

# MOMENTUM

Training & HR Consultancy

Your Learning Partner



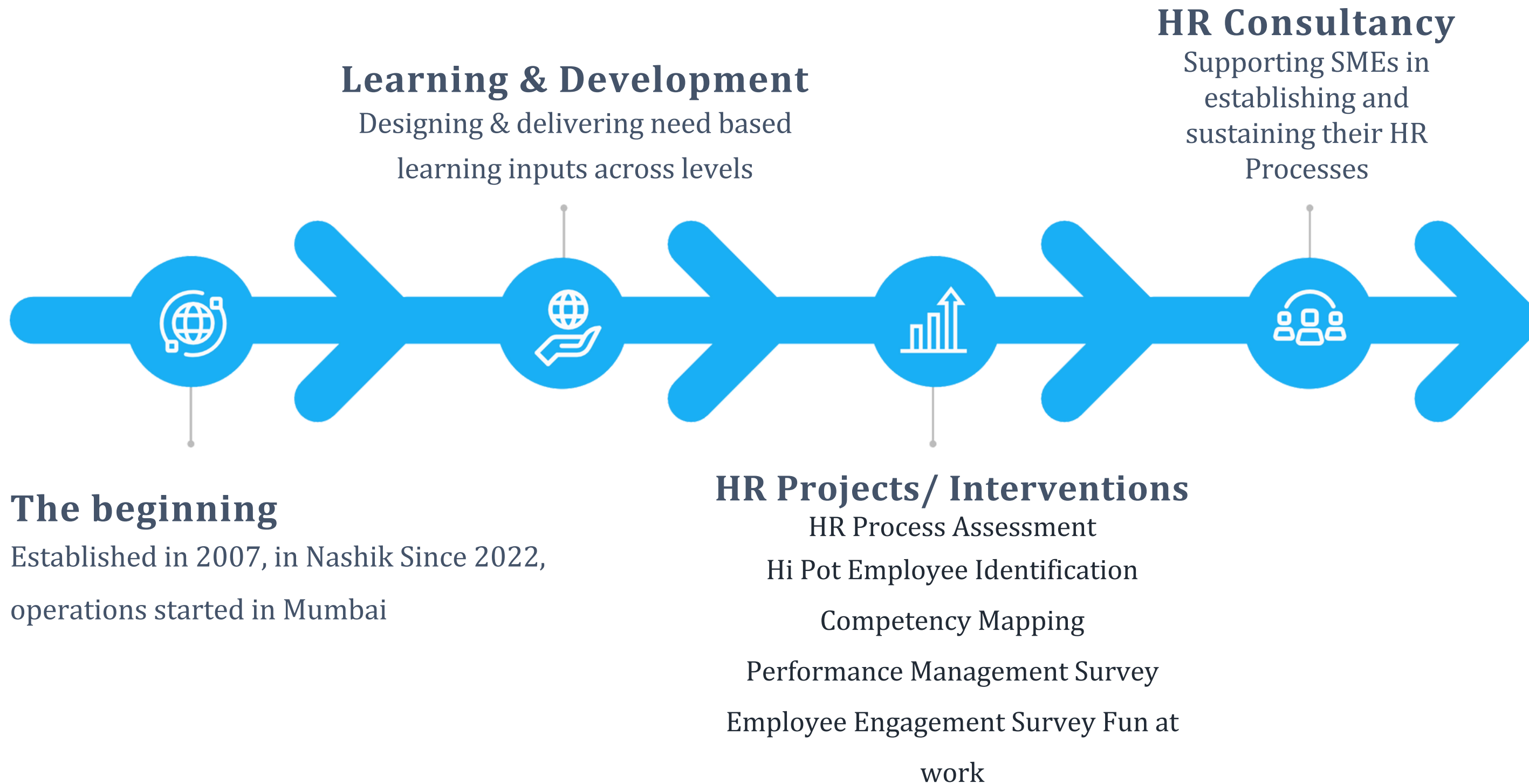
Move ahead with Momentum

# **ABOUT US**

At Momentum, it is our passion to design and deliver result-oriented workshops.

