



Improving Management's Tomorrow, Today...

IBERIS INC.

Business Advisory

[Training, Recruiting, Consulting]

IBERIS INC is a **Behavioral training, Manpower recruiting & Strategic Consulting Firm**, with an objective to offer integrated customizable solution to all our customer's requirements. Our credibility lies in our pool of professionals who bring in enormous talents and experience to serve better.

IBERIS INC models customer's own commitment to development by sharing their development objectives and provides with proven solutions to help build the bench strength.

IBERIS INC delivers the training programs which are dynamic, inspirational and cutting-edge that focuses on the Organization's business objectives. Evaluate organizational practices and individual skills to identify opportunities for continuous improvement. The training specializes in the areas of management and staff development, adjustment services and career planning.

IBERIS INC develops and delivers total upgrade packages for individuals and customized training modules to improve business performance facilitating change by creating environments that promote communication, risk-taking and collaboration.

IBERIS INC provides training & consulting solutions that are tied to an organization's desired future by capitalizing on its intellectual potential.

IBERIS INC applies Behavioral science to help Organizations define successful performance, Measure capabilities and Develop skills and abilities of Individuals, Teams and the Organization as a whole.

When companies are cautiously preparing for new challenges in the business environment, they are either working on an innovative business model in their respective industries or are looking at enhancing the performance on existing models through new and innovative methods.

In either case they would like to acquire personnel who would bring complementary competencies and help align the organization's strategies with emerging customer expectations

Service after
customer delight

We offer
options
the choice
is yours

www.iberis.co.in

Sincerely,

Neetu Singh
Managing Director
Iberis Inc. | Business Advisory



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Company Profile:

Founded in 2005, IBERIS INC is a motivated group of Professionals who are committed to delivering targeted training, recruitment & Consulting to various companies and individuals. Capacity to serve all levels of Management through a team of Professional trainers / facilitators Contribution being recognized by Corporate and Campus World. PAN NO: AUXPK5195P; Service Tax No: AUXPK5195P ST001

Our Mission

Energize and steer human potential towards self fulfillment.

IBERIS INC is here with the responsibility to develop leadership across society. IBERIS INC has chosen the way of entertaining, informative, soul inspiring approach to self development thought motivation.

Our Values

- Self Awareness
- Inspiration
- Client Service

We provide a range of management services to a local, regional and national clientele. The firm has served professional firms of all sizes.

Since its inception, IBERIS INC has focused on enhancing the productivity and profitability of its clients. We serve as an extension of each client's management group, providing opportunities to recognize trends and set direction that will lead to the attainment of each firm's respective goals and the on-going achievement of targeted results.

We work closely with each firm's principal(s) and key employees to learn about their respective internal operating systems. Through this process we are able to develop a customized approach, develop innovative solutions, make recommendations for improvement and offer assistance with, or take full responsibility for the implementation of each activity.

What We Offer

IBERIS INC is available to assist its client's in their operational, manpower recruitment, financial, outsourcing, consulting and project management needs. Sustained corporate leadership, managerial competency development personal effectiveness and career preparation programs at many engineering & management Institutes. Train the trainer faculty development programs at institutes.

Why IBERIS INC

- ✓ IBERIS INC synthesizes the spiritual with the practical for inner and outer growth.
- ✓ IBERIS INC training blends all dimensions of life and learning physical, emotional, intellectual and spiritual.
- ✓ IBERIS INC is your partner in your success, progress and evolution.
- ✓ IBERIS INC facilitates human resource development from the heart.
- ✓ IBERIS INC focuses on Inspired Action.

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Quality of services

The emphasis is on working closely with clients to build innovative solutions by combining both the board-level and operational perspectives. Backing it all is a reservoir of knowledge and experience that equip our consultant with the appropriate expertise and a “quality in everything we do” approach, to see through the entire assignment, in a constantly evolving work environment.

We recognize that our success depends entirely on how well we serve our clients and nothing else takes precedence over our commitment to provide proactive, timely and responsive professional services.

Role

- ❖ Good Management is essential to the health and welfare of any organization. Excellence in Management is the key to success in today's highly competitive business environment.
- ❖ Iberis Inc. plays the role of a problem solver, we understand the organizational need before we devise and suggest a plan/solution. We as an organization strive to offer the right Human Resource Solutions at the right time and enable our clients to enhance the net worth of their human resource capital.
- ❖ We believe in building relationships with our clients, in a spirit of partnership and continuously seek insights through our work to deliver value, as perceived by them.

