

## Our Consulting and Outsourcing Practice

### You don't need to own the service station because you own a car!

A corporation is a people powered vehicle on the move. The Human Resources function provides vital inputs that keep the motive power of the company running in top gear.

Most modern corporations have learnt that it pays commercially as well as monetarily to adhere to their core competencies and outsource functions best served by enlightened experts.

HR Anexi's Human capital practice brings to you the best in class expertise, tools, methodologies and systems that will keep your growth momentum in overdrive without having to set up the infrastructure and create the resources in-house.

Our decades of experience, earned expertise and collaborations with global leaders are a lucrative resource that is a commercially attractive alternative to "doing it yourself".

HR Anexi's Human Resource Outsourcing (HRO) solution facilitates organisations at each leg of their transformation journey to define, standardise, consolidate and re-engineer their processes to overcome challenging global demands.

The Core benefits of HR Anexi's HRO practice include:

- On tap access to outside expertise
- Reduced costs
- Reduced headcount
- Elimination of technology investments



We create high performance cultures that drive the bottom-line results and reinforce an organisation's mission and values. We develop a leadership culture at all levels that will manage the business and inspire their employees. We align employee self interest, energy and capabilities in synch with the organisation's strategy.



**Corporate Office**  
HR Anexi Pvt. Ltd.  
305-306, Raheja Plaza, Off Veera Desai Road,  
Andheri (W), Mumbai 400 053

Phone: (91 22) 4090 1000, Fax: (91 22) 4090 1099  
www.hranexi.com

OUR GLOBAL STRATEGIC ALLIANCE



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Powering Organisation, Empowering People

## EVERYTHING TO MAKE YOUR "DREAM TEAM" A SUCCESSFUL REALITY



## A CORPORATE PROFILE

**Parable:** A 25 year old sports man complained about back ache. He consulted different specialists for a cure. The physician recommended medicine; the surgeon suggested an operation; and the alternative therapy expert advised acupuncture.

**Each of these experts approached him from the perspective of what they could do, not what the patient required.**

Symptomatic treatment is alive and active in all fields of human endeavour including HR.

HR Anexi brings a holistic approach to HR with a comprehensive suite of services that build "Dream Teams" and deliver to corporate growth purpose.

**How do we make your "dream team" a successful reality?**

A dream team is one that complements instead of competing. It is one that works with single minded focus to achieve its goals. In a dream team, individual achievement dovetails into team success.

HR Anexi is a success enabler that empowers client organisations through a suite of services ranging from Employee Engagement, Organization Development, Human Capital Consulting, HRO, Psychometric & Assessment Services, Learning & Development, as well as executive hiring. Our comprehensive range of services and tools ensure that we deliver to diagnosis, not merely market what we do.

Our engagement model goes beyond the boundaries of Human Resources domain and addresses building/ implementing a corporate blueprint for the 3-5 year horizon in terms of its vision, mission, values, strategies and competencies. We work to empower high potential employees through interventions that help build an engaged organisation.

**We partner our clients in identifying and designing the right tools to implement the right plan with the help of the right people, the right skill sets, to achieve the identified business results. Our services span the entire Human resource life cycle.**

We help align and actualise individual and organisational growth goals and foster performance at a level that ensures **maximum contribution** in corporate terms as well as maximum satisfaction in individual terms.

**The result is accelerated momentum towards achievement of corporate and individual success goals.**



## Our Assessment Practice

### The proof of the pudding lies in its testing

Taste is a fallible means of selection, as is appearance. What looks good, and tastes good, need not necessarily be "healthy". This is true in capability assessment as it is in the food we consume.

#### HR Anexi begins its practice by putting diagnosis before recommendation.

People are a pivotal element of corporate success, as are quality, technology and strategy. Global research has proven that organisations are four times more likely to hire/promote superior performers using scientific selection tools as against the traditional interview techniques.

#### Like the tip of the iceberg, behaviour is a mere 10% of the human personality.

HR Anexi offers you unparalleled depth in assessment services in collaboration with the world leader in Psychometric testing – Psytech International. We offer host of Psychometric tools, assessment software, consulting and training programs that cover personality, ability, interest, values, aptitude and ability. These tests are ideally used in selection, assessment, promotion, vocational guidance, and staff development. They are available online as well as off line. The tests have very high degree of reliability and validity.

Psychometric testing offers companies a powerful, scientific way of ensuring the selection of the best candidates by assessing their ability and preferred behavioural styles.