**20 highly qualified trainers and consultants with the proficiency to deliver high impact trainings for across levels (Associates, Mid Level Staff, Senior Leadership team)**

# Who, What & How of Momentum



# Principles: Content design & delivery



## 1. Connect

**We believe connecting with the audience is the basic ingredient for the success of the training intervention.**

## 2. Listen

**We listen to the said & unsaid messages of audience help to tweak the module to suit the audience.**

## 3. Customize

**We design modules specific to client & audience learning requirements.**

## 4. Learning Environment

**We create a learning environment by designing activity based, practical and applicable training interventions.**

## 5. Simulation

**We strongly believe that learning that relates to the actual work situations would add more value to the intervention.**

## 6. Experiential Learning

**We design all training interventions to be based on experiential learning methodology.**

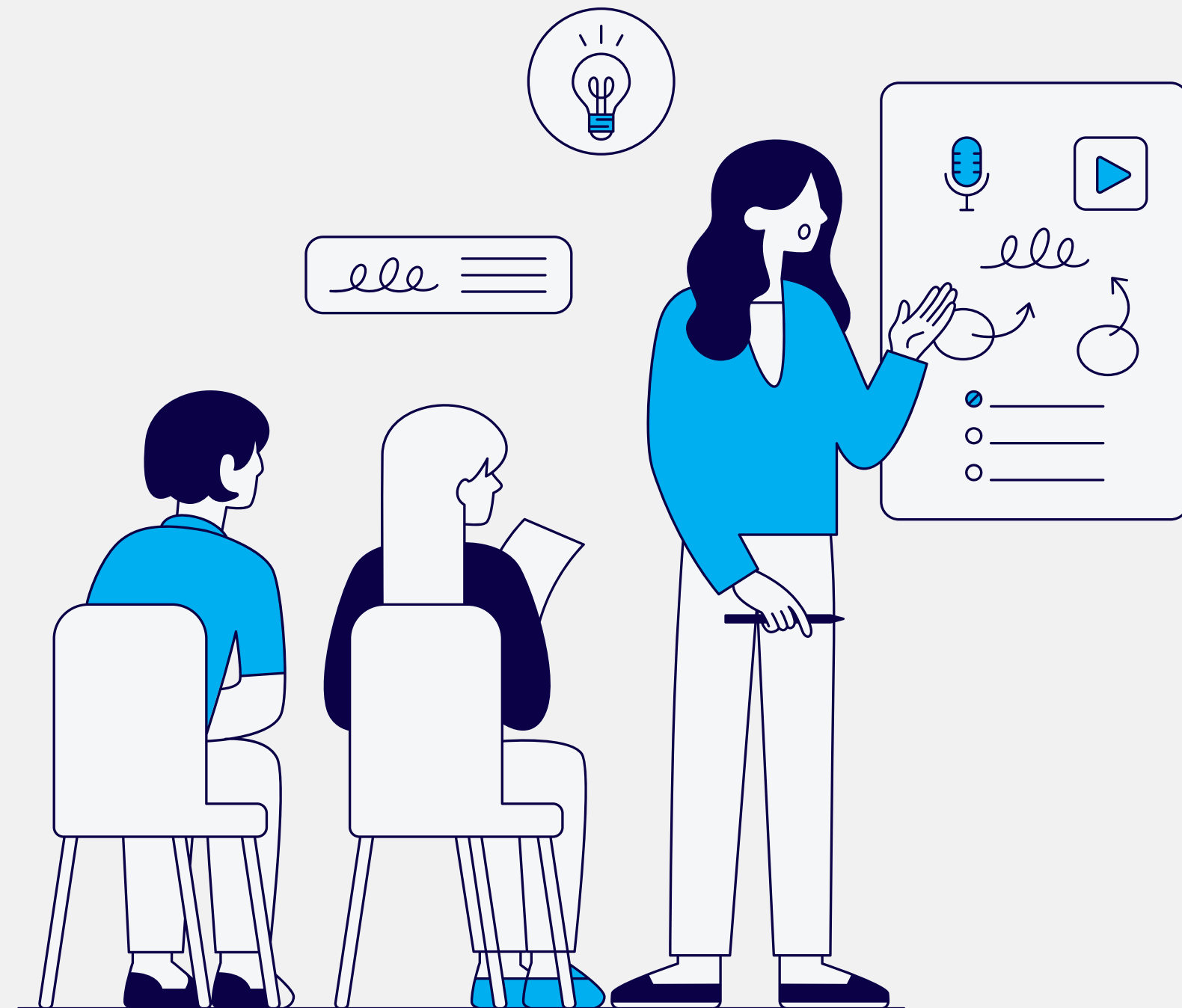
