



Focused. Exclusive Solutions.

[www.greyflex.com](http://www.greyflex.com)





The GreyFlex Logo

**A bright green colored 'amoeba' depicting freshness, flexibility, growth, which respond to stimuli and is set in a black background making it appear live and vibrant.**

Logo conceived and designed by Sridhar Ryalie, an alumnus of National Institute of Design, India, is a design consultant and advises on creative economy and design policy to governments and corporations. Sridhar currently is an advisor to the Government of Thailand.

# Business Profile

**GreyFlex HR Consulting is a private limited firm registered in Bangalore, India, since June 2005. Over the last three years and more, we have offered focused and exclusive business service solutions to our clients. These services are designed, developed and customized to meet specific organizational needs. We help and partner our clients to increase productivity through better use of their human resources and enable clients to achieve real competitive advantage.**

We are assisted in our pursuit of excellence by a 20+ strong team of young and dynamic skilled graduates, mentored by GreyFlex Seniors, who share similar passion to deliver value to our clients.

## Why GreyFlex HR Consulting

We are a Human Resources Consulting Firm that maintains its business focus on the core businesses of,

- a) Human Resource Process Outsourcing, to outsource any or all of your human resource related transactions.
- b) Temporary or Permanent staffing, to staff the projects based on real-time requirements.
- c) Executive Search, to find you the strategic talent.
- d) Business Process Outsourcing and Information Research. We are party to extensive database (some which we subscribe and some which we own). We are involved on a day to day basis with professionals from various Sectors. This unique combination can be tapped to equip you with specific information research on business processes. We have put together a winning combination in partnering our client companies on business process outsourcing.
- e) Organizational Structure Mapping, to give you competitive advantage.
- f) Compensation Surveys and advisory on Compensation Structuring, to establish competitive compensation and benefit structures to motivate; reward and retain employees.
- g) Assessment Creation and Logistics, test the elusive talent, based on behavioral aptitude.
- h) Employment Data Verification, to check on the reference data of the personnel you are hiring.

We operate in the Business Services, BFSI, Telecom, Travel, Manufacturing, Information Technology and IT Enabled Services Sector and have more than 7 years of consulting exposure in these areas.

We bring to the table a combination of knowledge in Human Resource Management as well as the synergy to enable better deliveries in the dynamic Market place. Our research, network, database and understanding of Human Resource Management Processes offer solutions in challenging circumstances.

A successful track record of delivering high quality HR services in these sectors, which ensures the services are delivered to agreed objectives within the client's strategic time-frame.

We are totally committed to the success of each assignment, so much so that we base our consulting fees on success factors.

## GreyFlex Business Commitments:

**We, at GreyFlex work on each of our assignments and that,**

- are specific and customized to the client's requirements,
- are exclusive in delivery; we will handle only what we can and will give our best to meet up with requirements of clients in terms of quality and time,
- are solution based, developed on processes and systems that "fit" the client's requirements and meet their needs,
- are aimed at professionalism and excellence,
- will strive to exceed expectations in terms of value for the service we provide.

# Recent Assignments

- A multi-national leading travel house is staffing support functions like administration, human resources, finance and secretarial, across various locations Pan India. GreyFlex Consulting has the SLA to get crucial tasks managed, the onus to improve internal customer satisfaction and thereby increase productivity of the Clients core team. Country-wide this team is 50+ and growing by the day.
- A household name and a large heavy Industry & Manufacturing Sector company for their pan India sales and service engineering manpower requirements have retained us to hire for these roles. We are currently in midst of the process of identifying through extensive head-hunting and retained searches for relevant candidates towards this role. In a fiercely competitive market experiencing talent crunch in the challenging arena of HVAC and Industrial Airconditioning, we have had a current closure rate of 60%.
- A leading Technology Support Company headquartered in Singapore, retained our services to formulate and design their employee engagement and talent management policy, which is currently in use and spans across 150 employees of the company based throughout the country, at their sales and services location.
- A leading Private Life Insurance Company, wished to gain competitive advantage by recruiting personnel at offsite locations (newly identified branch locations) before even setting up their offices. Our team managed the entire process of recruiting and offered the advantage to commence operations at the newly set-up offices with fully trained set of manpower by the time the offices were commissioned. We continue to work closely with this client for all their existing and new branch operations.
- A Forbes 500 listed leading Consulting, Technology and Outsourcing Company, retained us to recruit trainees for one of the first Corporate Educational Institution tie up program. This program was aimed at hiring a team of successful young professionals on the completion of their internship program. Our response was immediate and spectacularly successful. Following extensive research and word of mouth networking we got the candidates to meet up with the client, had them attend the corporate presentation, followed by assessment tests and group activities. Post final interviews by the company's managers, we de-briefed the candidates to ascertain their interest levels. Job offers were issued and we achieved an Interview to Offer ratio of 1.5:1. The client used us for three such programs.
- An internet start up venture, headquartered at San Jose, California, required assistance in validating algorithmic coding for a 'technologically ahead of its time' software that revolutionized image search on the web. GreyFlex HR Consulting engaged in offering them flexible staffing options based on pure needs and with a turn around time of hiring or downsizing the team in as less time as 48 hours. This team of 100+ was engaged for 18 months based at their camp office in Bangalore. We successfully completed the assignment and transitioned the assignment back to the client by the second quarter of 2007.

