



# **Brite**Consult

*People Success Partner*

**EMPOWERING BUSINESS GROWTH  
WITH PEOPLE SOLUTIONS**

*Co-creating a future full of possibilities*

# ABOUT US

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**We are a team of Highly experienced, passionate, and competent professionals with a rich cumulative experience in Human Resources across Industries**

Brite Consult is a one-stop destination for all your Human Resource & Management Consulting needs, offering a wide spectrum of personalized and bespoke services and solutions to meet the unique needs of the clients to help them gain and sustain a competitive advantage.

We are driven by the zeal to serve our customers and partner with them to achieve their business objectives with a high return on investment. We act as change agents to transform organizations by transforming Human Resources. Delivering excellence is a way of life at Brite Consult.



# OUR SERVICES



## 2. PSYCHOMETRIC ASSESSMENTS



### HARRISON

Measures preferences & tendencies in relation to work, relationships, & communication.



### DISC

A personality test that helps you measure behavioral style.



### BELBIN

A team role test that identifies an individual's preferred role in a team.

# How are we different?

Our empathetic, collaborative and customer-centric approach coupled with an obsession to consistently enhance customer experience is the core of our business philosophy.

## Vision

To empower people and organizations to unleash their true potential.



## Mission

Deliver high-quality, customized, and cost-effective solutions to help our partners achieve success.



## Values

Empathy  
Passion  
Excellence  
Integrity



# OUR SERVICES



## 1. HR CONSULTING AND ADVISORY

1

### HUMAN RESOURCES AUDIT

Review of HR policies, processes, procedures, documentation & systems in relation to the Vision, Mission, Values, and Business Strategy of the Organization. Identify gaps and suggest corrective action to improve the efficiency and effectiveness of the organization. We help assist you in preparing HR Policy in compliance with local laws and regulations.

2

### PERFORMANCE MANAGEMENT

We assist you in designing a robust and responsive performance management system for the organization aligning your business goals with performance objectives for every employee as per their role and responsibility thereby synergizing the efforts of the organization towards achieving superior business outcomes consistently.

3

### COMPETENCY MAPPING

We help you prepare a competency model for the organization by carrying out an analysis of business strategy and the key Technical & Behavioral competencies required at each level to achieve the business goals. We assist in mapping the competencies of the existing employees, identifying gaps and suggest corrective actions.

4

### COMPENSATION & BENEFITS

We help you in formulating a grade structure through a process of job evaluation based on the complexity of various jobs in the organization and its relative importance. We also carry out salary benchmarking survey to give you market inputs of competitors to align your C&B as per the market.

# OUR SERVICES

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## 1. HR CONSULTING AND ADVISORY

5

### SUCCESSION PLANNING

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We carry out succession planning by examining the leadership potential in the organization through a competency-based Assessment Center, identifying successors for key positions, and develop their Individual Development Plan.

6

### EMPLOYEE ENGAGEMENT SURVEY

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We conduct employee engagement survey to help you identify the engagement levers for your organization and how they are impacting your organizational health. We help you prepare and implement an action plan to improve the effectiveness of the organization leading to improved business outcomes.

7

### CULTURAL TRANSFORMATION

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We help you identify the cultural obstacles which are holding the organization back through a cultural survey. We facilitate cultural transformation by re-visiting and re-aligning the Vision, Mission, Values of the organization with its business strategy and revising the policies, processes, and procedures to support its cultural identity. We assist in embedding the leadership behaviors which will bring about the cultural metamorphosis.

# OUR SERVICES

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## 3. COMPETENCY DEVELOPMENT CENTER

Providing a Competency Development Center (CDC) as a service involves offering a structured and tailored program to organizations aiming to assess and enhance the competencies of their employees. Here's a general outline of how you can provide CDC as a service:

# OUR SERVICES



## 4. LEARNING & DEVELOPMENT

### **Approach & Learning Methodology**

We do a Learning Need Assessment for the business in line with its strategic objectives to identify the skill gaps in the workforce. Learning initiatives are designed to address the unique needs of the organization. Our programs focus on sustainable behavioral with a high ROI. We follow the 70-20-10 model to make our learning interventions stick.

### **Leadership Programs**

Our Leadership programs are competency driven and designed to address three levels of leading- self, others, and organizations. We combine our leadership interventions with psychometric testing and deliver high-impact training through interactive workshops with case studies, role plays, simulation, discussions, and individual and group work for experiential learning. Coaching forms an integral part of our leadership development programs to bring about lasting change.

### **Soft Skills Training**

We specialize in power skills training which has become integral to individual and organizational success. Our programs are focused on improving the productivity and engagement of employees.

# OUR SERVICES



## 5. TEAM BUILDING & ENGAGEMENT

Brite Consult specializes in Team Building & Team Development activities for the Corporates using the latest tools and techniques available to build effective teams. TEAM stands for “Together Everyone Achieves More” and we make this happen through our comprehensive and bespoke interventions. Companies cannot achieve their full potential not because they lack talent but because they lack synergy & teamwork.