## 7. Reflection

**We believe that reflection & self-introspection is the key to adapt & apply learnings from training interventions.**

## 8. Action Plan

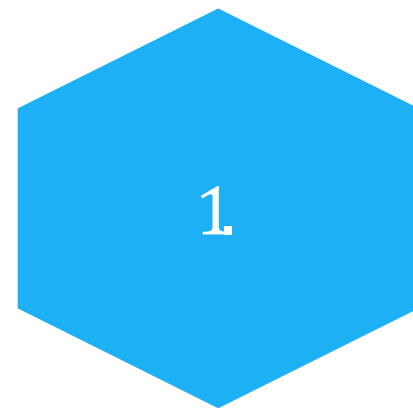
**We ensure that participants create an action plan- post training to connect the learning to day to day activities by practical application.**

# Training Services offered by Momentum

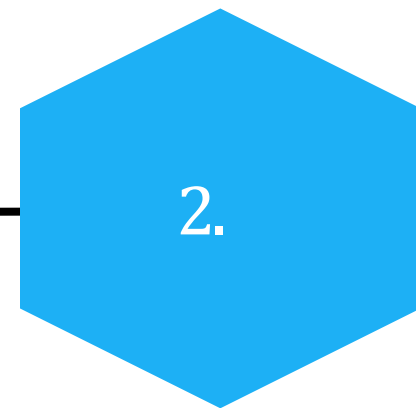


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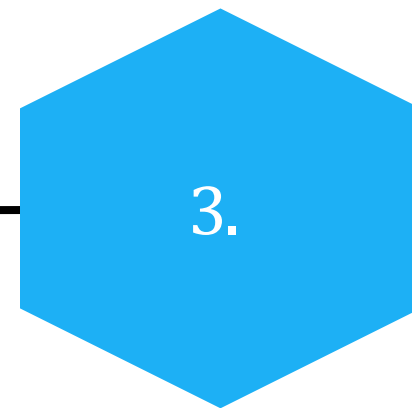
# Training Interventions Offered



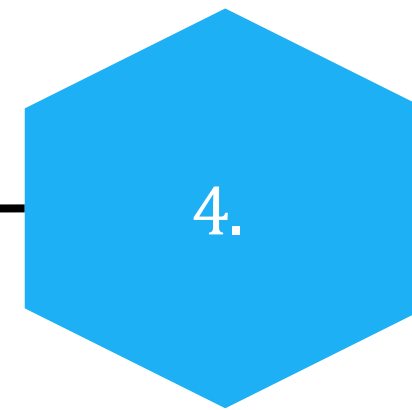
Associate/Shop  
Floor Employees



Union Leader  
Training



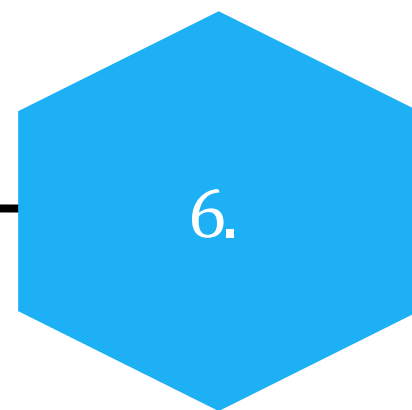
Middle  
Management



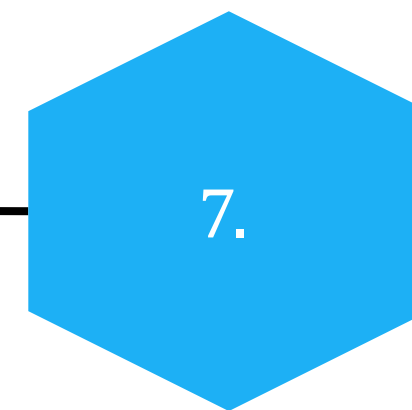
Top Management



GET/ DET Training  
Interventions



Long Term  
Interventions



Additional Customized  
Programs like: HR multiplier, spouse/  
couple programs, Mindfulness and so on.