Our Assessment portfolio includes:

- Psychometric Assessment
- Ability/Aptitude Tests
- Assessment / Development Centre
- Online 3600 Feedback
- Psychometric Certifications & Training (including Level A&B from BPS)

#### The Payback

Companies can clock considerable cost benefits in the long run- be it in terms of selection of new staff or in the grooming of existing staff. The costs of conducting Psychometric testing are minimal in comparison to the costs of higher staff turnover, under performance and incorrect deployment of staff. HR Anexi's leadership development program also increases the management/capability depth thus ensuring sustained competitive advantage.



## Our Learning and Development Practice

### Learning - When the "L" is silent, you pronounce it as Earning! Development - We put "U" in the centre of DevelUPment®

#### Growth, whether corporate or personal is not a "day job"

Passion and commitment are the drivers of growth, whether personal or corporate. People who take on ownership of their DevelUPment® goals are the ones most likely to succeed.

We approach our Learning and DevelUPment® practice with a clear agenda to spark the personal passion to learn, develop, grown and enrich life. This passion creates self motivated seekers who are enthused and in gear to learn, using their talents and discretionary efforts to further the corporate goal of sustainable business success.

Once we have prepared the ground, we offer a Learning and DevelUPment framework that addresses both organisational objectives and personal growth areas.

Our Learning and DevelUPment framework begins with Diagnosis and Assessment to gauge and specify objective goals . We achieve these learning goals with a set of DevelUPment programs.

Our **Experiential Learning** methodology goes beyond the realm of class room and incites people to go out of ordinary and learn.

Our specially formulated **Will-Skill building** programs foster ability as they help fuel ambition ensuring highly engaged individuals.

Our **Leadership development programs** (from the BlessingWhite suite) offers structured means to groom leaders at all levels that can manage the business and inspire their employees. Leaders of organisations with high performance speak of results and culture in same breath. Grooming leadership is an imperative to ensure the sustainability and growth of the organisation.

**Manager's Half time® is structured sabbatical at work** that enable managers, to review their growth, re strategise their future course of action and set develUPment goals just as a football team takes a time-out to access progress, realign strategy to the current situation and prepare for the final lap of the game.

#### Executive Coaching – Individualised Leadership Development program

HR Anexi's Executive Coaching is an ideal means of developing leaders in the context of their current jobs, without dislodging them from their day-to-day responsibilities. This individualised and experiential leadership development process builds up the budding leader's confidence and capability to achieve long and short term corporate goals. Our unique GAP-IR® model focuses not just on changing behaviours or providing knowledge, skills & abilities to get results but also foster change at the preferences, traits, beliefs & values level.

#### The Payback

HR Anexi programs offer measurable ROI in terms of productivity and performance. They result in accelerated momentum towards achieving designated growth numbers.

#### The age of considering people as assets of the organisation are gone forever!

Most modern companies have come to recognise that people are the true Asset Creators.

