



Organization Development

Strategic HR

Growing Leaders

Capability Building

Motivation & Inner Transformation

*...what sets us apart from others, is the presence of a dash of the rare ingredient that we bring in abundance –**Passion***



# Company Profile

- **HR & OD powerhouse providing premium services across geographies.**
- **Make positive difference to the professional & personal lives of people in organizations**
- **Unlocking potential through**
  - Organization Development (OD)
  - Strategic Human Resource (HR) Consulting & Capability building
- **Niche solutions for large businesses/ conglomerates**
  - Organization development
  - HR Systems
  - Learning & Development
  - Organizational Culture
- **Holistic deployment of unique solutions for stable companies**
  - Key Business Processes
  - Employee Engagement & Capability building
  - Great workplace initiatives
- **End-to-end support for early growth stage enterprises design & implementation of solutions across business value chain and entrepreneurial coaching**

## Our Offerings



### Growing Leaders

Enhancing managerial quality and developing a strong leadership pipeline through individual coaching and team programs...



### Organization Development

Strengthening culture and enabling systems for organizational growth – tailor made to your needs...



### Capability Building

Learning & Development programs enhancing Knowledge, building Skills and shaping Attitudes for a wide ranging needs covering frontline to CXOs...



### Strategic HR

Contemporary HR philosophy & policies, performance systems, talent practices and shifting internal HR teams into next orbit



### Motivation & Inner Transformation

Discovering self, igniting the fire within, exploring & realizing one's potential to infuse an organization with positivity & emotional prosperity

# Signature Offerings



## Organizational Development

- Creating culture of choice
- Performance Orientation – design, facilitation and skill building dialogues incl. BSC & PMS
- Organizational Climate Pulse
- MDP with ROI
- Malgudi Express – creating organizations with empathy



## Growing Leaders

- EQ : Leadership Masterclass
- Raising the Leadership Bar through 360 Feedback
- Good To Great - A step towards excellence
- Generative Collaboration
- Executive Coaching



## Strategic HR

- HR for next Business Transition
- Organization & Job design
- Philosophy, policies, processes - design & implementation support (incl HR audit)
- Competency framework design incl. functional competencies
- Enjoyable performance feedback & review discussion



## Capability Building

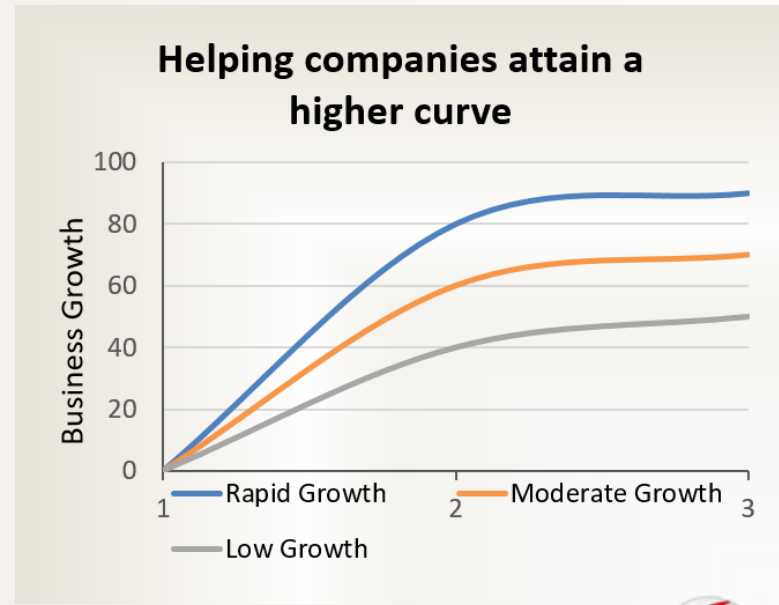
- UBIKA - An Integrated 4-module program
- Science of People Leadership
- Effective Conflict Resolution
- Courageous Conversations
- Competency based interviewing – Training & Certification
- Train the Trainers



## Motivation & Inner Transformation

- Stop, Look & Go -- *Enthusiastic employees always outperform*
- Scaling your own Everest -- *An interaction that triggers inner motivation*
- Dharini – *Becoming a stronger self*
- Human Interaction Labs - *Finding joy in Life & Work*
- Appreciative Inquiry for transformational growth -- *Positive Change for Personal & Professional Accomplishment*

## A few of our Clients





## Talent Dynasty @ Potentia



- Symbolizes integrity & commitment
- Collective experience of over 350 person-years
- Worked extensively in India and at times other geographies like Asia, Middle East, Europe, UK and USA
- Bring rich understanding of varied companies & sectors and multicultural issues

# Potentia Talent Dynasty...

## Harish Raichandani

Founder CEO, OD catalyst and business & executive coach... led the team to support 350+ clients over past decade... entrepreneurial perspective of HR processes, Org Dynamics and systems approach has helped him contribute significantly to business success stories & C-suite executive coaching ...sought for elevating business performance, shaping an enabling culture and strategic HR. ...earlier, 20+ yrs in corporate world culminating as CHRO & Ops Head @ Tata BSS. A positive psychology evangelist and student of life - learns through the eyes of his grown-up children. His infrequent musings @ LinkedIn or on his blog <http://www.celebratetheright.blogspot.in/>...

