



About TALENT FIRST

The success of an organization depends on the talent it has. Let us recruit and develop your talent to deliver business results.

In today's dynamic world the role of HR has changed from that of a purely administrative role to a strategic one which guarantees that apart from the typical human resource components such as hiring, discipline, and payroll, the HR function also ensures that systems are in place to promote working with employees in a collaborative manner to boost retention, improve the quality of the work experience, and maximize the mutual benefit of employment for both the employee and employer.

With that end in mind we provide tailor made solutions to fit your HR needs - from identifying the right talent to fill vacant positions - to ensuring that a high level of engagement prevails in the organization by identifying needs and providing systems to support the involvement and productivity of employees and growth of your business to achieve the planned financial results.

The relevant areas include :

- ◆ Talent acquisition
- ◆ Managing performance
- ◆ Employee competencies and development
- ◆ Talent management and Succession planning
- ◆ Organizational Structure & Design
- ◆ Job Evaluation & grade structure
- ◆ Compensation structure & salary bands



**TALENT HITS A TARGET NO
ONE ELSE CAN HIT.
GENIUS HITS A TARGET
NO ONE ELSE CAN SEE.**



TALENT FIRST

Customized Solutions

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Solutions that work for your business.

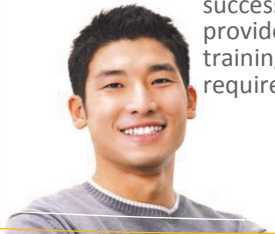
Smart people, focused on learning and leading, are the key to success. If you don't have motivated and engaged people, who have the right skills, when and where you need them, you're in trouble.

EMPLOYEE COMPETENCIES AND DEVELOPMENT

Identifying the core competencies and skills required from your employees that would help contribute to successful business performance is the key to the successful implementation of all HR systems.

Let us help you identify the competencies and then also align the required competencies required for each job. It would ensure that the thinking of management and all employees are focused in the same direction. These competencies would be used to :

- ◆ Select the right candidate for a job
- ◆ Identify areas for employee development based on performance against behavioral objectives
- ◆ Identifying future talent pipeline
- ◆ Training and development in the required areas is also the key to success. We can provide customized trainings to fill the required needs.



TALENT ACQUISITION

Identifying and getting the right talent onboard is crucial for business success. Research shows us that the average time to hire is 12 weeks during which a company suffers from productivity loss. The key to successful talent acquisition includes:

- ◆ Job Description / Job specification / Competency profile
- ◆ Preliminary screening, using tests such as IQ, Leadership Style, Sales Style, Aptitude, MBTI and other psychometrics tests
- ◆ Competency Based interviews
- ◆ Short listing of talent for final selection

So specify your requirements and give us the opportunity to identify the right talent for you in the least possible time.

MANAGING PERFORMANCE

The competitive environment in which we operate requires a company to continuously improve productivity and an effective Performance Management System is a key enabler for ensuring a high performance culture. The main objectives of a Performance Management System are to:

- ◆ Align the resources and individual efforts of all employees to the achievement of the company's goals
- ◆ Communicate clear performance expectations to employees in terms of job objectives and behavioral objectives
- ◆ Provide performance feedback

Thus, Performance management systems play a key role that reflects on company results. The company knows the direction in which it is headed and so do the employees. It also fosters a sense of involvement and accountability from employees which ensures better performance.



ORGANIZATIONAL STRUCTURE AND DESIGN

Having an effective organizational setup in place which meets the requirements of the business and also caters to providing the required services - is key to business success.

In the competitive environment of today, businesses look towards being cost effective. In order to be so it is essential that a right sized structure is in place which is capable of producing the desired business results.



JOB EVALUATION AND GRADE STRUCTURE

Evaluating a job helps determine the worth of a job to the organization. Once all job descriptions are prepared and jobs are evaluated a grade structure can be designed as required by the business and aligned with market.

The setup of an Organizational structure in this manner ensures internal as well as external equity. It facilitates participation in compensation surveys and ensures transparency of salary and benefits to employees thus leading to greater job satisfaction.



Transformation in organizations today

People are everything when it comes to an organization's success. For all our talk about strategy, market challenges, and money, it's talented, engaged people who make the difference

COMPENSATION STRUCTURE AND SALARY BANDS

Let us design your Compensation and benefit structure which attracts talent from the market as well as remains balanced and cost effective for the organization.

The salary, variable payments and benefits should be aligned to market and simultaneously fulfill the requirements of employees to ensure job satisfaction. Further the overall package should also promote higher levels of performance to ensure business success.

TALENT MANAGEMENT AND SUCCESSION PLANNING

Today a Talent Management process in a company is looked at as a crucial business driver. It is a complete process used for attracting, identifying, developing and retaining the right employees for present and future business needs.

The process includes :

- ◆ Identifying talent
- ◆ Gaining transparency of available talent pool
- ◆ Deciding on specific plans & actions for talent development
- ◆ Succession Planning

A well run process ensures that you future needs have been identified and are being groomed and developed as required.



WHY SHOULD YOU CHOOSE US?

With us, your interest comes first. We provide customized solutions based on your needs and our assessment of your requirements. You will receive best in class solutions by a highly experienced professional backed by a team of experts



CONTACT DETAILS

If you would like to discuss your requirements and obtain a proposal for your organization please feel free to contact us or email your request on the contact information mentioned below.

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HOW CAN WE HELP YOU?

Running with the "personal approach" and high end concept. Follow us on : www.hrisfirst.wordpress.com