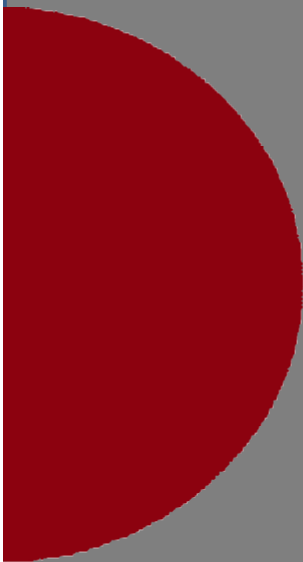


gray matters.



People Solutions. Accelerated.

advisory

Gray Matters comprises consultants who understand the challenges that businesses face in attracting, retaining and motivating people in a competitive environment. We work in partnership with our clients to deliver people solutions based on our knowledge of businesses and expertise in HR leading practices, that would help accelerate growth for the organizations.

Our solutions and approaches unlock the full potential of an organization – and deliver real, measurable, substantial and meaningful business results.

Our Advisory Solutions

- **Organization Visioning**
- **Organization Design**
- **Job Banding & Evaluation**
- **Performance Management**
- **Balanced Scorecard**
- **Competency Assessment**
- **Compensation Strategy**
- **Reward Strategy**
- **Leadership Development**
- **Employer Branding**
- **Employee Engagement**
- **HR for Small Businesses**

We help in implementation too...

Many a times we hear, “Your recommendations are excellent and meets our requirements but the real challenge is in implementation.”

At Gray Matters we endeavour to fulfil this gap and extend support to our clients - from recommendation to implementation.

More and more organizations are seeking the help of professional HR service firms to address their HR needs. Our research tells us that it is not ‘cost’ that is driving this demand for external service providers. It is the acute shortage of HR talent that is driving more and more organizations to partner with professional HR service firms like Gray Matters to meet their Strategic HR needs.

Moreover, there is a time lag in identifying the right person and ensuring his joining. Thereafter, he spends time in understanding the industry, job needs and his settling down time in the new role. We start the work immediately.

Employees can leave the organization, without completing the process, which tantamounts to double the cost envisaged - Consultants like Gray Matters, are bound by contract to complete a process / assignment at an agreed upon fee structure.

- ❑ Gray Matters provides “implementation support” to organizations with the “On-site” suit of products: **HR On-site** and **PMS On-site**
- ❑ Gray Matters also helps organizations in **Employer Branding Initiatives** and **Employee Engagement Initiatives** as part of their implementation focus

implementation focus



With “HR On-site” you can...

- 📌 Capitalize on our specialist HR knowledge from wide industry spectrum.
- 📌 Process set up is the most crucial phase in any organization. You get the best of talents to lay down the framework.
- 📌 Plays a pivotal role in “implementation” of the solutions. This ensures solutions are practical and effective.
- 📌 Cost effective model
- 📌 Consistency in mapping people, process and development
- 📌 Development of a HR Structure (with assistance in identifying and mentoring them) who can carry forward the activity after the completion of our assignment.

training

Understanding the significance of behavioural skills, many organizations have started investing in it as a part of their corporate training initiative. Behavioural skills training have witnessed a marked transition in the last decade from being 'generic' and 'good to have' to being 'defined' and 'pre-requisite'. This shift in perception is not without reason. Organizations across the globe have realized that professionals with technical skills only, partly complement the essentials of being a 'complete professional'. Research study has revealed, that people skills outweigh technical skills by a factor of 3:1, in deciding the long-term success of professionals.

outdoor adventure

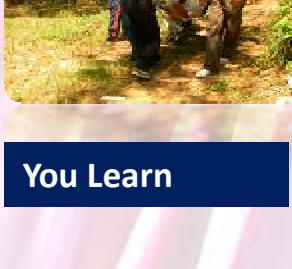
We Inspire



We Energize



You Learn



Our Programs...

Self Development Skills

- Communication Skills
- Presentation Skills
- Time Management
- Assertiveness Skills
- Transactional Analysis
- Achievement Orientation
- Winning Ways

Tactical Workplace Skills

- Negotiation Skills
- Stress Management
- Analytical Thinking & Creativity
- Conflict Management
- Workplace Etiquette
- Customer Orientation
- Selling to win
- Relationship Management

Alignment Skills

- Team Building
- Outdoor Adventure Learning
- Leadership Development
- Performance Counseling
- Managerial Effectiveness

Reckoning Skills

- Balanced Scorecard
- Competency Based Interviewing
- Competency Management
- Coaching & Mentoring
- Train the Trainer
- Employer Branding

behavioural

Just 10 and k(no)w more...

How many times you have felt that the training program you recently attended was not good because there were too many participants and the subject required focussed attention? Many times, we presume. This presumption has given rise to the extensive and intensive programs that we have designed, with only 10 participants per batch. Imagine the time and focus you would receive as an individual and the intensity with which learning would happen.

Gray Matters Academy puts knowledge imparting at the foremost of its intention and that is our core strength. The Academy programs are on topics in the list provided above and also some special and relevant topics from time to time.

We also organize 10 people training program from a single organization, on a topic of their choice, at the academy. For further details, send a mail to academy@graymatters.co.in



...some of our clients

- ABP Limited
- Apeejay Finance Limited
- Alchemy Leadership School
- Aryan Mining Limited
- Bangla Trac (CAT)(Bangladesh)
- Bengal Aerotropolis (BAPL)
- Bharat Petroleum Corporation Ltd
- Bharti AXA Life Insurance
- Balasore Alloys Limited
- CGPL (A Tata Power Company)
- Descon Limited
- Eveready Industries India Ltd.
- First Climate India
- Gontermann Piepers (I) Ltd.
- Gupta Power Infrastructure Limited
- Hindalco Industries Limited
- Indian Chamber of Commerce
- IXIA Technologies Pvt.Ltd.
- ICICI Prudential Life Insurance
- IFB Industries Limited
- iViz Techno Solutions Ltd.
- KDS Group (Bangladesh)
- Kotak Securities Ltd.
- Landis Gyr
- Lafarge Surma (Bangladesh)
- Lafarge Umiam Mining Pvt. Ltd
- Magma Fincorp Limited
- Mercy Hospital
- Mindteck (India) Limited
- ONGC Petro additions Limited
- Pepsico India
- Philips Carbon Black Limited
- Peerless Hotels Limited
- Primary Plus
- Peerless General Finance
- Sandvik Mining & Construction
- Sarovar Hotels & Resorts
- Seimens Limited
- SKP Securities Ltd.
- SREI Infrastructure Finance Ltd.
- Standard Chartered (Priority Bank)
- Subhash Projects & Marketing Ltd.
- TIL Limited
- Techno Electric & Engg. Co. Ltd
- Tega Industries
- Tata Steel
- Usha Martin Industries Limited
- VIP Industries Limited
- VISA Steel Limited
- Vikrant Forge Limited
- Verde Consulting Pvt. Ltd.
- Yamai Fashions Limited

...and you



Gray Matters Consulting Pvt. Ltd.

294, S N Roy Road, New Alipore, Kolkata - 38,

Phone: 91-33-24987647, Fax: 91-33-24987648

E-mail: contact@graymatters.co.in, Website: www.graymatters.co.in