## Assessment Services

Relying on superficial attributes and interviews rather than factual assessment in recruitment, skill enhancement training and career development decisions can be inconsistent and can cost the business dearly. While popular belief and experience shows that no test can be 100% successful in predicting success in a role, attribute based test patterns can bring forth underlying characters and necessary attitude required for the success in jobs.

We customize services to our clients with the appropriate assessment patterns to choose a near ideal person for the role / job. Based on the client feedback we run the extra mile to develop and administer patterns and instruments to focus and identify the key attributes / traits and skills to serve the unique work environment.

Our expertise in organizational assessment offers our clients the assurance of positive, cost-effective results in selecting and using their valued human resources.

These tests are designed and administered to measure the ability to learn, understand instructions, and successfully solve problems based on acquired attributes. They measure mental ability, but may not test the gained knowledge.

## Compensation Surveys

We own a large active database on salary components of personnel from different spheres of activity and continuously analyze them on current and future trends of compensation. We offer to our clients services on data generation, analysis and recommendation on compensation pattern for specific levels in these spheres of activity. We have to our credit a benchmarked survey report of frontline Corporate Sales Team, which is currently at practice of a leading Private Life Insurance Company.

# Turnover / Business Prospect

- GreyFlex Consulting since 2005 has grown at the rate of 32% CAGR; and had a turnover of INR 8 Million for the year 2007-2008.
- GreyFlex Consulting aggressively projects to touch a turnover of INR 15 Million during the financial year 2008 - 2009.
- The company is fully tax (Direct and Indirect Tax) compliant and is compliant under Labor Directives (like PF, ESIC etc.)
- The financials of the company is audited by M/s Mohan & Chandrasekhar, Chartered Accountants, a Bangalore based CA firm registered since 2000.



# Client Speak

'GreyFlex Consulting has been one of the preferred Partners at Accenture for our Enterprise (Support Function) requirements over the last three years, and they have effectively partnered to meet our sourcing targets across career levels. GreyFlex also has a strong ability to cater to the diverse functions and has been able to service certain niche positions. Their strong Market intelligence and Client engagement have helped us take sourcing decisions.

**- Swati Malhotra**

Recruitment Sourcing Planning Lead,  
Enterprise Workforce, Accenture

'I have worked with GreyFlex at ICICI Prudential Life Insurance, ABN Amro Bank and now with Metlife, wherein our partnership with them enabled us to meet rigid recruitment targets. GreyFlex has also successfully executed many turnkey recruitment assignments for us in locations wherein we have set up new branch offices. The team has a strong understanding of the profiles that will be useful to the organization and is able to headhunt and source relevant candidates. The team has delivered in challenging circumstances.'

**- Shilpa Vaid**

Deputy Director - Human Resources, MetLife.

"I want to appreciate the turn around time at which you helped us build the team. The most important factor is that you and your team clearly understood the business requirement, the criticality and acted accordingly, instead of keeping yourself limited to a vendor.

You guys just amazed me all the time and just worked and focused to meet our business targets."

**- Sowmya Karnad**

Country Manager, Riya Photosearch Inc.

## Partial List of GreyFlex Clients,

- Accenture Services Pvt. Ltd.
- Voltas India
- Kuoni Outbound Travel
- Riya Photosearch Inc.
- ICICI Prudential Life Insurance Co.
- MetLife India
- Centurion Bank of Punjab
- Tesco Hindustan Service Centre
- Getronics Solutions
- Yum Restaurants

- www.accenture.com
- www.voltas.com
- www.kuoniindia.com
- www.like.com
- www.iciciprulife.com
- www.metlife.com
- www.centurionbankofpunjab.com
- www.tescoindia.net
- www.getronics.com
- www.yum.com



# GreyFlex Seniors

The senior team members of GreyFlex are HR Process Consultants, and have been a part of the GreyFlex Team for long and manage multiple teams and client deliveries.