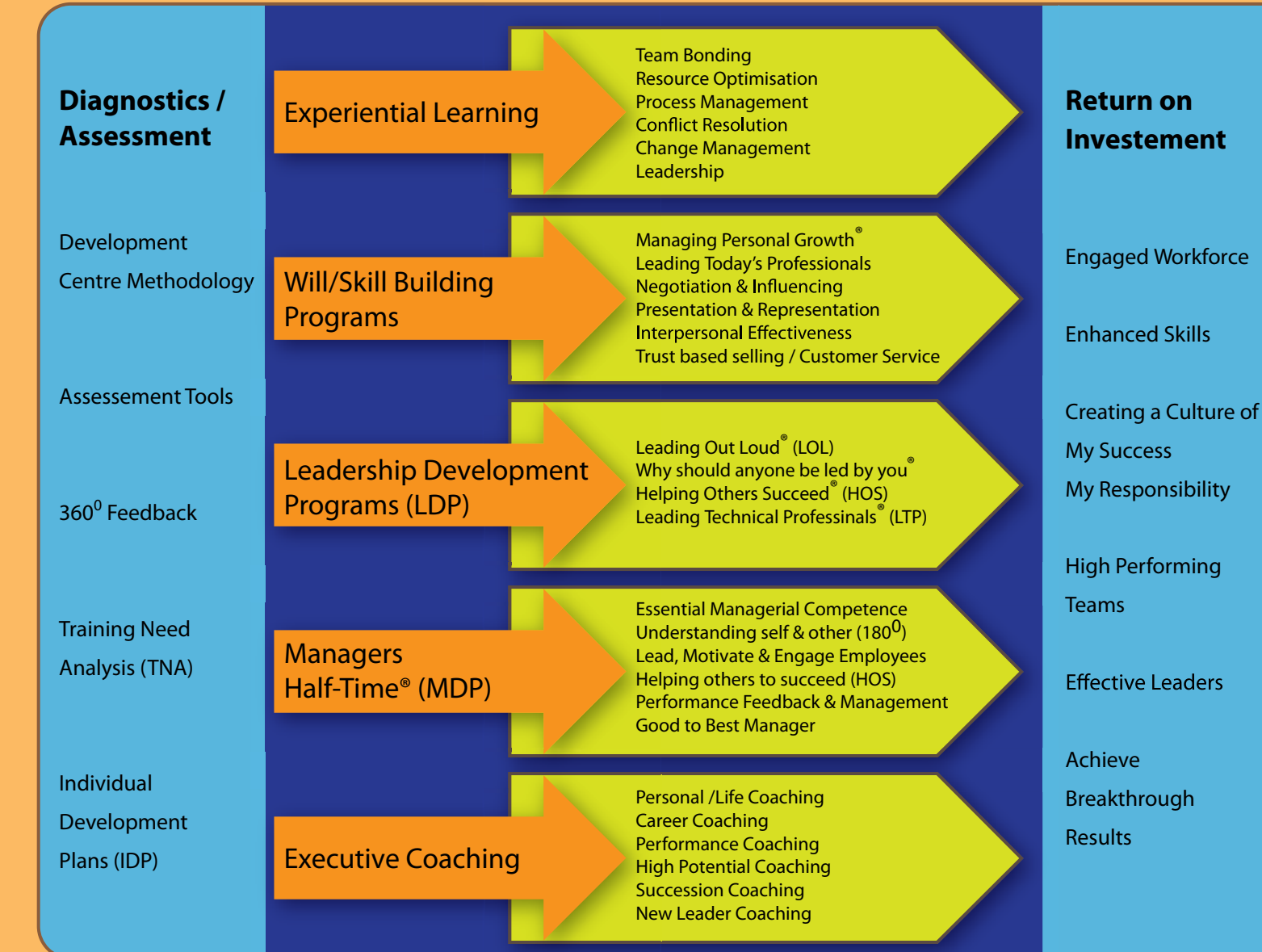
#### HR Anexi begins with this belief.

We work to create self motivated, ambitious teams that synchronise their corporate goals with personal ambitions and emerge as winners, both as individuals and as part of a team.

#### Language of Achievers

Achievers are not a different species of people, they just view things differently and act accordingly. Confronted with the Impossible, they place a punctuation mark and transform it into I'm possible! They are people who celebrate challenges and thrive on difficult situations.

## ROI Centric Learning & DevelUPment Framework



## Strategic Partnerships

#### BlessingWhite – Ordinary people, extraordinary performance

BlessingWhite (www.blessingwhite.com) was founded on the premise that individuals and organisations can achieve **extraordinary** results when both are clear on what they want, discuss their objectives and take action together.

Blessing White is a global consulting firm that uses research based models and programs to create sustainable high –performance organisations. With over 1500 consulting associates worldwide, BW has trained over 3 million managers across the globe.

HR Anexi is the exclusive partner of BlessingWhite in India and offers the range of Blessing White Leadership programs to enable corporations and people to achieve extraordinary results.

#### PSYTECH – Diagnostic tools for predictive action

Behaviour is the symptomatic indicator of deep set preferences traits, beliefs and values. By delving into the inner core of people through psychometric analysis one can predict their performance in different environments. This helps companies align people to purposes where they are most likely to succeed, while offering many pathways to alignment of personal traits to corporate expectations.

Psytech (www.psytech.co.uk), founded in London by Dr. Lawrence is the world's leading provider of Psychometric tests and assessment software. These tests help evaluate a wide variety of ability/aptitude/personality traits and offer 3600 feedback. The company has over 20 years of field experience and a global market presence. HR Anexi is the exclusive partner of Psytech in India and offers its comprehensive range of tests and tools used widely in selection, testing, coaching and vocational guidance.

HR Anexi combines the best in class consulting, diagnostic, and learning tools to accelerate the organisation's growth along expected lines.



## Transform People into ASSET CREATORS

HR Anexi believes that ordinary people can transform themselves into such achievers, and become Asset Creators.

What we do is provide the conducive environment, systems, interventions, methods, and advice to accelerate and manage this process.

In doing so, we power organisations on their path of accelerated growth.

We do this by Empowering people to transform themselves into Asset Creators.

Sounds like the definition of a dream team?

Let us help you transform this into a vibrant reality.

## Powering Organisations - Empowering People.