# Associate/ Shop Floor Employees Interventions



## Building Positive Attitude

- Arise, Awake & Ahead
- You Turn
- Manse aashi ka vagtat
- The Ultimate Gift
- Anand Marg

## Productivity & Business Acumen

- Spandan
- Creativity & Innovation
- Anubhuti
- Behavior Based Safety (BBS)
- Customer Centricity
- Communicate to Connect
- Parivartan

## Culture & Team Work

- Working Together Works
- Setu (Interpersonal relationship)
- Journey to Synergy
- Work Ethics & Work Culture
- Man Me Hai Vishwas
- Panchatantra
- High Performance Team

# Middle management



- Supervisory Skills Development Program
- Saksham – Be competent leader
- Communication Skills
- People management
- Interviewing skills
- Mindset matters
- Designing Customer Centric Approach



# Top Management



Leadership

- Learn to Lead
- Management Development Program
- HR for Non-HR professional

Strategic

- Balance Score Card
- Designing Customer Centric Approach
- Mentoring and Coaching

1  
Hi-Pot Fast Track  
Plan

# Long Term Interventions

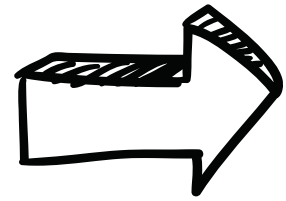
3.  
Competency  
Based Learning

Leadership  
Development  
Programs (LDP)

2.  
Hi- Readiness Plan

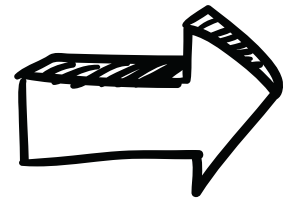
1<sup>st</sup> Time  
manager

# DET/ GET Training Intervention

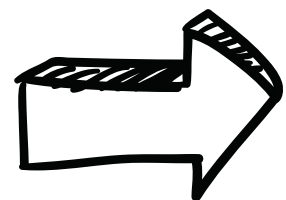


## **College to Corporate Foundation course**

This module prepares students/ freshers joining workplace to learn the necessary skills & techniques required in the corporate world.



## **01 day & 02 days intervention**



## **Six Competencies & Business Acumen**

# Consultancy Services offered by Momentum



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# HR Consultancy Services



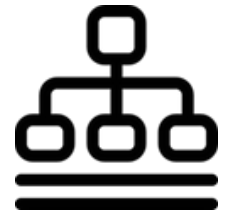
## Annual Business Plan

A detailed plan that aligns resources, timelines, and responsibilities with your company's strategic objectives. We create a roadmap for growth, optimize operations, and adapt to market demands, ensuring continuous evaluation and adjustment for successful outcomes.



## HR Policies

Developing clear, fair, and efficient HR policies that support the professional growth of your employees while ensuring operational success



## Grade Structure & Organization Chart

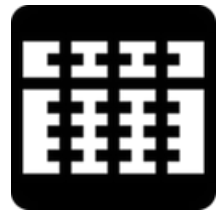
We design a systematic grading structure and create futuristic organization charts, defining roles and outlining reporting relationships to provide clarity and support organizational growth.



## Job Description

We craft a comprehensive job description that outlines the responsibilities, qualifications, and expectations for each role that are crafted to ensure clarity in role definitions, assist in recruitment and performance management, and align with organizational goals and standards.

# HR Consultancy Services



**Responsible,  
Accountable,  
Consulted, and  
Informed (RACI)**

Streamline your project management processes by clearly defining roles and responsibilities with the RACI framework, ensuring accountability, communication, and task ownership.



**Setting KRA's (Key  
Result Area) & KRA  
Review**

We set Key Result Areas (KRAs) for different positions and conduct KRA Reviews which are designed to enhance performance management and ensure alignment between individual roles and organizational objectives.



**Performance  
Management System  
(PMS)**

From designing appraisal forms to conducting training and reviews, we provide a robust Performance Management System that enhances transparency, helps with increments and sustains long-term employee performance.



**Individual  
Development Plan  
(IDP)**

Tailored to each individual, individual development plan is prepared based on the performance appraisal or various assessments along with short term and long term goals, skill gap identification and action plan to bridge those gaps.

# HR Consultancy Services



## Psychometric Testing

We offer psychometric assessments to understand individual traits and behaviors. Our customized reports guide hiring decisions, leadership development, and career planning, with feedback sessions to leverage strengths and address development areas.



## Employee Engagement Survey

Custom-designed surveys to assess employee engagement, based on the Gallup survey or values of the Organization. Assessing employees' engagement and taking necessary actions in alignment with management's views, along with a comprehensive survey and evaluation form to gather and analyze feedback effectively.



## Coaching, Counseling & Mentoring

We offer personalized coaching and mentoring sessions aimed at enhancing specific skills and performance by addressing personal or work-related challenges that impact well-being, while also providing long-term career guidance and fostering personal growth.