We offer what you expect

Services offered

We are established in the field of recruitment & manpower providers for the past two years. During all these years we have successfully catered & provided requisite manpower requirement of various Companies in India and Overseas countries to their entire satisfaction since we are a one- source multi-resources organization. We have provided our services to the critical core industries i.e. Oil & Gas (Petrochemical, Refinery, Fertilizer, Power plants etc.), Infrastructure Development, IT, Telecom, Banking, Insurance, NBFC, FMCG, Consumer Goods, Retail and Health Care.

Our Modus Operandi / Core strength is our well trained / experienced staffs who are specialized in **talent hunt** i.e. identifying and sourcing candidates from the exact companies in India who are engaged in similar business related to our clients. This way we not only save time but also help our clients recruit suitable staff in short time.

Our ability to work across industry segments, management functions/levels and address personnel needs owing largely to its willingness to invest abundant time with the client's organization to understand their exact requirement and dedicate capable resources towards execution of the same.

Our total dedication and commitment to client relationship ensures a long lasting and mutually beneficial partnership, furthering the objectives of both.

As a complete one stop solution, our experienced / specialized consultants lend expertise in all HR related domains to help design and implement selection/assessment processes.

Staffing Solutions

Staffing solutions comprise of four distinct components:

- Permanent Staffing
- Executive Search
- Contract Staffing
- Training
- Assessments

Permanent Staffing

Permanent staffing primarily caters to requirements for middle and junior level management positions in an organization through database, advertised and turnkey recruitment services, as per the client's need/requirement.

Database Recruiting – Handled through our comprehensive database of resumes, across segments, fields and profiles compiled through a variety of scientifically and thoroughly devised activities, thus making it unique.

Advertised Recruiting – In case desired by the client, or on the basis of sheer volume/ urgency of the need, we can release a recruitment advertisement on behalf of the client and manage the entire recruitment process, right from the venues for interviews, to helping complete the final selection/ recruitment of candidates.

Turnkey Recruiting – A specialized recruitment process that handles large volume requirement from clients, especially at the junior/ middle management positions and is best suited for start-ups/ new projects including large scale BPO projects, large scale expansion of teams across geographical locations.

Our real investment
is our people

Executive Search

We realize the nature and sensitivity of addressing the client's requirement of personnel at the senior/top management levels. For this purpose Iberis Inc. prefers to be retained on a per mandate basis so that the required levels of attention can be provided to the client's requirement and highest levels of satisfaction/service can be attained.

- ❖ A search brief is first prepared by a specially designated team, in close co-ordination with the client, detailing the scope of the assignment. The resultant position profile and candidate specifications form the basis for the subsequent search.
- ❖ Our capabilities across segments, helps in creatively shaping the specifications that factor transferable skill sets/competencies in identifying a suitable leader for the clients.

Contract Staffing

Contract staffing business provides workforce when required across geographical locations. Under this arrangement the manpower supplied shall be on the payroll of Iberis Inc., thus taking away the worry of complying with the statutory, legal requirements and ensuring a no liability situation for the client.

Our Responsibilities

- Resourcing candidates with a profile matching the job description.
- Short listing and conducting interviews.
- Facilitating candidates to report for work at the client's work premises, after taking him/her on Iberis Inc. rolls.
- Handling all statutory requirements pertaining to the candidates during their tenure with the client.
- Periodically ensuring interaction with the deputies, to ensure smooth delivery of job responsibilities.

Training

Our training division assumes full responsibility of fulfilling the client organization's complete training related requirements, right from assessing the need to designing the modules for training and their subsequent delivery. Our trainers drawn from various streams possess diverse skills and understanding to be able to cater to the requirements of most industries.

We partner with our clients to ensure that employee training and alignment are in line with the company's objectives/goals, for which we undertake the following:

- ❖ Identify training needs
- ❖ Develop training strategy and course content
- ❖ Impart training in leadership, teamwork and change management
- ❖ Project management training delivery
- ❖ Evaluation and reporting of the effectiveness of the training imparted

We cater to onsite as well as offsite training requirements, including content, venue arrangements etc. This helps in making Iberis Inc. an actual one stop solution as far as a client's personnel training related requirements are concerned.

Assessment

Assessments and psychometric analysis when coupled with staffing solutions, become an extremely powerful tool for ensuring short listing of candidates best suited to the job requirements and objectives of an organization, which leads to higher level of productivity and longevity, two essential ingredients to fuel an organization's growth.

Iberis Inc. uses its well researched and standardized tests, which can be customized to suit the individual client's requirement for achieving the desired results and ensuring highest level of client satisfaction.

