

SRIIOM

(SRI RAMAKRISHNA INTERNATIONAL INSTITUTE OF MANAGEMENT)

A ORGANIZATION DEVELOPMENT, HRM & CHANGE MANAGEMENT CONSULTING FIRM

Concerned with the Human Factor in Development

Email: sriiom@sriiom.com

Call: 9967137000 / 9967135051

Website: www.sriiom.com

WE HAVE BEEN INVITED TO PROVIDE CONSULTING BY

SRIIOM

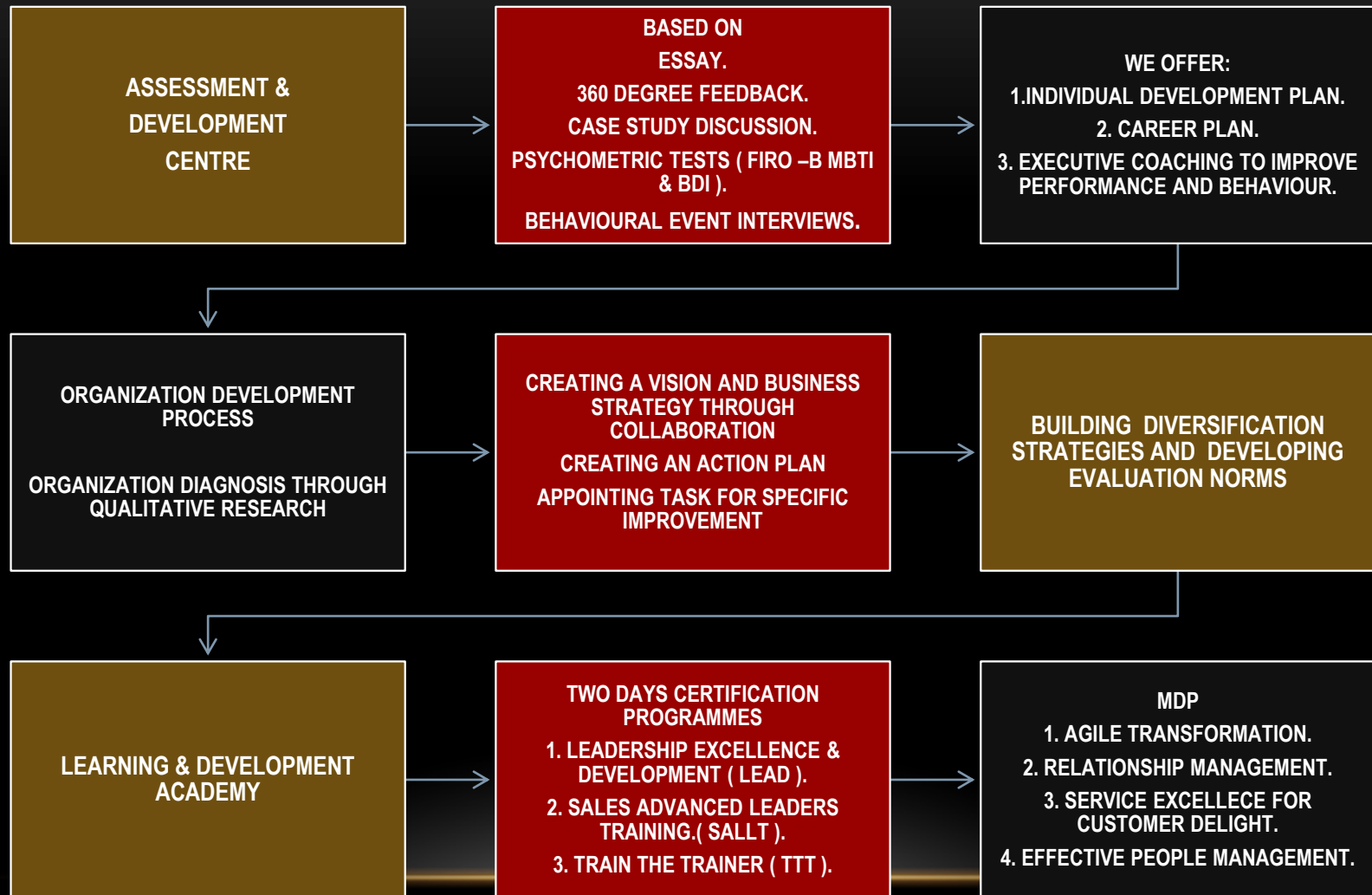


AWARDS RECEIVED

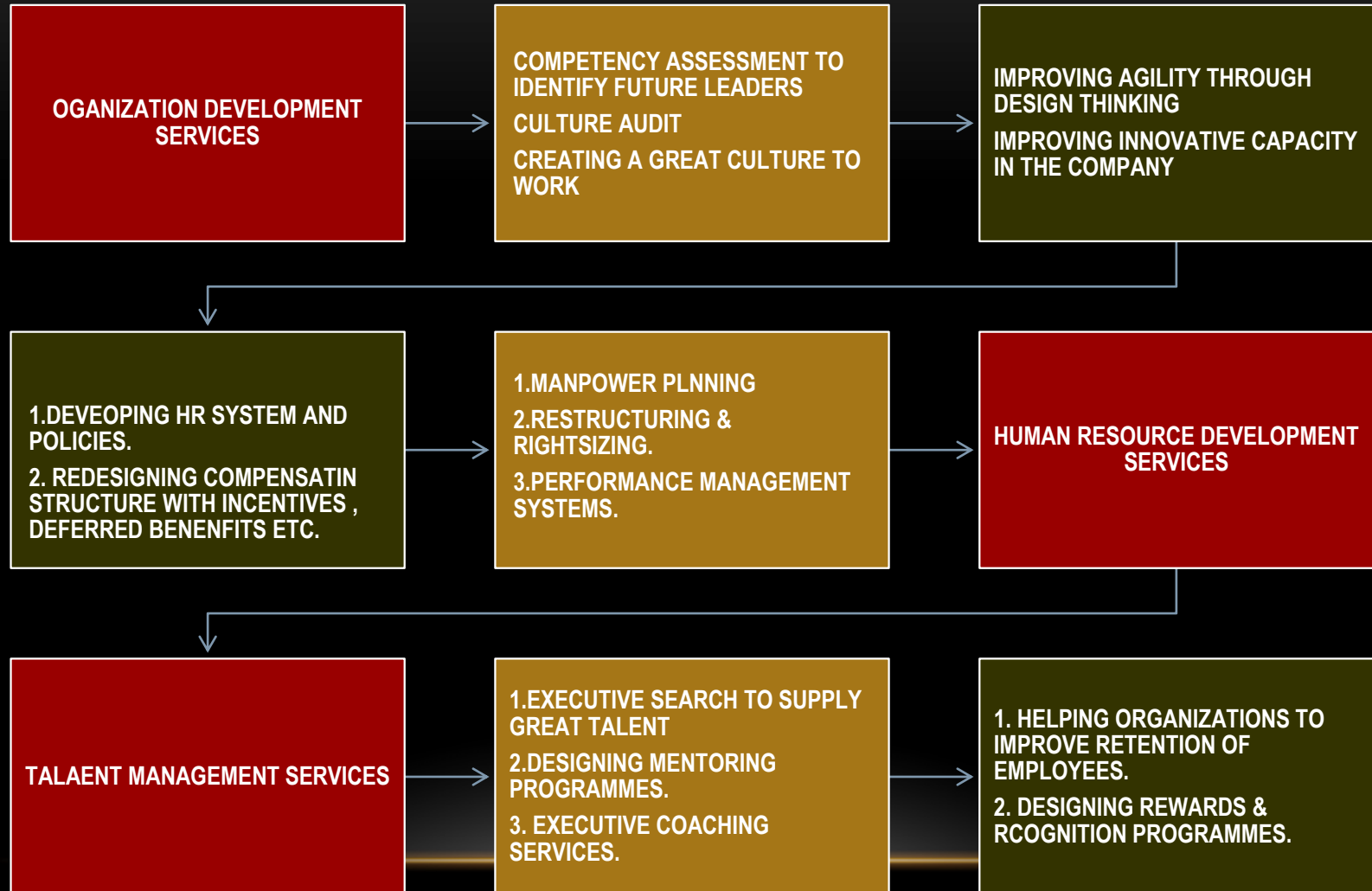
1. **Education Award from Oxford University , U.K. & European Business Assembly in 2015 for Leadership Development Training.**
2. **Willis Harman Award by Stanford University USA and World Business Academy, USA for creating Bennett, Coleman & Co. Ltd as a customer centric organization.**
3. **Lifetime Achievement Award from World HRD Congress in 2016 for contribution to the world of HRD.**
4. **Rashtriya Udyog Ratna Award for Building the SME Sector from Ministry of Commerce in 2013.**
5. **National Education Excellence Award for Innovative Skill Building Education from the State Government 2014.**
6. **International Leadership Award from International Organization Leadership Foundation in 2012 for spiritual based leadership.**
7. **Quality Brand Award in 2013 from National Chambers of Commerce & Industry of India .**