## Miscellaneous Services include:

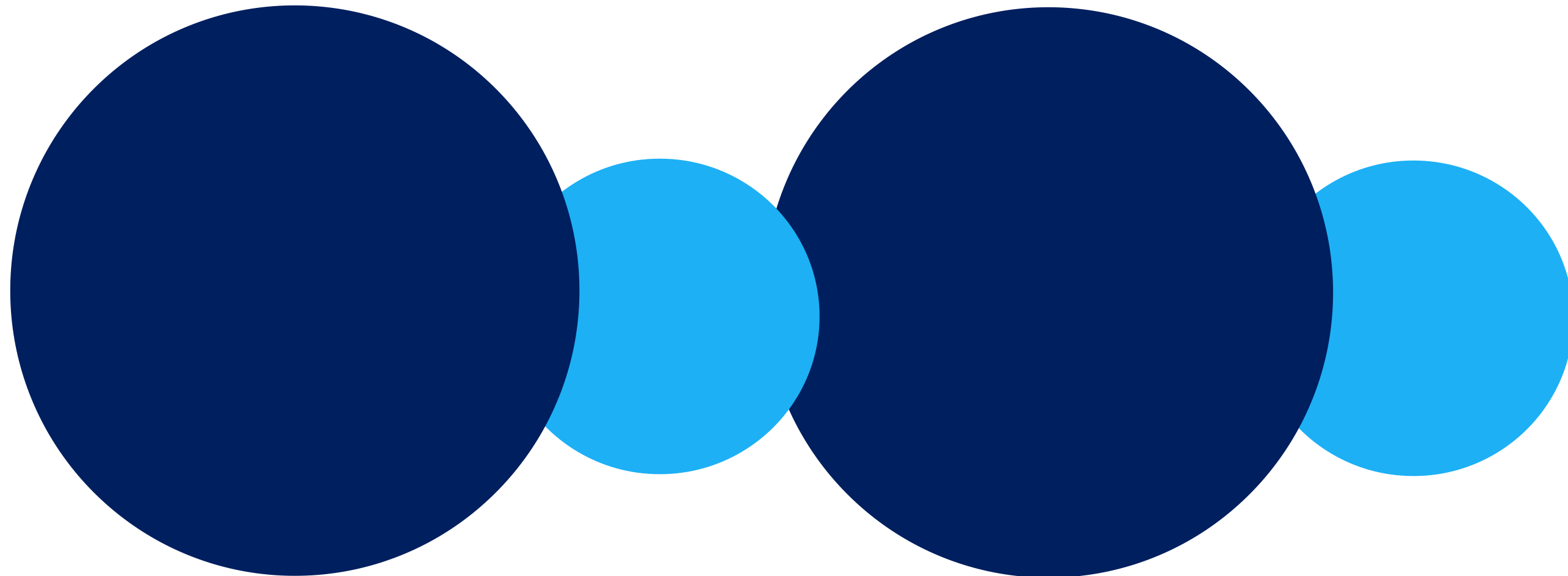
- HR Data Analytics
- Reward & Recognition
- Stay interviews
- Senior employee interviews
- Competency mapping.