**Praveen Nair**

[praveen@greyflex.com](mailto:praveen@greyflex.com)

Praveen, a Post Graduate in HR has more than 13 years of experience in Human Resource Consulting, Business Development and Strategic Account Management. In the recent past he has been involved in core HR consulting activity of Senior Management Recruitment & Selection, Organizational Structure Mapping, Compensation Survey and advising on HR Policy formulation for clients like Accenture Services, ICICI Prudential Life Insurance, Tesco HSC, ABN Amro Bank, Metlife, Riya Photosearch, Getronics Solutions etc. In these assignments he has handled turnkey projects with some fantastic client reviews. With his hospitality connection, Praveen can help you manage a getaway tour to some of the most exotic places in India.

**Naveen Mooganur**

[naveen@greyflex.com](mailto:naveen@greyflex.com)

Naveen, a post Graduate in Economics from Bangalore University, is a resource specialist in the Information Technology Arena. Over the last 7 years he has been instrumental in staffing IT professionals at various levels as part of his previous assignments. A keen observer of best practices and result oriented business funding, he enjoys the entrepreneurial pursuit of creating wealth. An avid social net-worker, Naveen parties very hard each weekend. Seek out for his opinion on the best pubs in Bangalore.





**Rajeshwari**

*rajeshwari@greyflex.com*

Rajeshwari is a Post Graduate in Commerce and Arts. She also has a B.Ed and a Diploma in Interior Designing to her credit. A multi faceted young lady, she reads news on Doordarshan, runs a school and supervises the delivery teams of our engagement with Accenture and Kuoni India. A die hard shopper, Rajeshwari is an expert on women's wear, cosmetics and can tell you of some real bargains at Jayanagar, Bangalore.

---

**Santosh Kurawatti**

*santosh.bk@greyflex.com*

Santosh, a Computer Application Graduate, enjoys hunting for Business Development and Financial Services Professionals for BFSI & Manufacturing sector clients. He plans a long term career in consulting and is preparing for his post graduate studies.



**Mahesh Puttaswamy**

*mahesh.p@greyflex.com*

Mahesh is a graduate in Statistics, and manages pre-sales delivery at GreyFlex. He is also responsible for sourcing the temp to hire staff at Kuoni India. A fanatic cricket fan, Mahesh spends his leisure time reading books and watching TV.

---

**Naveen Gowda**

*gowda.naveen@greyflex.com*

A new entrant to this list, Naveen is an Arts Graduate with flair to network and connect to people. He manages frontline sales professional recruitment for our clients.



**Prerana Singh**

*prerana.singh@greyflex.com*

Prerana is a graduate in Commerce and has managed administration and customer service in her previous assignments. Prerana works from home and identifies prospective clients in her current role with us, managing work and attending to her two kids. She creates handicrafts and paints in her leisure time.

---

**Shantanu Sikdar**

*shan@greyflex.com*

Shantanu is a Manufacturing Technology & Engineering Graduate from NIFFT, Ranchi. He spent a year studying in XLRI Jamshedpur before dropping out to co-found GATE Forum ([www.gateforum.com](http://www.gateforum.com)). GATE Forum is India's largest GATE preparatory firm and has presence in more than 30 cities across the country. In the last 8 years, Shan has mentored more than 2000 CAT aspirants (Common Admission Test, the prestigious entrance examination to qualify to the high profile Management Institutes in India) as a faculty in IMS, TIME, Career Launcher and CareerPlan. Shan cracks CAT exams as his hobby, prides on having received 14 calls from various IIMs over the last 4 years. He is also an avid biker and a punter on java bikes.



**Gargi Majumdar**

*gargi@greyflex.com*

Gargi is a graduate in Economics from Calcutta University. Gargi has tremendous interests in domains like IT, KPO, Education and Recruitment, and enjoys learning and working on consulting projects in these domains. Gargi is one with unbeatable combination of great communication skills & efficiency. She aspires to be a leader, who delivers and is constantly seeking skills and attributes to be one.

CONTACT US:

**GreyFlex HR Consulting Services**

103, First Floor, Mota Chambers,

No. 9, Millers Road,

Bangalore - 560 052

Karnataka, India.

Tel: +91 80 41137755

[www.greyflex.com](http://www.greyflex.com)