

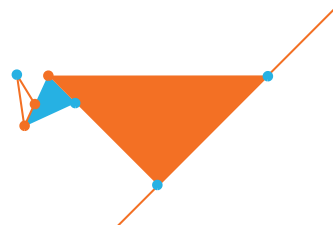
About Us

"Naman" - A traditional Indian way of greeting others with a respectful bow; a gracious form of extending warmth, respect and humility.

With almost two decades of experience and an international footprint, we partner with client companies to effectively utilize Human Capital and achieve a unified goal.

Recognized for our expertise, organizations across sectors have benefited from our unique, targeted solutions that resolve strategic, tactical and operational challenges faced by clients.

We take pride in being recognized for our unsurpassable quality and proficient services to clients across varied industry verticals and business segments.



Service Offerings

Talent Assessment & Development

16pf® & VirtualAC™

Strengths

MIDAS™

Strengths based
Leadership

Assessment &
Development Centre

Leadership
Development

BOLT®

Coaching

L&D Programs

360° Feedback &
Psychometric Profiling

Organizational Consulting

HR Advisory

HR Policies

Retainership

Culture Change

Organizational Structure

Organizational
Design

Job Design

Competency Mapping

Performance
Management

Compensation
& Benefits

Benchmarking
Survey

Restructuring



▶ Designed capability building initiatives for one of the world's leading research-oriented healthcare groups

The Client



Founded in 1896 and headquartered in Basel, Switzerland, They are one of the world's leading research-oriented healthcare groups. They are also the world's largest biotech company with specialized medicines in oncology (cancer treatment). Having employee strength of over 82,000 across the world they have presence in nearly 150 countries, and are globally amongst the top 5 pharmaceuticals players.

Naman developed a custom curriculum to develop managers on competency framework

The Need

In 2013, distribution strategy was shifting from outsourced to direct control framework (setting up warehouses and C&F agents). It was likely to impact most roles in the organization. The company wanted to strengthen its presence in the Indian market amidst strong competition. Hence, the need for capability building initiatives to attain company goals for higher pace of growth was felt.

The Approach

A Talent management architecture was formed with guiding principles like:

- All the development initiatives should be in alignment with company's values, competency framework and leadership commitments
- Focus on specific behavioural indicators and objectives
- Use Clifton Strengths assessment along with group coaching sessions
- Diligently chalk out Individual Development Plan with support of reporting managers

The Outcome

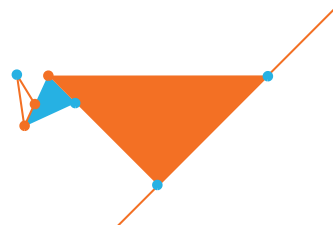
The management architecture covered 1000+ employees in a span of 3 years. Entire organization now runs on Strengths Platform Introduction of Strengths based check-In processes for entire organization's Improved employee engagement & pushing excellence in work performance.



Our Reach



India - USA - Singapore - Sri Lanka - UAE - Malaysia





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