

Welcome To Talent Abundance

Smart HR Solutions, for Smarter Workforce.



Who We Are

A **group of passionate HR professionals** driven by a shared commitment to enhance organizational effectiveness through **specialised OD interventions and HRTech solutions**. Our expertise lies in resolving people, process, and performance challenges, enabling organizations to build a resilient and high-performing workforce.

With a deep interest in transforming workplace dynamics, we craft strategic HR solutions that **align with an organization's vision and business objectives**.



Vision & Values

We envision to emerge as a cornerstone for support organizations of all sizes in designing and implementing HR practices that **drive positive financial results**, while our core values— **Perpetual Learning, Innovation, Truthfulness, Drive for Excellence, Partnership, and Passion** —guide us through every step of our professional engagements.



Products

All EngageTM

a **cutting-edge data analytics platform** that revolutionize the way organizations understands and enhance employee engagement, and gain invaluable insights into your workforce **level of engagement, determine their loyalty, predict the potential employee turnover** with unparalleled accuracy, and cultivate a thriving workplace culture while uncovering the factors that influence your workforce population to extend those discretionary efforts.

EXIT LENS

a **transformative assessment platform** that capture the genuine experiences and **sentiments of employees as they leave an organization**. It excels in Pattern recognition and Root cause analysis, enabling organizations to detect recurring trends in employee dissatisfaction and turnover.



a **powerful platform** that helps organizations to build robust, organization-wide competency framework in **minimal time and at a fraction of the cost**, and identify, assess, and develop competencies essential for the success across roles, functions, and levels, ensuring alignment with organization's strategic objectives.

It also provide a comprehensive toolkit, including **competency dictionaries, competency-role matrix, required proficiency levels (RPL), and assessment tool matrix**, to establish a structured and strategic approach to their competency journey.

Solutions

Organizational Diagnostic

At times, there might be moments when an organization's progress is stalled, financials stagnated, and goals are far behind to be touched.

We help our clients to scan every element of the organization and extend insights on structure, people, systems, styles, technology, etc. against the environment they are operating, to **discover where the actual gap lies**, so that they can be confident while taking decisions on how to address the issues that are obstructing their growth path.

Surveys

Your services failed to deliver the value, process needs improvisation, time to upgrade the resources, or anything that matters to be competitive in the market, it is **your employees who sense it before anyone else** in the entire system.

We assist organizations to connect to their people and listen to them under a trusted environment where they can be their true and authentic selves. **we design and deploy surveys to understand people opinions and perception** on Onboarding, Engagement, Culture, Exit, 360-degree multi-rater, or any other specific study that needs to tailored.



Training & Development

Keeping the people **abreast, updated, equipped, and skilled to perform the assigned tasks** is the key requirement for any organization. This could be from the context of familiarizing new members with what and how we do, preparing someone for higher roles, or leveling the expected and current performance in existing people.

Our trainers dedicate serious efforts to understand organizational objectives, and tailor make the training solutions using the **ADDIE framework**, required for the individual, the department and the organization as a whole.



Coaching

At times, there might be moments when an A poor leader can take a good organization down. The need for having good leaders at various levels have increased in this VUCA world. From achieving cultural transformations, improving financial health, promoting innovation, or championing customer services, a leader must bring the art of leadership to the fore.

Our **trained, certified coaches supports C-suit executives**, Develop managerial competencies in people, Creates High-performance Work culture, and help the leaders to drive the organization towards desired success.

Job Analysis

This was not been told to me during selection process, we hired him to achieve 10X and he is not able to deliver, I do not know how my role is contributing to the overall goal, etc. all these indicates that there's a necessity for conducting a comprehensive job analysis in the organization. A detailed job analysis ensures that organization do not hire the wrong people and set realistic performance standards.



We support organizations in **conducting comprehensive job analysis to generate insights, and outlines all the important elements of the job** in question, and our expert team ensures that you have the Job descriptions that is clear, complete, and easy to understand by both the employee and the employer in the similar fashion.

Behavioral Event Interview

At times people tend to wear masks so that they look the way how you wish them to appear. Participants trying to put only positive foot forward or responding under socially desirable manner is not new to the interviewers. To ensure the organization ascertain the true potential of an individual, our trained and certified assessors make use of the interview technique called **BEI**.

A structured form of conducting interviews that is based on the assumption that the **past behaviour can predict the future behavior**, and helps to uncover the level of knowledge, skills, competencies, of the individual based on his/her demonstrated behaviors so that organization can be confident while taking the important decisions.

Competency Based Management

Every Organization is essentially looking for potential ways to hire, retain and develop talented workforce who in turn work towards realizing organizational mission, goals, and objectives.

Competency based management is one such people initiative that guarantees to deliver the expected outcomes for the organization through its competent people by extending management's focus on strategic directions to its management and development of talent.

We support organizations through-out the process of identifying, managing, and developing competencies that are critical for the success of the role, function, and the organization

Assessment Development Center

Is your organization struggling with ineffective talent identification, resource drain from poor hires, or difficulty in recognizing high-potential employees? then taking support of (ACDC) can resolve the issues for you.