**Hyderabad**



## Suresh Srinivasan

Ardent motivational speaker ...openly obsessive about his passion for training... 30+ years of experience... one of the best leadership trainers in India... footprints during his corporate career include Grand Slammer at Modi Xerox days... best trainer at Max New York Life and twice being adjudged the best trainer in Asia Pacific by at Dale Carnegie and ranked No.1 worldwide... large fan following of participants across countries such as China, Egypt India, Kenya, Malaysia, Nigeria, Russia, Tanzania, UAE, UK and USA...**Mumbai**

## Atul Chugh

Passionate human process facilitator, with a strong sense of self driving inclusive leadership... brings about 27 years of rich experience and deep understanding of strategic HR & OD processes, interventions etc... certified in PEP (EQ), MBTI and Leadership Grid and NEWS for executive coaching...enjoys facilitating entrepreneurs and C-level functionaries to enhance their self-awareness, team alignment & performance... experienced in various assessments for senior leadership team across Asia, Middle East and Europe...**NCR.**



## Roma Singhee

Roma propels participants to move out of their comfort zones with ease, leaving her participants with enhanced confidence, improved managerial quotient and more productivity... brings about 20+ years of experience... her signature programs such as UBIKA, GRIP, have helped many organizations convert their frontline managers into leaders... she is a sought after consultant trainer for generating a collaborative culture and bringing about high Achievement Motivation... accredited Extended DISC user and a certified ECR Coach...**Hyderabad**



# ...Potentia Talent Dynasty...

## V V Chandra Mouli

Passionate about Strategy Development, Business Process Mapping and Innovation Management... a Mechanical Engineer with Masters from Oklahoma, USA and Strategic HR from IIM(A) ...20+ years of consulting expertise facilitating organizations with developing Vision/ Mission/ Strategy, business process reengineering and bringing about strategic orientation & global mindset for manager-leaders... has a keen interest to develop and deploy innovative solutions to customer related problems in various areas...**Hyderabad**



## Vikrant Bahree

Helps companies enhance their performance and become efficient in leveraging human capital through design and implementation of HR Systems & Processes, Organizational Effectiveness, Strategic HR Advisory Services, Leadership Development, Employee Engagement and Alignment of People Practices... has worked on consulting projects for infrastructure, construction, IT, ITES, media, entertainment, publishing, retail and financial-services...a six sigma champion and trained on Balanced Score Card implementation... **NCR**

## Prashant Parashar

...about 21 years of experience across multiple industries... combines new perspective with industry and business dynamics...six sigma green belt certified, certified Predictive Index Analyst and Bell Curve Team Role Analyst ....ardent believer in potential of people ...active coach and mentor ...lives in **Pune**

On a sabbatical



## Shantonu Dasmahapatra

Passionate about enhancing organisational performance through designing & implementing HR systems and processes... brings in three decades of functional & strategic HR experience in manufacturing, retail, consumer useable/ durable, real estate & FMCG sectors... has a strong acumen towards building Human Resource capabilities, driving cultural change aligned to business needs... certified in MBTI, FIRO-B, ESAP (EQ) & ACTP from Coach for Life and trained on Balanced Score Card implementation... **Mumbai**



## ...Potentia Talent Dynasty...

### Kavita Desai

Passionate about supporting and facilitating growth and change through customized interventions for leadership & individual effectiveness, facilitation of 360 feedback, performance management processes, design of workplace surveys and HR systems... brings 19+ years of functional and strategic HR experience across sectors... has a thoroughness towards the task combined with practicality, empathy, insight and focus on business results... Firo-B accredited, certified Emotional Intelligence Trainer, TA (101) and trained Coach...**Mumbai**



### Geetanjali Sharma

... brings over 16 years of experience in diverse industries... start-ups to well established businesses....experience in managing Performance Management, Employee Relations, selecting and implementing HR ERP system for the HR function... advises companies on creating robust HR systems / processes, Social Media Strategy, Internal Communication and Employer Branding...a writer at heart and a trained mountaineer ...**Pune**

### Madhavi Kashipuri

Manages the multi rater and employee engagement survey assignments and supports in delivery of HR assignments such as articulation of HR policies, compensation restructuring, HR Analytics, HR process documentation and HR audit.... supported in HR policy articulation for organization across telecom infrastructure, banking, ITES, pharma, FMCG and consulting services industries... brings about 18 years of experience.... worked with start-up's in setting up their HR systems and processes leading to efficient HR operations...**Hyderabad**



### Vidhi Gupta

Helps sales teams transform into an engine for company growth... champions initiatives for grooming the frontline Personnel in retail industry... focuses on organisational capability building through training workshops in Sales, customer service experience and service standards... believes in simplifying concepts into practical, actionable behaviours that go a long way in delighting customers... an “unflappable” trainer, who deals with difficult situations in training room and field with a healthy sense of humour...**Hyderabad**

# ...Potentia Talent Dynasty...



## Gunjan Kapoor

Manages the Finance Portfolio, Cash Flows, Fund Management, Vendor and Payroll Management for Potentia...Business Management graduate & Certified Associate of Indian Institute of Bankers... an ex-Banker from BNP Paribas with over 13 years of rich experience in various aspects of Banking such as Current Account Operations, Trade Finance Operations and Customer Service...she has successfully maintained client relationships and managed immaculate servicing to corporates...**Hyderabad**



## Jahnavi Rayapati

Manages employee engagement surveys and virtual managed HR projects... brings about 7 years of experience in HR ... expertise in HR Operations, HR Analytics and Payroll Management...has setup and administered employee engagement surveys for clients across various industries... helps clients in drawing valuable and meaningful insights from the survey results... acts as a backbone for team Potentia and provides backend support for smooth delivery of assignments...**Hyderabad**

Looking forward to connect  
Thank you

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