



VALMAR INTERNATIONAL

Partnering Powerful People Performances
Designing, Developing & Delivering

VALMAR INTERNATIONAL

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**An unique mix of HRM Solutions involving
Corporate Training in Behavioural Sciences
Human Resource Research Solutions,
Social Research
&
Youth Learning Solutions
for Life and Leadership Skills Development**

Founder's Profile

- ◆ ***Dexter Valles, is an International Business Professional, Professor of Management Studies & Acclaimed Corporate Trainer, with an extensive career founded in the arena of International Marketing, Behavioural Sciences Training and Education, as International Business School Head and Faculty.***
- ◆ **CEO & Managing Consultant, Valmar International, Mumbai**
- ◆ **Country Director, Six Seconds India, Mumbai**
- ◆ **International Certifications**
 - **Internationally Certified Life & Executive Coach (RCS Certified & International Coaching Federation accredited Coach)**
 - **Internationally Certified ENNEAGRAM Personality Profiling (Certified by Jerome Wagner Inc)**
 - **Internationally Certified Emotional Intelligence Practitioner (Certified by Six Seconds)**
 - **Internationally Certified Emotional Intelligence Coach & Assessor (Certified by Six Seconds)**

Dexter Valles : Profile continued

An International Business Professional, Professor of Management Studies & Acclaimed Corporate Trainer, Dexter has an extensive career founded across an absorbing 26 years of active engagement with the Global and Indian market.

Dexter brings to the table his wide and varied experience in International Business, heading the International Marketing & Sales Operations worldwide with leading Indian Corporate Brands; Education, as International Business School Head and Professor of Management Studies ; Executive & Life Coach & Corporate Trainer in Behavioural Sciences with leading Indian firms ,influencing the lives of several thousands of executives, managers and leaders across diverse and intensive learning workshops he has personally designed and delivered.

At **Six Seconds India Dexter adds value to the competence table in seeking, understanding and offering solutions that meet the global customer's needs , the courage and capacity to manage risk, change and transform experiences into solutions, lead highly skilled teams , engage long range-long run vision and facilitate leadership in the face of adversity.**

What We Value

Our Guiding Principles

- ◆ Partner our client
- ◆ Understand their needs completely
- ◆ Transform these needs into deliverables
- ◆ Design programs to suit these deliverables
- ◆ Develop Interactive , experiential rather than pedantic approaches to learning
- ◆ Evolve new & better ways to deliver.

Our Business Portfolio

- ◆ **Training & Development**
- ◆ **People Solutions on the HRM Curve**
- ◆ **Youth Learning Solutions (Learn2Lead Academy)**
- ◆ **Coaching & Counseling**

Training & Development

Our Competency Development Spectrum

- **Relationship Competencies**

Interpersonal Relations, Communication

- **Intellectual Competencies**

Cognitive (Thinking & Learning), Creativity , Problem Solving & Decision Making

- **Management Competencies**

Leadership, Managerial Excellence, Goal Setting & Strategic Action Planning, Teamwork & Partnering, Handling Change, Customer Service, Negotiation & Selling Skills, Business Communication & Presentation Skills

- **Personal Competencies**

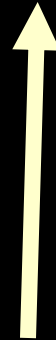
Personality Development, Emotional Intelligence , Self-Confidence & Self Esteem, Communication Skills, Social Skills & Graces, Diversity & Inclusiveness

People Solutions on the HRM Curve



Challenges

GROWTH



Greatest Challenge faced by all organizations is

Key Growth Criteria....

