

Grandeur India

Scanning the Globe to Serve You



Recruitment, Retention, Assessment, Training and Organizational Development form the backbone to any organization at every phase of its growth.

We walk every step of the way with you.



Recruitment: A Collaborative Approach

Recruitment involves sifting through countless profiles to find the best match. We believe that our clients derive maximum value through our collaborative approach that delivers the best available talent at the most affordable costs. Retention of such talent is a value addition that we provide through our engagement

Manpower and Talent, the fundamental building blocks of any organization, need to be chosen with prudence. Our Collaborative Network across the country and overseas works tirelessly to serve you.

Recruitment, Talent search, Headhunting are necessary activities for every organization but are extremely time consuming and expensive. Which is why most organizations outsource this activity to consultants like us.

We leverage our collaborative network of professionals across the globe to deliver the best possible talent in the least possible time.

All agents of collaboration are working tirelessly towards specific tasks and share the load, thus bringing down the time spent in sourcing resumes and also bringing down the costs of doing so.

Our in-house teams co-ordinate and regulate the parameters of quality and delivery, thus reducing the time your teams need to spend on routine matters.

There are surprisingly a large number of valuable profiles which are not available on any online portal because many a valuable employee is busy delivering their duties rather than updating their resumes.

We deploy engagement programs with all new recruits placed by us to address settling issues and flag it off if it needs organizations' attention or action.

Needless to say, that we price ourselves a little differently. The higher the CTC, the lower you pay as a percentage of CTC.

CTC Band	Fees (as % of CTC)
Niche Profiles	12% - 24%
< 5 Lakhs	10%
5 Lakhs - 40 Lakhs	8.33%
> 40 Lakhs	8%

We also deploy engagement programs with all new recruits placed by us to address settling issues and flag it off if it needs organizations' attention or action to **Retain Talent**.



OD & Training

Proprietary Interventions or General Content, each developed and tailored to suit your need.

Our in-house and contracted OD consultants strive to deliver the best outcomes.

Training is Tricky and so are the Interventions!!

Every organization's need, objective and desired outcome vary.

The Context, Intervention, Delivery, hence vary; so do the **Specialists**

Alignment is a critical part of building a talent pool that can deliver on the organizations vision, mission, short-term and long-term objectives.

Our Specialists will work independently or with your trainers to reiterate the objectives, the vision and the mission of your organization to put each program into perspective.

While the programs are being assessed by the participants, an objective external assessment of the participants is also provided to the organization to "Red Flag" concerns or "Green Flag" valuable employees.

The objective of the program often determines the location, environment and medium.

Some of the programs:

- Language, Etiquette
- Process & Functional (based on proprietary content)
- Conflict Resolution & Team Building
- Listening Skills & Communication
- Change Management
- Leadership
- Fresher Alignment to Workplace Culture
- Alignment to Vision & Mission
- Diversity Management
- Time Management
- "First Time Managers" programs

Talent gets disengaged in case their current roles don't sufficiently challenge them. In collaboration with business we set up assessment centers to identify talent and ready them for more challenging roles, thereby ensuring continuous learning within the realms of the organization.

Many a times, an external consultant brings in that refreshing change.

With our collaborative network of specialists we are in a position to cater to your every need with various OD Interventions...



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