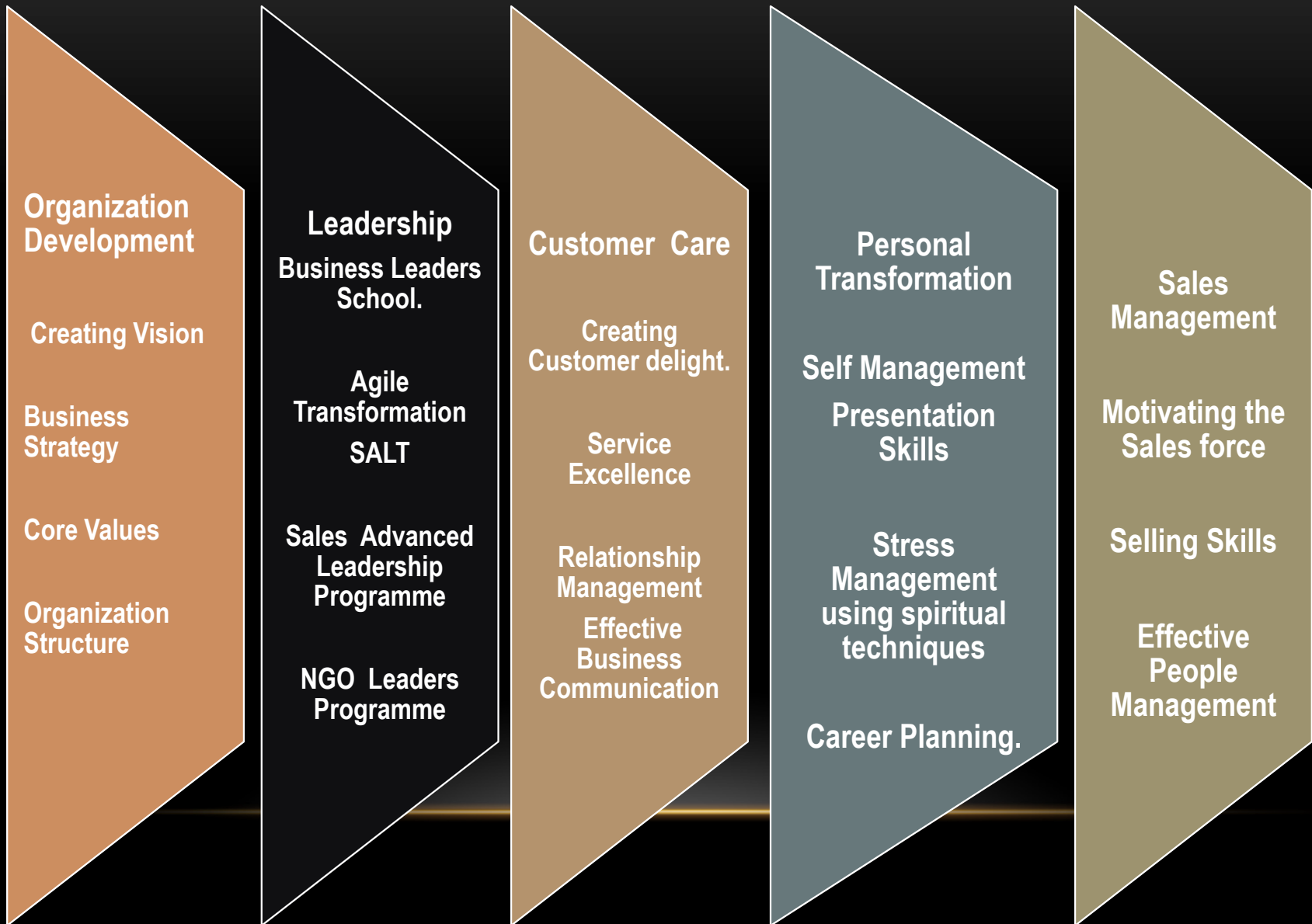
SRIIOM

(ASSESSMENT ,RESEARCH & TRAINING)



SRIIOM ORGANIZATION DEVELOPMENT & HRD SERVICES





ORGANIZATION GROWTH & DEVELOPMENT CASE STUDIES

An Agrochemical company in Mumbai.

The company had a turnover of Rs. 200 crores. We were engaged as Consultants to spearhead the growth & development of the company.

Actions taken by us :

- 1.We conducted a Vision Workshop for the company by involving all the members of the Senior & Top Management. The Vision decided by all the members was to create a Soil Management company as against being just a Agrochemical company.
- 2.Based on the new Vision to create a Soil Management company, the Organization Structure was changed to create different Strategic Business Unit's such as Agrochemicals, Seeds, Bio-Pesticides, Wasteland Development, Fertilizer.
- 3.An Assessment Centre was conducted to measure CEO Potential for all the Vice-Presidents & GM's presently working in the company. Those who appeared to have CEO Potential were given the responsibility of starting the Strategic Business Unit's & running it.
- 4.Leadership Training was provided to all the SBU Heads & Regional Managers, so that they could lead the company into the future.
- 5.Within two years the company became Rs. 700 crores with new income coming from the new business's such as Seeds, Bio-Pesticides, Wasteland Development, Fertilizer.
- 6.We also helped them to recruit some good talent needed for the growth.

ORGANIZATION GROWTH & DEVELOPMENT CASE STUDIES

A Textile & Steel Group in Mumbai.

The Group was in Textiles, Steel, Plate-Making & Power. The Group had grown to Rs. 5,000 crores but were facing growth issues because of lack of a unified Vision, poor HRD systems, lack of good talent at Top Management level & lack of policies, systems & processes. We were hired to bring in Change Management.