One Vision, One Mission
Diverse Cultures

Relevance, Validity and
Ownership
of every element of the
Organization



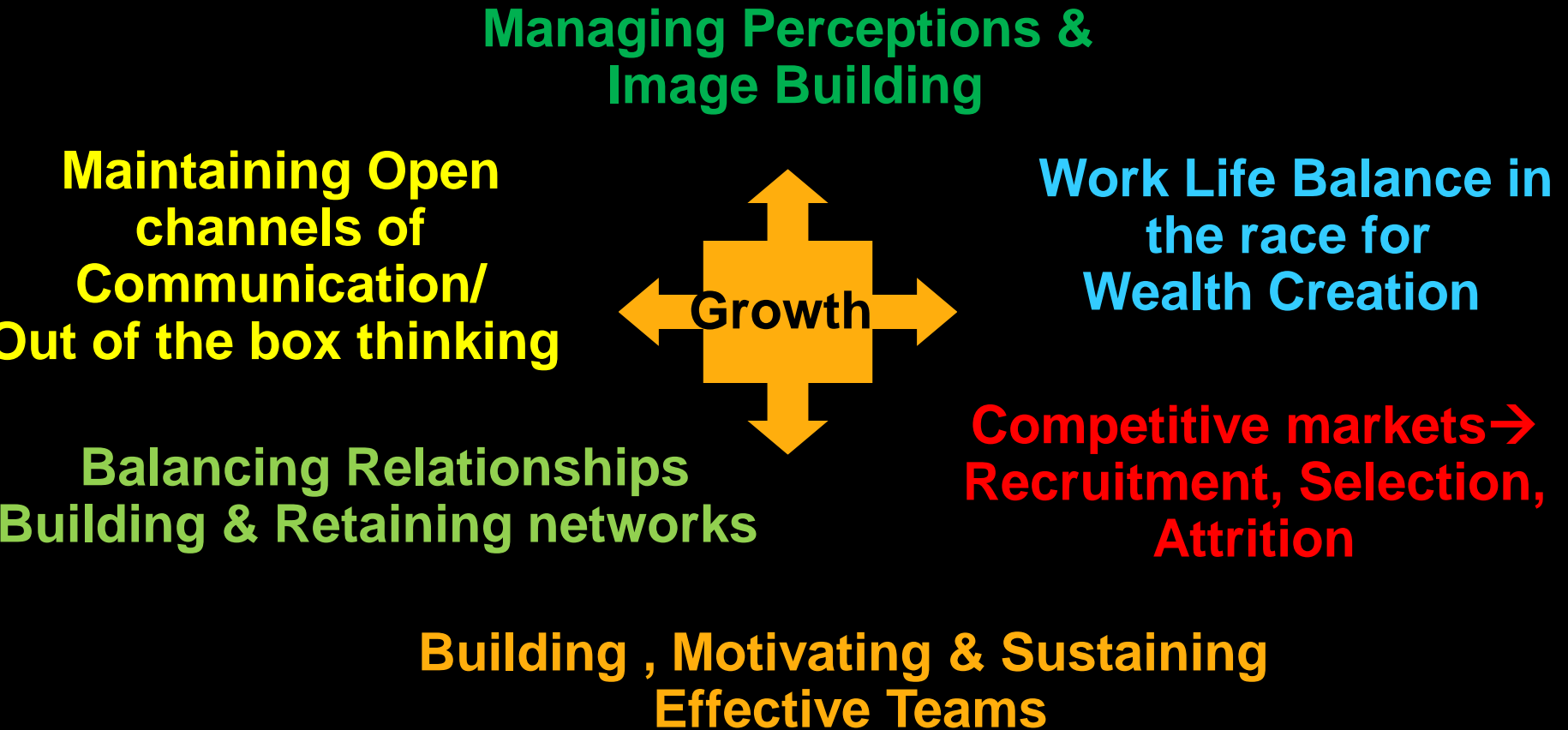
Wealth Creation thro
Right People-Products-
Price-Perception

Sustainable Competitive
Advantage

Cutting Edge Technology,
People Processes

Relationships, teams, networks....

