

# ST. FRANCIS INSTITUTE OF MANAGEMENT & RESEARCH

(Approved by AICTE, DTE Recognised and Affiliated to University of Mumbai)

An ISO 9001:2015 Certified and NAAC "A" Grade Accredited Institute



# PDS

## People Development Solutions

Knowledge, Transformation & Empowerment



## About SFIMAR

# St. Francis Institute of Management & Research

SFIMAR offers Management programmes in India and through international partnerships. We are offering full-fledged two year Post Graduate programme in HR since 2003 with a strong qualified HR faculty. 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.

People Development Solutions (PDS) is envisaged to provide end-to-end consultancy offerings dedicated to solving complex people and associated organizational issues.

People Development Solutions is a collaborative endeavour between the St. Francis Management and Research Institute and the HR Consultancy wing of the Institute.

St Francis Institute of Management and Research (SFIMAR) was established in 2002 by "The Society of the Congregation of Franciscan Brothers" to impart quality education in the field of Business Management with the vision of Service to enterprises. Governance of Institute is managed by the Board of Governors consisting of

Bro. Jose Valliara

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*(Former Principal – RBI) Member*

Mr. Shailesh Naidu

*(Advocate, High Court of Mumbai) Member*

Dr. S. S. Mohanty

*(Director-SFIMAR) Member Secretary*



## Transforming Business through People

The most valuable asset of your organization is your people and so any plan to move your business forward has to start there. The real differentiator of a successful organization is the quality of its people. A distinctive people strategy and talent management, drive an organization's long term competitive advantage.

However, it is a challenge today for organizations to attract, develop, manage, motivate and retain talent. We understand your challenge and are trying to help you through our People Development Solutions (PDS).

PDS provides end-to-end offerings dedicated to solving people and associated organizational issues.

### We work with you to:

- create the right people strategy to help you win
- get your people to 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
- develop talent for higher performance

# Service Offerings



## Talent

- Competency Modelling
- Psychometrics / Multi-Source Feedback
- Career & Succession Planning
- Management Development Programme
- Learning & Development
- Training Need Assessment
- Corporate Training

## Performance and Rewards

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

## Organization and Transformation

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

## Our Approach



Our consulting assignments are based on a R cube approach

### Review

- Review the current policies, processes and systems
- Conduct research into leading practices
- Interview key stakeholders 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

Work force dynamics in today's organizations is changing with the millennial employees fast becoming the largest cohort in the workplace. Also, the continuous emergence of new technologies and new business models has resulted in the need for reskilling employees. Assessing talent, nurturing and developing new talent has become a critical requirement for organizations today.

## We offer the following talent development services

### Soft Skill Training

Forward-looking training program anticipating the peoples requirements for the future. Focussing on the growing soft skills gap for the new generation workforce.

### Management Development Program

We offer exclusive custom-designed programmes, to address specific Executive Learning and/or Corporate Training mandates from individual organisations. Courses are designed in collaboration with the client organisation and scheduled at a mutually convenient date and venue. Programmes can be domain-specific as in Sales and Marketing, Operations, Finance, Strategy, Leadership etc. or interdisciplinary, involving an optimal mix of multiple functional areas.

### Training Need Assessment

We assist organization to identify/assess what training needs to be developed to help individuals and the organization accomplish their goals and objectives. We look at employee and organizational knowledge, skills, abilities to identify and gaps or areas, at different functional levels.

### Competency Framework

An efficient talent management strategy is built on the strong foundation of a robust and valid Competency Framework. We help you to design a framework which defines knowledge, skills and attributes needed for people in your organization, that can effectively translate your strategic priorities into work place behaviour.

### Career and Succession Planning

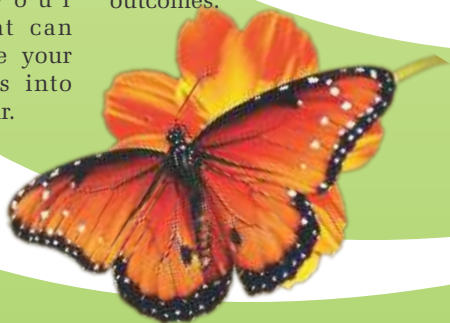
A framework to build an effective and enduring talent pipeline for facing future business challenges.