### Synergize

- Align the Vision, Mission, Values of the Organization with Business Strategy
- Align the Culture of the Organization to deliver the Vision
- Strategy formulation - Make a bigger business impact
- Design Thinking- power of Creativity & Critical Thinking
- Understanding Team Dynamics- BELBIN Team Roles
- Self-Awareness & Building effective Teams
- Rewiring for mindset shift- becoming unlimited
- Team Coaching

### Energize

#### Outdoor & Indoor Team Building activities

- Teamwork
- Bonding & Cohesion
- Cooperation & Collaboration
- Problem Solving
- Decision Making
- Time Management
- Planning & Execution
- Yoga and Meditation

# OUR SERVICES



## 6. COACHING - LEADERSHIP / LIFE / CAREER

Our Coaching interventions are led by ICF & Marshall Goldsmith certified Coaches who have a rich repository of skills and experience. We combine the power of coaching with Psychometric Tests, 360-degree assessments and NLP which brings breakthrough results for our clients. We undertake the following types of Coaching.

### 1 Executive Coaching

We help executives to remove their limiting beliefs and empower them to unleash their true potential.

### 2 Life Coaching

We free people from their insecurity and fears and enable them to live the life of their dreams.

### 3 Team Coaching

We provide team coaching to corporates to develop their teams.

# OUR SERVICES



## 6. COACHING - LEADERSHIP / LIFE / CAREER

We provide comprehensive career management services to individuals who feel stuck and are looking to scale up their careers to the next level. Our career management services help you to overcome limiting beliefs, unleash your true potential, achieve your life, and career goals and lead a happy, healthy, and fulfilling life.

### Campus to Corporate

This program is tailored for the university graduates to help them transition from the University to the Corporate world. The program consists of psychometric testing to identify their strength and aptitude, give them clarity of purpose, assist in their personality development, interview preparation, coaching and empowering them for success. We also facilitate internships and placements.

# OUR SERVICES



## 7. TALENT ACQUISITION

In a world where there is a war for talent, finding the right talent can be extremely challenging for organizations.

Brite Consult is trusted by 100+ Businesses from across the Middle East. We are a team of experienced industry veterans with diverse backgrounds in large enterprise MNCs. We specialize in hiring the right talent from all over the world in the shortest possible time and within your budget. We also provide contract staffing for our clients.

- We understand the criticality of acquiring the right talent for the organization both in terms of eligibility and suitability.
- Help our clients assess the manpower needs as per the business plan, identify talent gaps and acquire talent to fill the gaps.
- We work across all industries and provide the best possible talent as per your budget.
- Partner with our clients to strategically recruit candidates based on the competency and cultural orientation of the organization.
- Conduct behavioral interviews and psychometric assessment for leadership hiring to find the best fit in line with the organizational requirements.
- Contract staff on our visa to further ease your talent shortages to let you focus on your business.

# OUR TEAM



**PAM VAN PLETSEN**  
MBA (HR)

An accomplished Senior HR Professional with over 20 years experience across multiple industries in Africa & the Middle East.



**RANDHIR MAZUMDAR**  
Msc; PGD-HRM; PGDBA

ICF Certified Leadership & Life Coach with more than 35 years of rich industry experience across SMEs and Enterprises.



**PARUL DESHMUKH**  
MBA (HR), SHRM-SCP

Seasoned HR professional with over 14 years of experience in area of Strategic Human Resources Management & Consulting.



**SERVIN PAIS**  
MBA (HR)

Servin brings in his rich expertise of more than 20 years in the Gulf markets in Talent Acquisition, Contract Staffing & Secondments.

# OUR TEAM



**LYNDA ONGEL LEPCHA**  
PGDIR & PM, HR (XLRI)

Over 3 decades rich experience in training 48,000+ professionals including 1200 trainers, 250+ clients across the globe. Certified assessor for Hogan Competency profiling and Saville Wave.



**IAN STERN**  
Msc; PGD-HRM; PGDBA

Specializes in MBTI, Extended DiSC & Thomas, EQi - EQ & EQ 360, ICF Coach, ITOL, VTAP, WIAL, IDEO. Over Worked with mid-level & senior Executives in over 200 companies across 25+ countries.



**ARCHANA SANTOSHI**  
B.Com, EDPHRM (XLRI),  
Naukri Recruiter Certified

14+ years of professional experience in HR management, Deputy Manager for the HR Services at BriteConsult.



**SREEJITH NAIR**  
B.Com, MBA (HR)  
Naukri Recruiter Certified

15+ years of diverse HR recruitment operations & employee lifecycle management experience.

# OUR PARTNERS

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**MitKat Advisory Services Pvt Ltd is a global provider of integrated security and risk mitigation solutions that enable corporations, government departments and NGOs to assure people and secure information, assets and brand. The company offers a variety of risk assessment and management services, and tech-enabled solutions to de-risk businesses and facilitate operations in risky environments.**



**Adrenalin e Systems Limited specializes in HR technology and has been enabling businesses transform their HR processes for over 19 years. With over 700 global customers across 70 countries translating to 1 million+ users, Adrenalin offers HCM solutions from hire to retirement/exit.**

# OUR CLIENTEL



Al-Ahed Trading  
and Contracting



AL-BALAGH  
TRADING & CONTRACTING CO. W.L.L.



**BriteConsult**  
*People Success Partner*

**ELEVATE YOUR BUSINESS  
WITH OUR HR EXCELLENCE**

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