



PRESENTATION FLOW

- About us
- What we do:
 - Human Resources Consulting
 - 1) Human Resource intervention
 - 2) Training and culture
 - 3) Campus to corporate
 - 4) Assessment centre/ Development centre
 - 5) Being prepared for the “unknown”
 - Employment & Entrepreneurship
- In a Nutshell
- Our Clients
- Our Team



KENMENTORS.COM

ABOUT

ABOUT KEN MENTORS

Ken Mentors originates from the Scottish word "KEN" which stands for knowledge. We, at Ken Mentors, specialise in mentoring and facilitating an organization to achieve its business objectives through knowledge of HR philosophies and processes, all done with an innovative edge.

Founded in the year 2006 by a group of professionals hailing from Corporate and Education, Ken Mentors is currently managed by professionals bagging an experience of 35+ years of solid handholding in the HR and Talent management field.

OUR MISSION

Develop Organization Competencies

OUR VISION

To support organizations in identifying, managing and developing talent to improve productivity

OUR PASSION

To help organizations handle end to end life cycle of an employee.

HUMAN RESOURCE CONSULTING

1 Customized HR Interventions

Suggest / Implement customized end - end employee life cycle approaches in **hiring, induction, talent management, coaching and exit processes** thereby **improving performance and retention**.

2 Learning and Culture

Improve talent productivity by supporting them **develop role-based competencies** using various learning interventions and on the job trainings. **Customized programs** as per client requirements.

3 Campus to Corporate

Develop talent pipeline through **“Build Strategies”**.

4 AC / DC

Hi potential identification, Leadership hiring and succession planning, Leadership development, Training needs identification to support the business growth

1 CUSTOMIZED HR INTERVENTIONS

Target Group – Junior, Middle and Senior Management

- 1) Developing customized HR strategies to improve organization productivity
- 2) Understanding organization structure and creating role based JD, KRA and KPI
- 3) Creating HR Policies and SOPs
Ex: Hiring, Performance Management
- 4) Onboarding & Induction processes for new joiners including handbooks
- 5) Developing Employee Management practices and creating career paths
- 6) Developing Employee Engagement practices
- 7) Conducting gap analysis for attrition

We also undertake retainership assignments of all HR processes as per the organization need and the phase the organization is into.

HOW DO WE DO IT

We believe that human beings are your real assets.

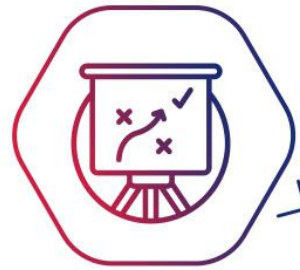
“Build Strategies” is our proprietary methodology which uses a structured, systematic and process led path to assist you in building your human asset. It can be customized at every stage as per your need.

Our highly experienced and capable team will ensure that you achieve your talent and leadership requirements.



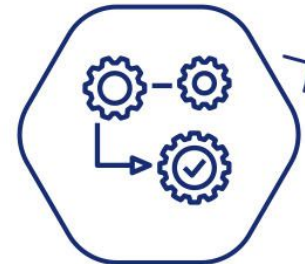
IDENTIFY

ANALYZE



STRATEGIZE

EXECUTE



FEEDBACK

2 LEARNING & CULTURE

Target Group – Junior, Middle, Senior Management

Standard workshops on:

- 1) Competency based “Behavioural Interviewing Skills”
- 2) PoSH (Prevention of Sexual Harassment) for ICC members and employees
- 3) Coaching on core competencies for HR teams
- 4) Coaching series for FTLs (First Time Leaders)
- 5) Creating an effective communication environment to improve productivity
- 6) Orientation to excellent customer service
- 7) Building highly productive teams
- 8) Corporate value workshops for organizations

? HOW DO WE DO IT

Depending on **training needs**, our proficient team **identifies the objectives and delivers trainings**, either **in person or online**. The programs can be customized as per company requirements. We also deliver **e-learning** or **long-term mentoring**.

Using the **Kirkpatrick's Training Evaluation Model**, our team assesses **Reaction, Learning, Behaviour and Result** of the learning. This highly process-oriented approach ensures that every subsequent level provides accurate measurement of the experience of the training.



CAMPUS TO CORPORATE

Our C2C program **bridges the gap** between campus and workplace. We start right at the beginning with **hiring on-campus**.

