



AnD HR Solutions LLP.

Company Profile



About AnD...

The Name:

The name AnD stands for Assessment and Development. It encompasses both our offerings and our belief.

The Belief:

Development is a continuous process and works best when flanked by assessment on either side. One to determine the road and destination and other to check if the indeed intended place was reached.

The Team:

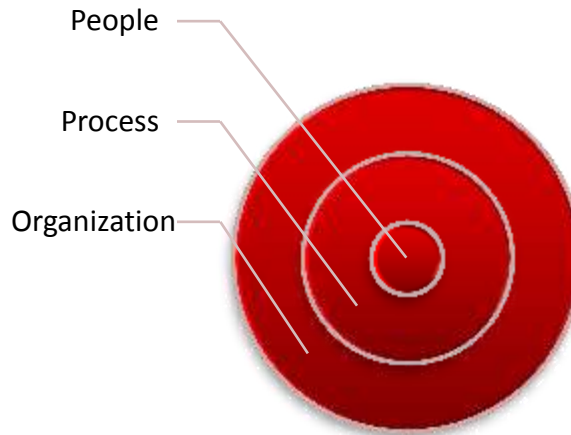
The team possesses more than 125 man years of experience in various roles of HR and OD consulting.

Our facilitators possess a contagious passion for creating atmospheres that maximize learning in all our programs.



Our Offering & Approach

Our offerings are focused in, first assessment, followed by development for concentric circles formed by people, process and the organization



Our 4D Approach



AnD's domain of work

Assessment:

- ✓ People
- ✓ Process
- ✓ Organization



Assessment of People

- 360 Assessment:
 - **Leadership:** AnD has designed specific Leadership assessment 360 based on Ohio State University's LBDQ.
 - **Managerial:** A 360 designed specifically to assess one's potential/performance as Manager based on our 43 years research on **Phase Leadership™**
 - **Customized:** Based on organization's internal competency framework

All our assessments can be run online and produce quick turnaround on reports. All reports carry AnD's interpretation and suggestion based on the data.



Assessment of People contd...

■ **Assessment Centers:**

- AnD's team carries experience of designing and execution of over 50 assessment centers in India and abroad.

■ **Business Event Interviews (BEI)**

- Our OD experts have conducted over 3000 BEI across private and government sector.

■ **Psychometric Assessments:**

- We have certified experts for all leading psychometric tools.



Assessment of Processes

AnD Designs and executes assessment of internal human resource processes' effectiveness.

- HR Process Audit: The audit allows the organization to understand how close the expectation and actual effectiveness of their HR Processes.
- HR Maturity: This differs from the Audit by looking at the organization's HR processes maturity to support business growth.
- Audit of specific HR Process viz, performance management, joining, exit, development.



Assessment of Processes

- Assessment of Learning Initiatives:
 - AnD uses its indigenously developed model (ODDO). The model assesses the:
 - O: Origin
 - D: Design
 - D: Delivery
 - O: Outcome
- The uniqueness of our model lies in its pro-active rather than reactive approach.
- Our experience shows that measuring the effectiveness of learning initiatives often increases the effectiveness of the programs.



Assessment of Organization

■ Employee Engagement Survey:

- Accurate capturing and interpretation of the employee's perception about the organization is critical and that makes engagement survey a powerful tool.
- AnD insightful pre work ensures that the right questions (out side the core questions) feature in the survey.
- The proper branding of an engagement survey is essential to increase its participation.
- AnD analysis and presenting of data are based on in-depth statistical analysis.



Assessment of Organization

- **Organizational Diagnostics:**
 - AnD uses various diagnostic models to identify and define organization need in the areas of:
 - Communication
 - Change Management
 - Leadership Development
 - Organization Culture
 - Performance Management and Improvement

AnD's domain of work

Development:

- ✓ People
- ✓ Process
- ✓ Organization



Development of People

- Leadership Programs
- Team Building & Bonding Programs
- Skill Program
- Functional Programs (HR, Finance for Non-Finance, Project Management)
- Phase Coaching™
- **Content Development** for Internal delivery of programs

- All AnD's program have pre & post assessment to gauge the improvement of participants.

- AnD also provides support in managing training function of organization or specific groups of organizations.



Development of Processes

- AnD designs and deploys various processes in the Human Resource domain.
- Post understanding need of organization and analyzing the current processes AnD suggest and implements the changed or new processes.
- The AnD team is also involved in implementation of process to ensure that project is taken to its logical conclusion.



Development of Organization

- AnD works with organization for development of:
 - Organization Structures
 - Vision & Mission Statement
 - Succession Planning
 - Coaching & Mentoring Framework

- AnD works with the leadership to plan and implement projects and framework that allow organization's to create sustainable processes and leadership.



The Team

- The Team at AnD has a blend of HR Experts, Academicians and Industry experts. The team within it self as more than 125 man years of experience in various facets of HR.
- We have trainers in different cities making us capable of pan India delivery.



Strategic Partners

- We represent Next Phase Leadership LLC, USA in the A-PAC region.
- Next Phase of Leadership is an organization focused on leadership development through researched and implemented concept of “Phases of Leadership”™ .
- Next Phase has successfully trained over 60,000 people over 51 countries in the last 20 years.
- For more details: <http://nextphaseleadership.com/>
- Our India version of the Phases Book can be found at this [link](#)



A representative list of our clients



AnD there is always more to do...

Thank you..

