worked internationally, across most public and private sectors. We have deep expertise in the fields of Talent Management, Business Advisory, Executive Coaching, 360 Assessments and Training & Development.

Why Talent Management?

Ultimately a company's people, particularly their most talented staff are their primary differentiator. Attracting, deploying and growing the best people is a critical business success factor, whether you aspire to be a successful local business or a world class organization. With the advent of the internet, remote working, and English as a universal business language, we are all competing in the same talent pool.

Talent Management is an ongoing process of planning, analyzing, managing and rewarding people to meet current and future business needs. The process synchronizes and implements various HR activities such as proper recruitment & selection processes; intelligent onboarding; robust appraisal & performance measurement systems; training to address skills, gaps; creating career opportunities, succession planning; coaching to develop leaders to influence and create a better more successful future.



Talent Management – Key to organizational success

Traditionally Executives and HR are primarily focused on the basics of talent management, hiring and then retaining all employees through salaries and other standard HR mechanisms. Talent Management is different. It is a concerted effort by key individuals to drive business success through an unrelenting focus on clearly identified talent and empowering them to make the difference required.

A truly empowered organization may experience the tension between a workforce aligned to current business strategy as well as consistent and thought provoking challenge to business strategy through free thinking leaders who may have alternative perspectives and a positive yet disruptive mindset. True talent helps organisations and leaders stand out from the herd – not just follow.

Talent management in top companies are robustly built to beat competition, rapidly benefit from new opportunities and successfully leverage organizational resources. True success is only available when companies do more than adapt to long-term trends; they must be able to anticipate and jump on new opportunities. The best talent management plan is closely aligned with the company's strategic plan and overall business needs. Focus employees' efforts on your company's most important goals; understand more clearly all responsibilities associated with specific goals; and strengthen accountability by assigning measurable and clearly articulated goals that are visible company-wide.





JAZ Consulting Approach

At JAZ, our HR consultants are really HR coaches. We respect the fact that you know your markets, customers, staff and talent better than anyone – or at least you should! We have worked with several in-house teams, usually comprising line managers and HR, in helping them clarify and implement solutions that are unique to your organization and fit with your culture.

From our experience, working in partnership with line management and HR is vital. Our team can bring in specialist services to support the in-house professionals; these include:

- Sensitive psychological profiling
- The use of contemporary assessment systems
- Development Centers and business simulations
- Multi-rater and 360's surveys with constructive feedback
- Statistical analysis, aggregated analysis and gap analysis
- Individual development planning
- Training needs analysis

Our approach and style of working is very consultative and is based on a coaching approach. We can support individuals and teams without reducing or taking away any of your authority or leadership. Working sensitively and behind the scenes is the best way of introducing new ideas and supporting individuals through periods of change and uncertainty.

JAZ Consulting offers a full range of HR services

- Executive Coaching
- HR Management Consultancy
- Psychometric testing
- 360 Assessment
- Training
- Payroll Outsourcing
- Executive Search

We work hand in hand with organizations and assist them in unfolding the boundless possibilities of corporate culture and working patterns.



HR Management Consultancy

Our consultants provide comprehensive practical HR solutions based on extensive experience and specific capabilities. Organizations are facing a range of challenges to their management culture, whether in the effective and efficient day-to-day running of the business, or whether they have larger aspirations such as expanding across India or becoming international.

Our Consultants are ready to partner with you to address the business challenges you may have. Whatever your needs, we have an expert who will be able to assist you. With our research-based best practice and consultants' deep expertise, we can offer proven solutions in a cost efficient and timely manner.

JAZ Consulting Services

Executive Coaching

JAZ HR coaches are highly experienced business professionals. For us coaching is a pragmatic and essential element in supporting high potential talent and senior executive performance.

We can deliver individual coaching sessions either face-to-face, or over distances via VOIP systems such as Skype and for team coaching; we can use our virtual world learning platform VirBELA.

Talent & Executive Development

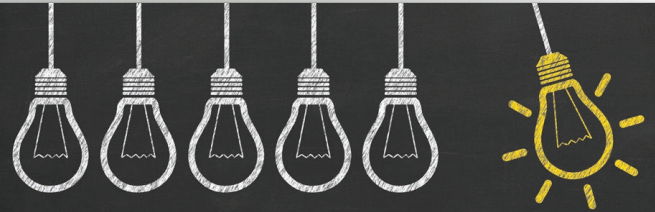
JAZ HR delivers intelligent education and development solutions that bring together a variety of stimulating and appropriate materials such as business case studies, business articles, online business simulations and expert input. We are experienced in combining these with skilled facilitation, peer learning groups and one to one coaching to reinforce learning transfer to real-world workplace applications that bring direct business benefits.

Organisation design and improvement

Organisation design and improvement involves working with clients to gain a strategic understanding and analysis of their business. Using this analysis, we work with our clients to develop and implement solutions designed to ensure improved performance with long-term sustainability. Our collaborative approach ensures that the transfer of knowledge and skills is an integral part of the design process.

Building corporate ethos, values, ethics and employer brand

Often thought of as the 'soft' and unnecessary element of business, but successful companies know they need to pay attention to these areas. Company ethos and values influence how employees behave, their commitment and loyalty as well as the productivity and quality of work. What employees, customers and stakeholders say about the company creates and influences the business's reputation and hence its ability to recruit the best staff and extend and build new markets.