Actions taken by us :

1. As per our discussion with the promoter of our Group, it was agreed to hold a two day workshop along with Executives belonging to the Senior & Top Management to decide on a common Vision & Strategy for growth and development.
2. It was decided in the Vision workshop that the Group will want to emerge as a diversified Group & leader in Home Furnishings & Steel Sector.
3. It was decided in the workshop to move away from an autocratic style of leadership to a democratic style of decision making. A Management Advisory Committee was created to democratically take all decisions needed for the companies growth. This process brought in a lot of collaborative wisdom and left sufficient time for the Promoter to focus on diversification & growth.
4. We also created the HR Policies, Performance Management Systems, Training Systems to upgrade the overall HR performance. This effort led to creating professional systems & overall improvement of motivation in the company.
5. We conducted Assessment of Managerial & Leadership Potential of all Executives for Managers & above and put them in a Nine-Box Matrix & identified the High Fliers, Creative persons who could think laterally & be part of Business Excellence and created Individual Development Plans and a Skill-Matrix for providing future training.

SOME OF THE IMPACT STUDIES

Our Organization & Brand Development consultancy enabled Excel Crop Care Ltd to grow from Rs. 200 crores to Rs. 1500 crores in 9 years.

Our Business Vision & Strategy intervention with Astral Polytechnik Ltd, Ahmedabad and Ashirwad Pipes Bangalore has made these companies grow exponentially.

