



# SYHR Consulting Pvt. Ltd.



### **Our Mission**

### **About Us**

We are a global HR consulting company offering comprehensive solutions to People Practice Consulting and HR Shared Services. Our core philosophy is to provide services that build relevance to our customers. We have been celebrated as one of the leading industry firms to offer an effective workplace environment. Mentioned under "India's Best Companies to Work for 2020", ShareYourHR has been commended for being a great workplace for employees through the company's valuable culture, opportunities, learning and care. We are experts in defining, creating & embedding employee experience. By doing so we are enabling people have a better work life, helping companies create a lovable workplace and build strong Employee Value Proposition.

We resolve to establish ourselves as a dominant player in People Practice Consulting & HR Shared Services across the globe. Our values of simplicity, commitment, integrity, innovation, and respect are the cornerstones in all that we do. Committed to ensuring customer satisfaction, and trust; we deliver bespoke quality HR solutions with a smile. We aspire to be a HR transformation partner to the MSME sector, enabling companies to be self- reliant. Our diyHR concept, empowers MSME organizations across the world to "do it yourself" when it comes to managing people practices and at the same time providing them with benchmark standards. We will innovate by developing HR tools such as HR Hovercraft.

### **Our Vision**

To be a global HR Consulting firm by 2025, by emphasizing on creating an outstanding employee experience through research & innovation. In the process of doing so, we envision establishing an effortless exchange of services for our clients and partners alike, thereby building trust and respect.

We will actively give back to society and make a difference. We envision a tomorrow where technology will enable us to bring heightened relevance in employee experience. We wonder, can HR Hovercraft be a game changer in building Employee Value Proposition.

### **Our Philosophy**

We believe that focusing on creating employee experience will be a game changer for companies. We want to be recognized as experts in defining and creating relevant employee experience, enabling a better work life and creating a lovable workplace. We firmly believe in delivering more than expected and to share our knowledge in the process. We will evolve a deeper understanding of human behaviour and emotions as it plays out at the workplace and using analytical frameworks & automation to design solutions, we will help strengthen culture.

Our purposes are intertwined with our core values of

**Simplicity** 

Commitment

Integrity

**Innovation** 

Respect

- HR Operations: Global HR Shared Services are implemented in easing the process for Candidate Management, Onboarding, Induction, Payroll Compliance, F&F, Surveys, and Dashboards
- HR Automation: Using trademark technologies such as Global HRMS and HR Hovercraft, we offer solutions to Global Employee Lifecycle, T&A, Rostering, KPI, Expenses, Payroll, Payroll Compliance, F&F, Surveys, and Dashboards.
- Employee Engagement: Our Integrated Employee Engagement Program allows us to ensure consistent employee satisfaction, employee listening, Fun @ Home, preparing the workplace, and Wellness Webinars. Out talent assessment solutions help organizations evaluate leaders fit for future and growth. We apply design thinking to improve retention in early life.
- Governance: Global HR Governance allows disciplined undertaking of Labour Laws, compliance, and governance; benefit Management, and Board Reports.
- HR Framework: Using Global HR Advisory we organize, construct, and implement HR policies and strategies, competency based practices, Global Mobility, Growth management, D & I, Variable pay, and ESOPS.

# Our Expertise

## Our Services



#### HR ADVISORY SERVICES:

When you invest in HR, you are able to leverage your people and create a better environment to work..



#### HR SHARED SERVICES:

HR is increasingly focused on transforming and automating service delivery, as business leaders seek higher service levels while pushing for lower HR costs.



#### **PROCESS ENGINEERING:**

We have observed that companies have been able to seize the opportunities to grow in line with their business objectives, however often in that journey processes continue to be disjoint and somewhat consistently meet the desired outcomes.



#### HR HEALTH ASSESSMENT:

The process of HR Health Assessment is essentially a diagnostic audit on the HR practises, laws, and governance of a respective organization.

#### **CONSULTING CHRO:**

In an elevation of our HR Advisory services, our Consulting CHRO collaborates with the CEO or MD and senior team to develop a strategic HR agenda and thereby define HR priorities considering their business needs.



#### **M&A DUE DILIGENCE:**

Across the mergers and acquisitions (M&A) life cycle, ShareYourHR M&A solution recognizes the Human amidst the Deal. We offer M&A HR solutions that can be tailored to each client's transaction journey—and helps perform the due diligence and map the path ahead.



