



**I R I S**  
**Management  
Consultant**

**Management | Organization | People | HR**



## Founder's Message

Inspired by the vision to create an equilibrium of co-existence for employers & employees, Iris Management Consultant is established. The fundamental principle followed while extending solutions to the client is Acknowledging the importance of an aligned organization in terms of it's Business - People and Process initiatives. Intrigued by the idea of creating a balanced approach for running and sustaining the Business via following the path of employee well-being and attaining Revenue & Profitability , Iris Management Consultant extends unbiased advise to it's clients for sustaining the business in the competitive world.

# TRUST



Facing Challenge in Aligning the Business Objectives with the People Practice and Operations, Performance Management, Organization Design & Development OR Facing challenges in making the organization Future ready and adaptive to change??

**Iris Management Consultant possess the capability to solve your challenges through its services offered in 4 wings of business and consulting –**





## About Iris Management Consultant - Trusted Partner

Established with the intent of Creating Balanced Equilibrium of co-existence for employers and employees. Focuses on Aligning the Business - People Practice and Operations of an organization for gaining higher efficiency and productivity towards achievement of Vision and Mission.

Serves as a trusted partner in establishing Business oriented & People friendly strategies, mechanisms and processes that deliver the outcomes for achieving the vision and mission of the organization.



## Why - Iris Management Consultant?

*As it Believes Trust is important*

Iris Management Consultant aims in building trust in its business collaborations with its clients than just generating business from its clients.

Iris Management Consultant serves as trusted partner for organizations irrespective of their respective headcount, it's Presence – whether it's National – Local – Regional or Global, to ACHIEVE its Vision and collaborates with its clients for formulating the Mission statement that crafts the Steps towards achievement of Overall Vision of the Business.



## **How is Iris Management Consultant – Different? *Works to Build & Maintain Long lasting Business Collaborations as compared to Short Term Gains***

Iris Management Consultant aims to Build Trust in its collaborations with it's Clients and believes that Building Trust is the KEY for successful Business Collaborations.

Iris Management Consultant advises for cost effective operational practices that are practical for implementation in the Business, with the intent to assist the Business to adapt to the ever-changing world of competition.

## **Approach of Iris Management Consultant – Collaborative and Inclusive *Views Business Strategy, People Strategy and Operations as ONE Unit***

The Outlook is to align the Business Strategy HR strategy with the main line of business i.e. the vision and mission of the business along with the positive impact on Revenue & Profitability of Business.

## **Core Principle & Strength – Aligning Business Practices**

The Core of Iris Management Consultant and its Strength is aligning Business practices with the Revenue and Profitability targets along with Performance Management and Capability Building.

Accompanied with Change Management and Change initiatives that can prove to be beneficial for Business in managing it's performance in the competitive world economy.

Iris Management Consultant extends it's clients with Unbiased advise that can be encashed by its clients and budding entrepreneurs for developing the business.

## **Values – Iris Management Consultant**

Abides by Fairness and Transparency in it's Business Collaborations with it's Clients.

Iris Management Consultant believes in sharing mutually agreed process with it's clients on its updates on strategy -operations - execution and project delivery.



## Brief of Founder's Profile

An avid & a passionate Human Resource professional with fine knowledge of principles related to Management Consulting & Human Resource Management.

Member of UK BODY OF HR Professionals -CIPD (Associate CIPD).

With Master's in Business Administration she possesses 9+ years of post-qualification experience which encompasses diverse industries ranging from environment consultancy, to Construction and Retail ---- in one of the diverse & growing economies of the world i.e. Indian sub-continent. She vehemently understands the global market of Business.

Over the years of experience she understands that co-creating a healthy work environment in the joint effort by organization and it's employees in which employees & employer flourish & support each other's development journey is highly important for success of business & employee development.

Goal focused and strong believer in the concept of approaching complexed problems with simple approach which in turn can lead to quantifiable-practical solutions that can be effectively and efficiently implemented. Possesses strong leadership skills for driving the projects and motivating the team members for delivering the task within defined timelines.