The Future CEO School designed and conducted for Excel Group , HDFC Life Insurance, Sriram Fortune Ltd, & Kalpataru Group, J.M. Baxi Group, Midmark ,USA resulted in creating a large number of CEO's for diversification projects.

Our Sales Advanced Leadership Training (SALT) for HDFC Life Insurance, J,M.Baxi Group, Midmark ,USA ,Deloitte Haskin and Sells, Shriram Fortune Ltd, Kalpataru Estate Ltd and Indian Oil Ltd have created large number of transformational leaders which has increased sales and improved bottom line.

SOME OF THE IMPACT STUDIES

Our Human Capital Intervention with Indigo Restaurant led to starting of many new restaurants of the finest European Cuisine all over India.

Our training programme in “ Managing Human Resource Effectively “ for the senior and top management of Reliance Communications Ltd has led to enormous increase in per person productivity and managing the business with 25% of the manpower.

Our Post MBA Certification courses in Human Capital Management, Organization Development and Leadership have added competence to more than 500 post graduate students who are working in the industry from Manager to Director level.

We have provided the highest quality talent to Abbott India Ltd, ACC Ltd, Crompton Greaves Ltd, Excel Crop Care Ltd, Excel Genetics Ltd, Mahindra & Mahindra Group, NSE Tech , Moet Hennessy, Systems Plus , United Phosphorus Ltd etc.

LETTER OF APPRECIATION FROM INDIAN OIL FOR LEADERSHIP TRAINING OF LOCATION HEADS FOR AVIATION FUEL.

SRIIOM

इंडियन ऑयल कॉर्पोरेशन लिमिटेड
प्रधान कार्यालय
इंडियन ऑयल भवन, जी-९, अली यावर जंग मार्ग,
बान्द्रा (पूर्व), मुंबई - ४०० ०५१.
Indian Oil Corporation Limited
Head Office
Indian Oil Bhavan, G-9, Ali Yavar Jung Marg,
Bandra (East), Mumbai - 400 051.
Phones : 2642 3272 / 2640 0926
DID : 2644 1077 / 2644 1101
Fax : 2640 0606 / 2644 1541



विपणन प्रभाग
Marketing Division

November 10, 2010

Dear Dr. Maitra,

We are thankful to you for having taken a **one day** session on **"Transformational Leadership"** on **6th August, 2010** during the training programme on **"Location Management for first time AFS in-Charges."** The above session was highly appreciated by the participants and has received a response rating of **100%**.

We appreciate and are thankful for the interest shown by you in our training programmes being conducted by Head Office Training Centre and look forward to your continued faculty assistance for effective knowledge dissemination.

With warm regards,

Raj Kumar Dubey
(Raj Kumar Dubey)
Chief T & D Manager

Dr. Ashoke Maitra
CEO
Centre For Human Resource Development (CHRD)
Sri Ramakrishna International Institute of Management (SRIIOM)
8/1 ; Chandradaya Society, opp Swastik Chambers
C.S.T Road ; Chembur
Mumbai, Maharashtra 400071.

पंजीकृत कार्यालय : 'इंडियन ऑयल भवन', जी-९, अली यावर जंग मार्ग, बान्द्रा (पूर्व), मुंबई - ४०० ०५१. (भारत)
Regd. Office : 'Indian Oil Bhavan', G-9, Ali Yavar Jung Marg, Bandra (East), Mumbai - 400 051. (INDIA)

LETTER OF APPRECIATION FROM MR.J.R.D.TATA FOR BRINGING ABOUT CHANGE IN TATA SHARE REGISTRY LTD

SRIIOM

TATA SONS LIMITED
*Bombay House, Homi Mody Street,
Fort, Bombay 400 001*

CHAIRMAN'S OFFICE

December 8, 1986


Dear Mr. Maitra,

I thank you for your letter of the 2nd instant, inviting me to inaugurate the Seminar on "Towards Excellence in Management Through Self Development", proposed to be held on 9th December at Birla Krida Kendra, Bombay. I am sorry I am unable to respond to your invitation as I shall be out of Bombay that day.