Target Group – Campuses & Corporates

- 1) Improving brand awareness of the organization on campuses
- 2) Hiring right talent from campuses
- 3) Developing Career Path for key talent
- 4) Managing and engaging with talent through learning, on the job and mentoring interventions
- 5) Deploying retention strategies for reducing attrition

4 ASSESSMENT CENTRE/ DEVELOPMENT CENTRE

For prediction, diagnosis and development, our AC/DCs are targeted at both **new hires and managers**. With trained 'assessors' who map the **strengths and development areas** of your human assets further provide suggestions for hiring or succession planning.

Target Group – Campuses & Corporates

- 1) Define key competencies needed to succeed in critical roles & nominate/ hire candidates
- 2) Use reliable & valid tools to evaluate candidate readiness on key competencies
- 3) Use customized reports to handpick the right candidates for succession
- 4) Develop & track the selected candidates growth

5 BEING PREPARED FOR THE UNKNOWN

- Research shows that agile companies that **quickly adapt** are the not only successful in tiding through, but also where employees are more satisfied leading to less attrition at senior levels in these uncertain times.
- Our project based packages or custom made programs are easily **conducted live online**, or as **e-learning modules**.
- Our programs build teamwork and camaraderie at a time when teams are **multi locational** and bind people together when they are often **working from home**.

EMPLOYMENT & ENTREPRENEURSHIP

Vision: To be an enabler of employment and entrepreneurship opportunities for young talent, globally, through collaboration with business stakeholders.

1 Employment

1. Apprenticeship services as per NAPS
2. Global Placement
3. Contract Staffing
4. Campus Placement

2 Employability

1. Career Enhancement Skills
2. Internship
3. Foreign language / Pre-departure orientation training
4. Teacher training for Vocational trainers

3 Entrepreneurship

1. Production Oriented Entrepreneurship program
2. Entrepreneurship development training
3. Community business program & Rural Marketing
4. Business of services



1

HUMAN RESOURCE CONSULTING

1

Customized HR Interventions

2

Learning & Culture

3

Campus to Corporate

4

AC / DC

5

Being prepared for the "unknown"

2

EMPLOYMENT & ENTREPRENEURSHIP

1

Employment

2

Employability

3

Entrepreneurship Development

- **Auto** - Mahindra & Mahindra, Hyundai, Toyota
- **BFSI** - Citi Bank, IDBI Bank, Royal Bank of Scotland (RBS), Bajaj Finserve
- **Construction** - Lodha Group, ATS Infra, MH Credai, DLF
- **Education** - Rustomjee Academy for Global Careers, Vidyalankar Institute of Engineering and Management, Kohinoor Business School, Symbiosis Institute of Operations Management
- **Hospitality** - Kohinoor Hotels
- **IT / ITES** - Google, Cognizant, Gen Pact
- **Manufacturing** - Pidilite Industries Ltd, BASF, Tata Group, Reliance Industries Ltd, Spectrum Chemicals
- **Media & Entertainment** - Dainik Bhaskar Group, Digi Captions Oil & Gas - Indian Oil Limited, Bharat Petroleum
- **Pharma** - Lupin, Novartis, Group Pharmaceuticals Ltd, Lupin, Ranbaxy, Orchid Chemicals, Monsanto India Ltd, RPG Life Sciences
- **Retail** - Walmart
- **Telecommunications** - Jio Tesseract, Vodafone

And the list goes on...



**SOME OF THE
CLIENTS**



JAYA LUTHRA

Principal Consultant

Mail

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KEY CONTRIBUTIONS

15 years in the areas of

- 1) Recruitment & Assessment Center
- 2) Talent Management - Development Center & Succession Planning
- 3) Learning & Culture
- 4) Human Resource Intervention

EDUCATIONAL QUALIFICATIONS:

- 1) Masters in Psychology
- 2) Post Graduate Diploma in Human Resources

ENDORSEMENT & CERTIFICATIONS:

- Dale Carnegie Training - High Impact Presentation, Customer Service Orientation, Leadership Training for Managers
- Ken Blanchard-Situational Leadership
- XLRI, Jamshedpur-Managing the training function & Assessment center approach for Competency Mapping
- Kirk Patrick's Training Evaluation Model
- Assessments - PAPI- 3 Assessor

OUR TEAM



KAVI LUTHRA

CHIEF ENABLING OFFICER

34 years work experience in Education, Skill development, Employment & Entrepreneurship Development.



TARUN KATHURIA

BUSINESS CONSULTANT

25+ years experience in building technology around business models
Developing great analytical skills in business strategies.



MAHI LUTHRA

RESEARCH CONSULTANT

A PhD student in Psychology from Indiana University (USA). Her research focuses on working memory & decision making. Her research has received funding from prestigious organizations.

LOOKING
FORWARD
TO
SUPPORT
YOUR
BUSINESS
GROW !!!

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THANK
YOU