People-Challenges of Growth



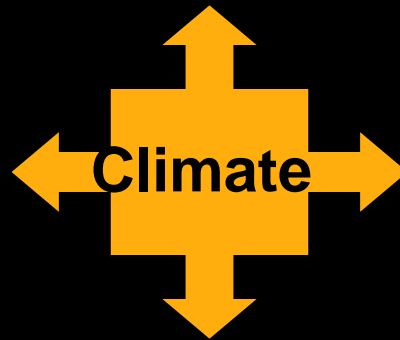
Core and Supplementary Services



Climate Studies

Perceptions –
Internal/ External

Maintaining Open
channels of
Communication/
Out of the box thinking



Encouraging &
Sustaining
Teams

Work Life Balance,
Wealth Creation

Option 1: Climate Study

◆ Objectives

- Understanding/ gauging the current internal climate
→ Dipstick
- Understanding how external customers view the company in the current context

◆ Methodology

- Focus Group Discussions among selected divisions / work levels
- Depth Interviews with Senior Management
- Depth Interviews with external customers → Suppliers and Traders/ Dealers

Option 1: Climate Study cont'd

◆ Outcome

- An assessment of how the recent changes have been perceived by internal and external audiences**
- Has the perception about the organization changed**
- What has been the rub off post the changes [Sense of uncertainty, insecurity, change for the better...]**
- Long term impact on both audiences**

Profiling Stars

Identifying traits in
star performers

Maintaining Open
channels of
Communication



Work Life Balance,
Out of the box thinking

Encouraging & Sustaining
Stars and Teams

Option 2: Profiling Star Performers

◆ Objectives

- Understanding what makes a star performer tick
- What are the key attributes which are unique to them
- What are the stickiness factors to the organization
- Future expectations from self and the organization

◆ Methodology

- Depth Interviews with Star performers across the organization
- A good mix of younger and older Star Performers and a regional and divisional mix

Option 2: Profiling Star Performers cont'd

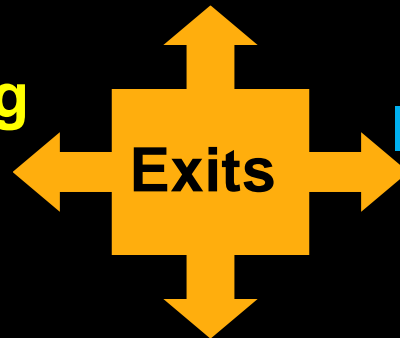
◆ Outcome

- Identify the top 10 qualities/ attributes that can be profiled in a Star Performer
- Incorporate these in the selection criteria at recruitment stage
- Pay greater attention to the stickiness factors → retention
- Suggestions for improvement at the corporate level
- Rub off post the changes [Sense of uncertainty, insecurity, change for the better...]

Exit Interviews

Identifying key triggers
Of discomfort

Revisiting & Redesigning
Channels of
Communication



Identifying key reasons
for resigning

Re-inventing
(Encouraging & Sustaining)
Stars and Teams

Option3: Exit Interviews

◆ Objectives

- To understand the triggers and reasons for resigning
- Suggestions for improvement
- What would make them reconsider the organization in the future

◆ Methodology

- Depth Interviews [in person or telephonic]
- Initial introductory mail from HR with FAQs
- Individual reports within ten working days
- MIS report if required every quarter

Option3: Exit Interviews cont'd

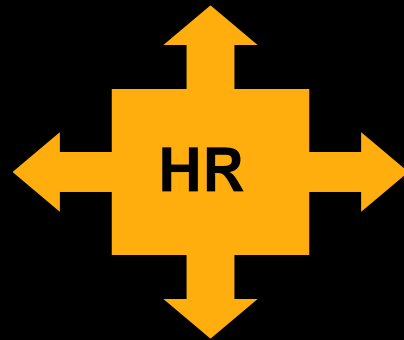
◆ Outcome

- In-depth understanding of reasons for resigning and the triggers, as an external agency offers a ' safe ' environment
- Offers quick inputs to HR on corrective action on red collar areas
- Invaluable inputs for the future
- Profiles of employees that can be avoided at recruitment stage