#### **TALENT REVIEW:**

Our Comprehensive Talent Review includes an assessment of the workforce- to understand the strengths and weaknesses of each and every individual employee.



#### **REWARD AND BENEFIT MANAGEMENT:**

Money is the driving factor that gets people working....but more money does not always mean better performance. Compensation is a hygiene factor – not a motivator....but it sure as hell prevents churn.



## Our Services

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#### **GLOBAL MOBILITY IMMIGRATIONS:**

We all live in a world of globalisation of human resources. Organizations have the power to mobilise skills globally in order to meet with the business & client requirements.



#### **EMPLOYEE VALUE / EXPERIENCE PROPOSITION:**

The recent pandemic has completely upturned the concept of normal. This is a crucial time for us to provide the right solutions to engage with employees.



#### **EMPLOYEE WELLNESS:**

Our carefully curated webinars sessions help organisation prepare the workforce – by empowering them with simple tools as a Guide to their Mental and Emotional Fitness. We are associated with LVG systems USA



#### **HR AUTOMATION:**

An HR strategy has to be aligned to the business strategy and be directed on energizing the workforce, which is essential to maintaining competitive advantage.

### HR Technologies

Embracing the digitization surrounding us, we have curated the following softwares that allow for a seamless HR experience even remotely. Each of the following trademarked softwares offer a more consistent and efficient solution to HR problems and processes.



We aspire to bring HR automation and technologies to the MSME sector in India, APAC, Africa and Europe. The software allows an organization to Design their HR department using ready-to-use formats. Available formats can also be edited to align with the company goals. Be it forms, policies, or letters; it's a click away. To Implement the drafted policies there is the HRMS and Payroll software on cloud. The two processes together allow expense management, mark and track attendance, reports and statistics, and even the complete employee life cycle to be assessed and operated remotely using technology. Finally, one can Yield complete statutory compliances and state-wise registers. In addition the processes built in the system is benchmarked in the industry. HR Department @ your finger tips.



HR Hovercraft is a software solution that integrates with any HRMS and automates HR processes, mimicking internal process flow. This results in reduced time consumption, consistent HR delivery and elimination of manual intervention. The software facilitates a two-way communication if employees are in remote locations. The process can be customized to meet client requirements, creating a consistent sequence designed to follow a logical flow. It also has provisions for local languages to ease dialogue. The system is intuitive in nature, thus eliminating the need for human intervention and rendering it a seamless experience. It allows an organization to bring its values to life by delivering personal, consistent outcome with simplicity and commitment.

## **ABOUT CEO**

Kevin Dias is a universally celebrated HR leader, steering global executive leadership across large multinational organizations as the present CEO of ShareYourHR consulting practice. Having more than 25 years of experience in HR & IR under his belt, he is conversant with different industries on a global footprint. Kevin has a Master's of Business Administration from the University of Mumbai, Human Resources Management, and a Degree in Law and is the recipient of many a HR leadership awards. In addition he the principal associate in India

In addition to his HR expertise, his skills as a leader and strategist have helped ShareYourHR experience steady growth and expansion into the global markets.

A veteran consultant, he has successfully led M&A integrations, organizational design, cultural transformation and change management initiatives. He is the mind behind multiple groundbreaking HR strategies aimed at building EVP, Increasing Employee Engagement, HR transformation, Global Mobility, Talent Review, Governance, Pay & Benefit, Shared Service, and Employee Experience. His contributions to ShareYourHR clients are revolutionary and respected.





## **ABOUT MD**

A leading entrepreneur, and visionary in the corporate world Pratik Vaidya is synonymous with reform in the realm of Indian HR & Compliance. A passionate leader, Pratik joined the industry with a bachelor degree in law and a MBA in HR. He had a few stints with some big names in the industry only to realize he wanted to see his own ideas bloom. Using Kishor Vaidya & Co. as his first guinea pig, he transformed the simple PF & Insurance firm into an all compliance and related aspects solution hub. They unified a myriad of diverse HR services as Karma Management Consultants Pvt. Ltd. in 2007. Since then their revenue has grown 25 fold, it catapulted from 1.5 million to over 750 million in under a decade.

Through his outreach, expertise and his vision, Pratik is today almost synonymous with excellence in HR compliance and revolutionary consulting solutions. His belief in pioneering changes and embracing technology has laid the foundation for their services being driven by automation and technology. His generous investments have allowed for the innovation to storm the HR industry.



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