Ankita started her career as HR Officer with a group company of JP Morgan & Chase with head office in Oxford and was responsible for HR operations for the company wherein she was responsible for recruitment, employee engagement, performance management, policy implementation and review, training and development, talent acquisition, Cost Control.

Later she joined the construction conglomerate BE Billimoria & Co. Limited that has delivered several turnkey projects as a construction contractor and was spearheading the function of Human Resources for the northern region in India being



**ANKITA CHATURVEDI**  
*Associate CIPD*





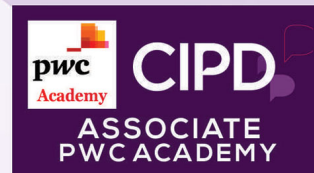
responsible for 500 employees in the region including the laborers. The functions included Statutory & Labor Compliances, Manpower Planning, Manpower Budgeting for the upcoming projects , Talent acquisition , Payroll processing ,Policy implementation ,Dealing with government departments, Induction & Orientation .

Thereafter , she joined a well-known &reputed brand in beauty and wellness segment with it's presence in retail sector and has been responsible in turnkey projects of the organization and was responsible for Development and Implementation of RACI MATRIX, Development of SMART OBJECTIVES , Compensation and Benefits Restructuring , HR BUDGETS - Manpower Planning and Manpower Budgeting , Rewards &Recognition Program , HR REFORMS , Development of SOPs , Talent Acquisition , Talent Management , HR OPERATIONS & Employee Relations / Member of Sexual Harassment Committee , HR Calendar Training Need Analysis (TNA) . She was responsible for representing the HR department in the Board Meetings reflecting upon the latest developments and initiatives within the HR department and the benefits of the HR initiatives for the organization.

In her latest stint she is associated as a Consultant with the same brand and is in the advisory team of the Leadership and has delivered projectson KRAs for leadership team consisting of ten departments. She also been responsible for acquisition of two key internal stakeholders for sales vertical and has devised the compensation structure with the incentive for the business head. With strong negotiating skills she partnered with 4 key resourcing partners who shall serve as key partners for delivering talent.

She has proven track record for delivering projects Formulation and implementation of Performance Management &Performance Appraisals, Human Resource planning &budgeting , Resourcing and Talent planning , Formulation of HR strategy design & implementation, Formulation of SMART Goals , Manpower Analysis , Manpower Planning & Budgeting , Compensation and Benefit Restructuring , Competency Mapping , Identifying GAPS in competencies along with the Training Need Analysis for the organization.

## Some of her Certifications are :



**Iris Management consultant has 4 wings of business and consulting:**



**Details are important in Business for fairness and transparency**

**And SO ....**

**BRIEF ON SERVICES OFFERED IS SHARED NEXT**



## BRIEF ON SERVICES OFFERED

### Management

The Management wing of Business and consulting of Iris Management Consultants extends the clients with services in the sections of "The Brand" & "The Leadership" that set the corner stones of organization and Brand Success.

#### FOCUS for Iris Management Consultant's Contribution TO

##### The POSITIVE IMPACT ON

Focus of Management Consulting  
by Iris Management Consultant

- The Brand
- The Leadership
- The Product Strategy OR Service Strategy
- The Market & Market Segment

#### CORE for Iris Management Consultant's Contribution TO

##### The POSITIVE IMPACT ON

Core of Management Consulting  
by Iris Management Consultant

- Business - Revenue & Profitability

### How???

- Assessment, Formulation of Brand Strategy
- Management – Consulting & Strategy
- Change initiatives- Business
- Formulation of Business Objectives with Key stakeholders addressing the competition, market, existing market conditions
- Strategy Clarification and Execution in all fronts of Business – Supply Chain, Finance, HR, IT, Production, Purchase.
- Coaching – Leadership Development & Team Development
- Designing of KRA's for Core Leadership Team of Business – Download of KRAs to the frontline staff



## Organization

The Organization wing of Business and consulting of Iris Management Consultants extends the clients with services in the section with which the business entity encounters the challenges of competitive world as ONE UNIT – “THE ORGANIZATION”:

### FOCUS for Iris Management Consultant's Contribution TO

#### The POSITIVE IMPACT ON

Focus of Organization Wing  
by Iris Management Consultant

- The Brand
- The Leadership
- The Talent Pool & Human Resource Pool
- Organization Structure & Design

### CORE for Iris Management Consultant's Contribution TO

#### The POSITIVE IMPACT ON

Core of Organization Wing  
by Iris Management Consultant

- Business - Revenue & Profitability
- Agile & flexible Organization Structure & Design to support the Business

## How???

- Capability Building
- Organization Design
- Organization Development
- Assessing Overall Organization /Department performance -Balance Score card
- Identification of Profit Centers of Organization and Strengthening of centers.
- Design & implementation of new policies and procedures
- Organization Culture – Implementing Performance Driven Culture
- Designing Procedures for increasing agility of the overall organization keeping in view of profitability targets & market challenges
- Aligning the organization's departments with the Business Objectives

## People

The People wing of Business and consulting of Iris Management Consultants extends the clients with services in the sections that drive the entire business and the organization – “IT’S PEOPLE”:

### FOCUS for Iris Management Consultant's Contribution TO

#### The POSITIVE IMPACT ON

Focus of People Wing's  
by Iris Management Consultant

- Diversity & Inclusion
- Profitability of Business
- Employee and Employer Welfare

### CORE for Iris Management Consultant's Contribution TO

#### The POSITIVE IMPACT ON

Core of People Wing's  
by Iris Management Consultant

- Business - Revenue & Profitability
- Improved Efficiency in Organization's performance
- Higher Engagement Levels of Employees

## How???

- Formalization of KRA setting Process -Involvement of every employee for KRA Setting for Higher Engagement
- Employee Engagement – Through policy design and Process Inclusion (of employees)
- L&D Initiatives with Training Need Analysis for improving performance
- Competency Mapping
- Team Management – Consulting & Strategy



## Human Resource

The Human Resource wing of Business and consulting of Iris Management Consultants extends the clients with services in sections that directly impact the revenue and profitability targets of business aka organization, it's entire pool of talent referred to as "HUMAN RESOURCE":

### FOCUS for Iris Management Consultant's Contribution TO

#### The POSITIVE IMPACT ON

Focus of HR Wing by Iris Management Consultant

- Profitability of Business
- Employee and Employer Welfare
- Effective and efficient Employee Performance Management Systems
- Effective and Efficient Organization Performance Management Systems

### CORE for Iris Management Consultant's Contribution TO

#### The POSITIVE IMPACT ON

Core of HR Wing by Iris Management Consultant

- Business - Revenue & Profitability - POSITIVE IMPACT ON REVENUE AND PROFITABILITY OF BUSINESS THROUGH HR PRACTICES
- Driving Growth THROUGH HR PRACTICES
- Aligning HR Practices with OVERALL BUSINESS OBJECTIVES
- Improved Efficiency in people & overall organization's performance
- Diversity & Inclusion
- Higher Engagement Levels of Employees



## How???

- Performance Management
- Setting up of HR dept.
- HR Policies – Strategy & Design
- HR Transformation
- Change Management
- Aligning the HR dept with the Business Objectives and objectives of other departments.
- Reward Management & Reward Designs – Design of Rewards and Recognition Programs
- Compensation & Benefits– Design & Restructuring
- Talent Management & Talent Planning –Workforce Planning –Manpower Planning / Budgeting – Revenue & Profitability Targets
- Resourcing Strategies
- Competency Mapping and Competency Framework
- Succession Planning
- Career Planning

## SESSIONS – TRAININGS OFFERED

Iris Management consultant provides Bespoke Trainings; sessions to individuals; group of individuals; In-house trainings & sessions to organizations in the following areas with the intent of delivering POSITIVE IMPACT ON achievement of INDIVIDUAL 's OR GROUP's professional goals OR Organization's goals accompanied with the achievement of vision & mission of the organization:

### Management

The BESPOKE SESSIONS on 'Management' aim to extend clarity on the fundamental concepts of 'the Leadership' and 'The Brand' that set the corner stones of organization and Brand Success. The BESPOKE SESSIONS on Management focus and revolve around the following concepts:

- **Assessment, Formulation of Brand Strategy**
- **Management – Consulting & Strategy**
- **Formulation of Business Objectives with Key stakeholders addressing the competition, market, existing market conditions**
- **Strategy Clarification and Execution in all fronts of Business – Supply Chain, Finance, HR, IT, Production, Purchase.**
- **Designing of KRA's for Core Leadership Team of Business – Download of KRAs to the frontline staff**
- **Change initiatives- Business**
- **Coaching – Leadership Development & Team Development**

**Note :** Bespoke sessions on all ; any single topic from the above Or any specific topic from the above can be extended by Iris Management Consultant.



## Organization

The BESPOKE SESSIONS on 'Organization' focus and revolve around the concepts that the business entity encounters the challenges of competitive world as ONE UNIT and covers the following concepts:

- **Capability Building**
- **Organization Design**
- **Organization Development**
- **Assessing Overall Organization /Department performance -Balance Score card**
- **Identification of Profit Centers of Organization and Strengthening of centers.**
- **Design & implementation of new policies and procedures**
- **Organization Culture – Implementing Performance Driven Culture**
- **Designing Procedures for increasing agility of the overall organization keeping in view of profitability targets & market challenges**
- **Aligning the organization's departments with the Business Objectives**

**Note :** Bespoke sessions on all ; any single topic from the above Or any specific topic from the above can be extended by Iris Management Consultant.

## People

The BESPOKE SESSIONS on 'People' focus & revolve around the concepts that drive the entire business & organization – "IT'S PEOPLE" and covers the following concepts:

- **Formalization of KRA setting Process -Involvement of every employee for KRA Setting for Higher Engagement**
- **Employee Engagement – Through policy design and Process Inclusion (of employees)**
- **L&D Initiatives with Training Need Analysis for improving performance**
- **Competency Mapping**
- **Team Management – Consulting & Strategy**

**Note :** Bespoke sessions on all ; any single topic from the above Or any specific topic from the above can be extended by Iris Management Consultant.



## Human Resource

The BESPOKE SESSIONS on 'Human Resource' focus and revolve around the concepts that directly impact the revenue and profitability targets of business aka organization, it's entire pool of talent referred to as "HUMAN RESOURCE" and covers the following concepts:

- **Performance Management**
- **Setting up of HR dept.**
- **HR Policies – Strategy & Design**
- **HR Transformation**
- **Change Management**
- **Aligning the HR dept with the Business Objectives and objectives of other departments.**
- **Reward Management & Reward Designs - Design of Rewards and Recognition Programs**
- **Compensation & Benefits- Design & Restructuring**
- **Talent Management & Talent Planning -Workforce Planning -Manpower Planning / Budgeting – Revenue & Profitability Targets**
- **Resourcing Strategies**
- **Competency Mapping and Competency Framework**
- **Succession Planning**
- **Career Planning**

**Note :** Bespoke sessions on all ; any single topic from the above Or any specific topic from the above can be extended by Iris Management Consultant.

## **Why Iris Management Consultant for Bespoke Sessions and Training?**

Iris Management Consultant Designs Bespoke Trainings & Sessions as it aims to cater to the the Training & Development areas for the Organization; individual; group of individuals for optimization in the achievement of respective results.

The Core of Iris Management Consultant's Bespoke sessions & trainings is the Learning and Development Needs of the Organization; Individual/s ; Group of individuals.

Iris Management Consultant aims to understand the Learning and Development Needs of the Organization; Individual/s ; Group of individuals and then Designs and Delivers the sessions .

Looking towards identifying the Learning and Development Needs?

OR Designing the Learning and Development Program?

Or Looking towards increasing employee engagement through Learning and Development Initiatives?

Iris Management will be happy to Deliver Bespoke Sessions for you ...







Wish to understand further about Iris Management Consultant?  
Feel free to Contact at the below mentioned co-ordinates –

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