Board Effectiveness

Corporate boards are expected to be more engaged, knowledgeable and effective than in the past. Our board evaluation process provides a forum for directors to review and reinforce their purpose and objectives, clarify member roles and re-examine their operational processes. Evaluations give the board an opportunity to identify and remove obstacles to better performance and to adopt best practices.

Business Challenges

You are no doubt extremely proud of your business success and growth record to date. Whether it is a family run business, a rapidly growing start up, or a successful corporation, you will inevitably be feeling growth pains and your HR team will at times be venturing into uncharted territory. Growth and momentum can also be your enemy. Not everything can be learned on the job! At times like these bringing in seasoned professionals with years of relevant experience can save you time, money and commercial dead-ends. Here are some of the ways we can help.

360 Psychometric Assessments

We bring relevant tools and measures to assess leadership and managerial effectiveness as well as sharpen and enhance leadership & managerial competencies that impact business outcomes in client organizations. The 360 assessment identifies skills, attitudes, personality traits etc. to build a competency frame work in staff performance. This typically covers the employees, managers, peers and external client reports. Our 360 Feedback assessments are role-specific, measuring behaviors not traits and are compared to an extensive normative database. Each 360-degree assessment has been analyzed for reliability and can be customized to fit your organization's needs.

Identification of Competencies and Expectations for your Organization

Communication with the decision makers of your organization helps identify competencies which are expected of all employees. These competencies should be tied to your organization's core values, mission, and strategy. Working with the senior persons or groups in each department will give valuable inputs for the success of 360 feedback program. To implement 360-degree competencies, our Consulting psychologist, analyses the data that has been tabulated, and the individual understands and accepts it, then coaching can begin. The

psychologist works with the employee to get ready to make the changes; he or she has to commit to adapt to the new changes.

Strategic Partners

We have the advantage of having renowned, specialist, global partners who cater to the specific needs of our clients.



<http://www.virbela.com>

VirBELA™ virtual learning technology. JAZ HR Consulting is a pioneer in introducing VirBELA™. VirBELA™ is an e-learning platform which enables top international educators and group facilitators to be on-hand virtually at minimal cost and maximum convenience. VirBELA™ can be used to connect geographically dispersed learning groups for facilitated learning events and discussion in a virtual business school environment.



<http://www.talentinnovations.com>

Psychometric profiling and 360 or multi-rater surveys have become central to HR and Learning and Development strategies.



<http://www.psilimited.com>

PSi is a firm of international management consultants with a focus on the global business arena. They are experts in building organisational leadership and talent capability for complex international business environments.



<http://www.acumen.co.in>

Acumen Business Consulting focuses on providing practical, highly customised and implementable solutions through its consulting and organisation development engagements across India encompassing industry verticals like Manufacturing, Real Estate, FMCG, Telecom, Automotive and Pharmaceuticals.



<https://www.centranum.com>

Centranum is an Organisational Development software platform developed by psychologists to promote evidence based best practices in people management and development. The platform has extensive functionality for performance appraisal, talent pool development and succession planning for providing HR and boards with the tools and information they need to ensure future organisational performance.



<https://www.jarroldtraining.co.uk>

Jarrold Training is a leading provider of quality IT training, Management Development, Business Skills, Accredited Project Management (PRINCE2) and Health & Safety training (NEBOSH and IOSH). We have an excellent team of experienced and professional trainers. Each of them is passionate about their field of expertise, about training and the results that training can deliver. Jarrold Training are ILM Accredited providers and Assessors.



<https://www.ilm.com>

ILM is a leading provider of leadership, coaching and management qualifications and training. The Institute of Leadership & Management (ILM) is an awarding body for Leadership and Management qualifications worldwide. The ILM plays a part in approving many leadership courses and accrediting Centres, such as Jarrold Training.



J = Jubilant thinking displays hard won experience and judgement to all what we do.

a = Awesome Performance and adept response.

Z = Zeal to develop skills to help you achieve your zenith



The Lead Talent Consultants

JAZ HR Consulting is made up of experienced multinational HR professionals who have long careers working on projects at the forefront of leading edge HR. We are delighted to offer this uniquely experienced team who are able to rapidly engage in tailoring solutions specific to your HR, talent and business challenges.



Nick Allen is an Executive Coach with over twenty five years of international consulting experience. He has a strong commercial focus with a clear future orientation. He has wide experience in corporate facilitation, mediation and team coaching. He is an expert at psychological profiling and the use of multi-rater 360° surveys; business simulations, Corporate Social Responsibility (CSR), and developing corporate environmental policy.



Dr. Alastair Macfarlane has taught in business schools in the UK and USA and continues to contribute to research on global leadership. Alastair is an Executive Coach, specialised in solving the challenges faced by corporations that operate internationally. He is also an expert in corporate matters like organisational design, corporate restructuring, change programmes, corporate due-diligence, senior-team evaluation and assessment. Dr. Alastair pioneered the use of virtual technology for assessment and development. He is also a Business school lecturer in management and global leadership.

JAZ Management



Mohammed Naushad is the Managing Director of JAZ Consulting. He has a long track record of achievement in international business development and business management. He has served leading European organisations in the Paint and Coatings industry, Executive Search, Business Training services and HR Consultancy.



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