Perceptions of the Role of HR in the Company

Understanding Perceptions
and Expectations

Handling
Misconceptions,
Debris Removal,
Image Building



Realignment -
Mapping & Bridging
the Gap in
perceptions & reality

Revisiting, De-clogging
and Strengthening
Channels of Communication

Option 4: Perceptions on HR

◆ Objectives

- Understanding perceptions of Corporate HR among different Divisions

◆ Methodology

- Depth Interviews with
 - Senior Management at HO
 - Corporate HR
 - Divisional Heads
 - Divisional HR Heads
- Focus Group Discussions among employees at divisions

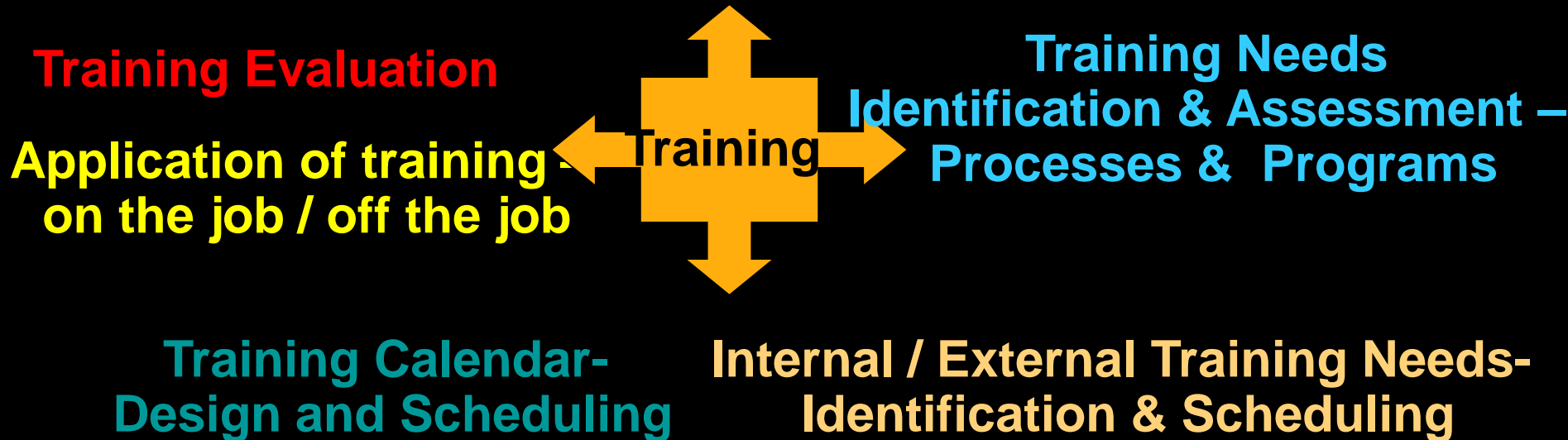
Option 4: Perceptions on HR cont'd

◆ Outcome

- Assessment of how Corporate HR is viewed by the Divisions**
- Difference in perceptions held by Corporate HR and reality**
- Gap in expectations and experiences vis-à-vis Corporate HR**

Learning Needs

Competence Development v/s
Training Needs Assessment



Employee inputs into future training needs

Option 5: Learning Needs

◆ Objectives

- Assessment of emerging learning needs
- Assessment of ongoing learning needs

◆ Methodology

- Focus Group Discussions among selected divisions / work levels
- Depth Interviews with Senior Management
- OPTIONAL : Depth Interviews with external customers → Suppliers and Traders/ Dealers

◆ Outcome & Way Forward

- Identifying learning needs of the target employee group
- Matching learning needs with learning solutions
- Recommending learning solutions options
- Designing, Developing, Delivering Learning Solutions

Other Options

- ◆ **Understanding what makes a winning team work**
- ◆ **Safety**
 - Adherence and acceptance of safety norms at the shop floor level
 - Internal safety and external safety
 - Benchmarking Gold Standards in safety
- ◆ **Understanding the Dealer and working as teams**
- ◆ **Profiling top management and identifying future leaders**

Those Who Believe in Us : Our Clients



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