HR consulting

Our team of experienced and dedicated professionals serve the changing needs of large business houses, public sector and multinational companies.

Our team maximizes the effectiveness and minimizes the cost of a company's workforce, while fostering employee satisfaction, retention and productivity.

Our objective is to assist our clients and get their people systems right, in all dimensions.

Our services in this area include:

- ❖ Human Resource Strategy
- ❖ HR Due Diligence
- ❖ Human Resource Information Systems
- ❖ HR Operational Improvement
- ❖ Human Resource Outsourcing
- ❖ Performance & Rewards Management
- ❖ Tax Help Desk
- ❖ Payroll Outsourcing
- ❖ Litigation Support

Human resource strategy

Combining your knowledge of business and its priorities with our skills, experience and methodologies, we help your HR function deliver demonstrable business results through :

- ❖ Clarifying organizational strategy and values which will drive people practices.
- ❖ Measuring and developing HR capability to work as a partner in formulating and implementing the business strategy, HR audit and due diligence
- ❖ Employee surveys
- ❖ Designing and implementing HR business processes and policies.
Includes the following
- ❖ Recruitment , selection and induction
- ❖ Performance Management
- ❖ Compensation strategy
- ❖ Career and success planning
- ❖ Training and development
- ❖ Retention and exit management
- ❖ HR policies and procedures

Hr Due Diligence

Our team at Iberis Inc. can make the transition fuelled by mergers and acquisitions more effective. Successful mergers and acquisitions require an integrated approach that connects business needs to people priorities. It requires a comprehensive merger and acquisition strategy that includes

- ❖ Human Capital Financial Due Diligence
 - Pensions and retirement provisions
 - Benefits and redundancy obligations
 - Legal and contractual commitments
- ❖ Culture Compatibility Due Diligence
 - Leadership styles and its impact on culture
 - Employee concerns or expectations from the merger/ acquisition
- ❖ Human Capital Systems Due Diligence
 - Assessment of key personnel for job-fit
 - Compensation and grade structures
 - Compatibility of HR policies and processes
- ❖ Industrial Relations due diligence
 - History of disputes and pending court cases
 - Retrenchment and re-training possibilities

Human resource information system

We help our clients leverage on technology to streamline their HR systems and make their HR processes robust. Our team of specialists can help your organization in:

- ❖ Analysing the benefits of implementing an HR Information System.
- ❖ Defining the requirements of HRIS for the organization from a system and HR functional perspective.
- ❖ Develop the road map for HRIS implementation.
- ❖ Identifying, evaluating, selecting and implementing off-the-shelf HRIS packages.

Hr operational improvement

We believe in offering a comprehensive HR solution that identifies potential cost-saving opportunities and process improvements to help clients prioritize and implement change. Some of the key areas that the program focuses on are:

- ❖ Reduce the process costs of their entire HR function including:
 - Visible costs, such as HR operations budget
 - Invisible costs, such as unproductive deployment of manpower and client satisfaction impact

Hr Resource Outsourcing

- ❖ Identifying HR activities that can be outsourced
- ❖ Delivering technology-enabled HR self-service
- ❖ Providing retainer services of HR capabilities
- ❖ Redesigning HR processes based on best practices
- ❖ Providing implementation support

Performance and reward management

We strive to partner with our clients to create powerful Performance and Rewards solutions that help them attract, motivate and retain employees.

These include:

1. Performance Management

- Developing board structures, defining governance rules and director remuneration.
- Cascading Board / Executive performance measures
- Defining the performance appraisal process
- Institutionalizing performance feedback and counseling
- Defining career and succession plan
- Developing a reward and strategy linked performance

2. Pay and Reward Solutions

- Developing the compensation strategy
- Designing the executive compensation plans
- Designing the sales incentive plans
- Compensation structuring
- Compensation and benefits information services

Extending arms
of the boundaries

Tax Helpdesk

Payroll outsourcing

For employers, ensuring confidentiality of data and enhancing the level of service to their employees, involves very large investments in people and costs. Payroll outsourcing leads to significant reduction in costs while maintaining the desired levels of confidentiality.

Our experienced and well qualified personnel ensure all statutory and tax compliance, thus ensuring the least botheration for our client with the highest levels of efficiency.

Litigation support

Litigation in India can be extremely cumbersome and time consuming. The process of litigation is complex and requires an in-depth understanding of the law and related regulatory procedures.

Litigation if not properly handled can lead to a lot of distress as well as financial loss. Our team, of legal consultants, if retained, takes care of the entire legal compliance/litigation requirements of the client, with the client just having to sign a few documents and leaving the rest to the experts.