# Connecting the Dots



1. Thursday Thoughts

3. Comprehensive Course Material

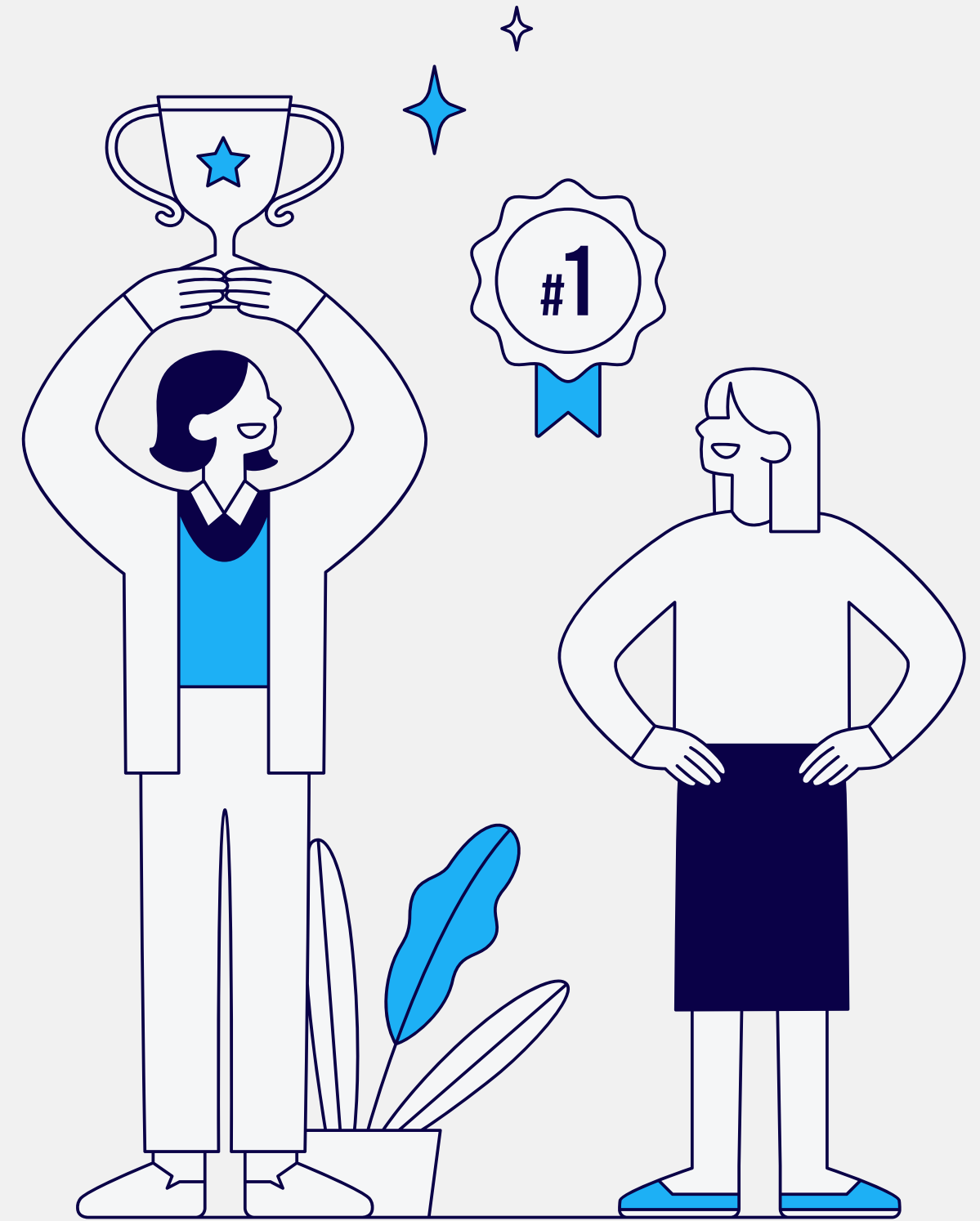


2. Training feedback to top management with key observations and feed forward action plan

4. Coaching (for long term training intervention) and one on one approach (case to case basis)



# OUR PRODUCT



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# Vitamin A

## Customized R&R Framework

At Momentum, we are an A-Vitamin company dedicated to nurturing success and effort in equal measure. Our thoughtfully crafted reward and recognition framework is designed to inspire and motivate every level of your workforce—from executives and officers to managers and above.

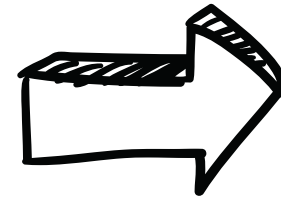


# OUR CLIENTS (To Name a Few)



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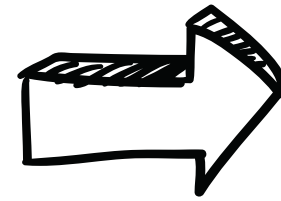
## Manufacturing



M&M/Bosch/  
Bajaj/CEAT/AAM  
Rothe/KOEL/India  
n Oil/CTR

Raymond/UPL  
Adani/ L&T  
Defence/ABB/Atlas  
Copco/Cummins

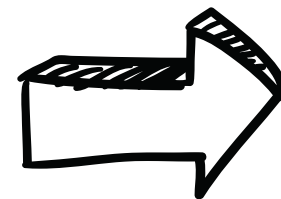
## Pharma & Food



Mylan/Blue  
Cross/Raptakos &  
Brett  
Ltd./Caprihans

Megafine  
General Mills

## Service



ESDS/Netwin


Malpani  
Dhruv Academy

# Thank You!

## Contact us:

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

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