Our trained and certified assessors holds decades of experience in designing and conducting ADCs that can guarantee the precise talent assessment, optimizes workforce potential, and aligns skills with business goals for sustained success.



**ASSESSMENT
CENTER**

Tool Design

You got a fantastic set of professionals who can facilitate various people practices for you, but just looking for robust and reliable tool that can enable your team to measure the targeted behaviour, skill, competencies objectively are equally important **for a successful evaluation process.**

No worries, our certified psychometricians, and behavioral scientists with decades of knowledge and proficiency in designing the tool can do the job for you. **Aptitude test, SJT, Psychometric, In-basket exercise, case analysis, role-play, Group simulations,** or anything else, you name it and we build it all.

OKR Implementation

Setting standalone metrics alone is not enough for managing performance. Organizations need clear objectives that define what they want to accomplish and key results that track progress. Unlike traditional approaches, the OKR framework helps organizations focus on priorities and break down strategies into measurable steps. It **aligns every individual, team, and department** with the organization's strategic goals, ensuring collective effort.

Our **certified OKR professionals assist in defining objectives, setting key results**, cascading goals across levels, measuring performance, and making necessary corrections for success.

**OBJECTIVES &
KEY RESULTS**



How We Add Values

Our members **served in corporate environment at senior level positions** before setting up Talent Abundance, and can truly empathize with the issue that our client could be facing.

We possess **100 plus years of collective experience in Human Resources Management and Organizational Development**, and have successfully delivered numerous projects on Competency, Culture, Engagement, Analytics, Performance, Assessment Development Centre, Coaching, Leadership Development, and other HR areas in **200 plus companies** ranging from startups to MNCs across **18 plus industry segments**, in multiple countries **across Asia, Middle East, and North America**.

Our approaches are always **backed by behavioral science, organizational psychology, research, analytics**, and focused on improving organization's capability through the alignment of strategy, structure, people, rewards, and management, while keeping the organization's vision, mission, and values as the core of it.

Our flexible, cost-effective, and scalable approach ensures measurable results, whether in talent strategy, leadership development, or organizational transformation. Be it becoming that extra pair of hands our client some time needs or an expert panel to roll out a strategic intervention, we are equally excited to be part of it. Talent ABundance is the strategic ally that our clients have always trusted to drive sustainable growth and workforce excellence.

Few Cases & Solutions

Setting up of common performance language across organization - *Hygiene Research India, Royal InfraConstru Ltd, Emitac Dubai* – Creation of competency framework and functional-behavioral dictionaries.

Leaders occupied in day-to-day tasks, & people not following the chain of command – *Case of a RDS Projects Ltd.* – Conduct of organization diagnostics, Org. structuring, Training & Development, and PMS implementation.

Misalignment between leadership vision and people efforts - *Case of GKNM Hospital* –identification of strategic objectives, conduct of sentimental analysis for senior mgt., competency assessments and developmental plans.

Identifying prospective candidates who is cultural fit - *Case of Gleason India, Vedanta group, Mercedes, Mahindra Group* – Conduct of Behavioral Event Interviews to match the participant with that of org. culture.

Identification of successors for crucial positions - *Diabcore, Lion Brewery, Varun Beverages, Pepsi, Nokia, Vedanta Aluminum, BALCO* – Design and conduct of assessment development center and IDP creation.

Potential people quietly calling out - *Case of Apollo Tyres, Bonfiglioli Transmissions* – Conduct of attrition study for employees who left the organization to identify the very reason of their exit from the organization.

Need for clarity in career growth within the organization - *Case of CMA CGM, Lion Brewery*– Creation of career pathing, candidates assessments for IJP.

Measurement of employees living Org. vision - *ESAF Bank, Jainam Trading Ltd.* – Implementation of All Engage Tool.

Client Speaks



Engineering & Consulting

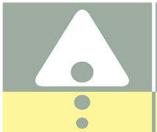
Part of DB E.C.O. Group



CMA CGM



ESAF
ESAF SMALL FINANCE BANK
Joy of Banking

 **JAINAM**
Prosperity with Security

RDS
RDS Project Ltd.



Gleason


Chicago
Constructions
International (P) Ltd

FINESSE
NURTURING EXCELLENCE

Worked with TA team on conducting CBI and developing IDPs for crucial layers of the organization, the journey and the output were phenomenal. The team is highly knowledgeable and skilled when it comes to behavioural assessments and psychometrics.

Inbarajan A – CMA CGM India

“We retained TA services for a change management initiative to address a situation of underperformance by our workforce. We worked very closely throughout the entire process and amazed to realize their comprehensive understanding of how people and various elements of organization integrate”

Sanjay Yadav - RDS Projects Ltd.

Heartfelt appreciation for the transformative OD intervention your team implemented at GKNM. The competency mapping and assessment center for our functional heads were insightful, and your team's personal approach and commitment for excellence were evident through-out.

Dr. Raghupathy CEO – GKNM

Let's Transform Potential into Performance!

Together, let's unlock excellence, empower your teams, and drive lasting success.



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