I have read with interest your paper on "Bringing About Change - The T.S.R.L. Experience" and appreciate the changes you have brought about.

Wish the function all success,

Yours sincerely,


(J. R. D. Tata)

Mr. A. K. Maitra
Personnel & Administration Manager
Tata Share Registry Limited
BOMBAY.

Kalpataru Group "Future CEO School"



KALPATARU



MD CONNECT

Please click on the link



APPRECIATION CORNER

Harshala Ambavane
We are happy to appreciate...

Ravi Bhanisail
We are happy to appreciate...

Vinod Pegare
We are happy to appreciate...



JOINING CIRCULAR

Amol Nagmal
(Estimation / Assistant Engineer)

Suresh Shrinie
(Estimation / Assistant Engineer)

Sangameshwar Padampalle
(Estimation / Assistant Engineer)

Kalpataru Bulletin

- Technical Lecture on Cracks in Plastic Concrete
- Business Excellence - Assessor's Workshop
- Reward and Recognition Policy
- Whats New at Knowledge Repository
- Congratulations to the Winners

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[Bulletin Archive](#)

Whats new on Knowledge Tree?

- What is the main function of pressure vessel in hydrogen...
- Office Ergonomics
- How to identify the Multiplying factor for an Elect. En...
- What is the difference between B.C and D.C. come MCB? Why we...
- National Safety Week (4th March to 10th March 13)

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Kalpataru Awards

- Vishakhadali 2013 - TMC Exhibition
- Kalpataru Gardens wins the CNBC Real Estate Awards 2012
- Ch. Edm Bank Award for Business Excellence 2012
- Mr. Madhraj Mund Awarded as Infra Person of the Year at CII Awards
- Kalpataru Aura Clubhouse - Asia Pacific Property Awards 2012

[Add Awards](#)

[Awards Archive](#)



IT HELP DESK
SATISFACTION
SURVEY



WALK-ON
human tree

Knowledge tree

Grievance Redressal

Suggestion Box

Please click on the link to give your valuable suggestion

I learnt management at the feet of Mr.J.R.D. Tata and gave his offering to world of business to do business with morality and ethics.

LEADERSHIP TRAINING FOR THE TOP MANAGEMENT OF THE TATA POWER COMPANY
LTD FOR HYDROELECTRICITY AT BHIVPURI, MAHARASHTRA



LEADERSHIP TRAINING FOR THE TOP MANAGEMENT THE TATA POWER COMPANY LTD
& DVC AT MAITHON, JHARKHAND : FACULTY : DR. ASHOKE K MAITRA



LEADERHIP TRAINING WITH ACC & AMBUJA & FUTURE CEO SCHOOL WITH J.M. BAXI GROUP



OUR TRAINING WORKSHOPS - SOME PHOTOGRAPHS

SRIIOM

Managing Human Resource Effectively for Reliance Communications Eastern Zone



(C) Dhritiman Lahiri | One Life & Few Clicks

Vision & Purpose Workshop for the South Asian Leadership Team of Lubrizol



RPG Life Science – Effective Interviewing Skills



Skill Building Workshop of Train The Trainer for JM Financial Ltd



OUR CONSULTANTS

1. **Ashoke K Maitra, M.A. (HR & LR) TISS , Ph.D Stanford University, USA . Founder & Adviser for Organization Development, Assessment Centre, Appreciative Inquiry, Leadership, Sales Leadership & Strategic HRM.**
2. **Mr. PG. Ghosh Roy – MBA - Faculty and Consultant for Digital Marketing**
3. **Mr. Jyotin Mehta – C.A. / CS / ICWA – Faculty for Finance and Audit.**
4. **Mr. V.S . Sundaram – B.Tech IIT (K). MBA (IIM – Kolkata) Faculty and Consultant for Project Management and Supply Chain Management.**
5. **Mr. R. Basu – B.Tech IIT (K), IIM (A) – Faculty for Marketing.**

In addition we have more than 50 empanelled faculty who have worked or are working at Vice –president and above level

THANKS FOR YOUR TIME

Contact :

SRIIOM

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