### Psychometrics / Multi-Source Feedback

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

### Learning and Development

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



# Performance & Rewards

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

By designing a Performance and

Rewards System 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.

### 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 Scorecard 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 & 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 rather 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.

## 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 focuses 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 best 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.



## 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.



# Profile and Differentiator



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

We enable our clients to develop practical, results-oriented solutions.

## Long-term relationship built on integrity and trust

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

## 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, finance, marketing, operational research 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 for the larger cause of serving the society, utilizing their competencies to benefit the organizations they work with.

Our Enterprise Incubation Centre established to foster entrepreneurship by promoting start-ups

### **Dr. Mohan Mathew**

Dr. Mohan is the Lead Consultant, People Development Solutions at SFIMAR. Prior to his current role, Mohan was the Leader, Business Research 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. In that role he was responsible for leading more than 100 researchers supporting engagement and consultancy related research across various industry vertical. Mohan comes with over 30 years of experience both in academic and corporate world in different capacities. An economist by profession, he was corporate economist in Global banks, Stock Exchange, Industry associations. His early assignments include a stint with PWC Consulting, another big four consulting firm, as an external expert for an international project. He was also involved in another project from UNCTAD, Ministry of Commerce, Government of India as a project co ordinator.

Mohan holds a Master's degree in Economics and a Doctorate in Economics from University of Mumbai. His academic stint includes teaching at University of Mumbai and various management schools. He was also with Tata Institute of Social Sciences in the Department of Industrial Relationship and Personnel Management as a faculty and researcher. His consultancy expertise in HR includes Training Needs Assessment, Learning and Development, and Corporate Training



### **Col Venkat Raman**

Col Venkat Raman (Retd) is a retired Army Engineer with 25 years of experience as an Army Officer in the Corps of Engineers as well as in Executive, Managerial, Supervisory, and Administrative and Staff appointments in the Military Engineering Services (MES). He has done his B.Tech in Civil Engineering and Advanced Civil Engineering from College of Military Engineering Pune. He is an M.B.A. (Full-time) from Anna University Chennai and an M.Phil in Management from TGOU.

He has also done his M.Sc in Psychology from Madras University and holds a Diploma in Counselling and Psychotherapy from IPMS Mumbai. After retirement from the Army in 2007, he has worked in the Industry in DLF Homes and CB Richard Ellis as Property Manager and also a number of reputed management schools in Mumbai. His HR competency is Learning & Development, Training Needs Assessment, Competency modelling



### **Prof. Paul Pratap Alukal**

Prof. Paul Alukal is a PGDM in General Management from IIM Indore and also a B.Tech in Electronics from VJTI Mumbai with a combined industry and academic experience of nearly six years. He has guided students on Projects in the various fields of HRM namely Recruitment & Selection, Employee Engagement, Training & Development etc. His consultancy expertise includes Career and succession planning, Job analysis and design (Job description)



### **Dr. Sulbha Raorane**

Dr Sulbha Raorane is a Ph. D in HR focussed on legislation empowerment of working women with and academic experience of 18 years. Currently she is the Program Head of PGDM at SFIMAR. Her consultancy expertise is in legal areas such as implementation of employee laws in industry, compensation and rewards, designing monetary and non-monetary benefits specific to industry requirements



### **Prof. Vaibhav Kulkarni**

Prof. Vaibhav Kulkarni is a Business school faculty with 18 years of experience in teaching Corporate laws and General Management. He is an MBA in Personnel Management from University of Pune and LLB from Govt Law College, Mumbai. He was a legal consultant at IATA and also worked in the Training Department of Larsen & Toubro



### **Prof. Sujeesha Naidu**

Prof. Sujeesha is a senior faculty at SFIMAR with 15 years of academic and industry experience. She has graduated in Chemistry from University of Mumbai & has completed her Masters in Human Resource Management & Marketing from Shivaji University, Maharashtra. She has also done her M. Phil in Management and is currently pursuing her doctorate programme in Cross Cultural Studies from Symbiosis International University, Pune. She has a Corporate experience of 4+ years and has been associated with Brands like Tata Chemicals Ltd. & ICICI Bank. Her interest lie in the areas of Cross-Cultural training, soft skills trainings, Mentoring & Behavioural Studies



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**Do you want to know more**

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