



# SALTO DEE FE

A Business Enabling Consulting Firm



# ABOUT US

We enable organizations leapfrog to their next phase of growth.

Founded on Science Based  
Simplicity

Qualitative-Quantitative  
Approach

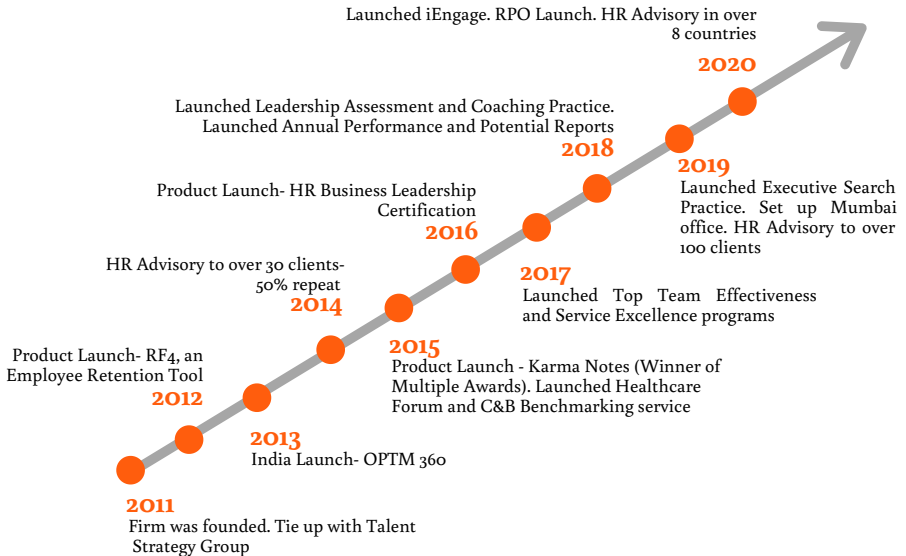
Practitioner's Experience &  
Consultant's Expertise

Salto Dee Fe Consulting (SDF) is a business enabling consulting firm that works at the intersection of Strategy & Execution and Business & Human Resources. We partner with organizations to leapfrog their business to its next phase of growth.

We do this by co-creating bespoke solutions that are scientifically validated and enable organizations to meet their business objectives. With expertise across industries, sectors, and geographies, we partner with you to solve your most important HR challenges.

We are exclusive partners of TSG - The Talent Strategy Group (New York). TSG is globally respected for their Thought Leadership in Talent Management based on science-based simplicity. Amongst their clients are multiple Fortune Top 100 companies.

## OUR JOURNEY





# OUR VALUES

Our values guide us as we interact with others. Whenever we are in doubt, our values point us in the right direction.

## ABUNDANCE

All our actions arise from abundance, a state of plenty. In other words, Abundance encompasses all our actions - from knowledge sharing to wealth creation. We freely share ideas, exchange viewpoints, engage with premium talent and we learn from partners and clients. Abundance also enables us to keep an open mind and with openness comes the ability to embrace and share.

## EXCELLENCE

Offering Excellent Service drives us. Client success is our benchmark for Excellence. Also, we are constantly trying to better ourselves. As Tom Peters says "Excellent firms don't believe in excellence, only in constant improvement and constant change."

## DHARMA

'Dharma' comes from Dhri/Dharti (that which upholds). We have learnt that 'Dharma' has three actions:

- that which has fallen is regenerated
- that which is falling is reinstated
- that which is standing is reinforced/replenished

That which upholds life is Dharma. That which does not help it grow is Adharma. We translate dharma to 'doing the right thing'. So if Dharma means "to support, hold, or bear", we value Dharma and it enables us to build trust within our teams and with clients.

## CHEERFULNESS

While there is research to say that Happy People are better workers, we didn't need research. We do what we do happily. We service our clients with a smile, engage with our colleagues in a fun way and remain cheerful in trying circumstances. The clear vision we have for the Firm, the sense of purpose that the team has and the meaningful relationships we create enable us to work happily!





# OUR PRACTICES

We co-create bespoke solutions that are scientifically validated and simple to execute.



## ORGANIZATIONAL TRANSFORMATION

We seamlessly support the critical stages of business transformation for our clients by focusing on transforming mindsets of employees. We work with below the surface linkages of transformation- Values, Traits, Motives and Beliefs- to speed up the transformation journeys.



## TALENT MANAGEMENT

In partnership with The Talent Strategy Group (Founded by Marc Efron, author of the Harvard Business published bestseller OPTM), we bring cutting edge talent solutions. These simplify processes to remove complexity, enforce accountability and drive transparency.



## LEADERSHIP SKILLING

We bring over 120 years of experience & expertise in skilling executives to become effective business leaders. Our team members continuously work with Top Teams and work as facilitators for Harvard and Stanford in India and the Middle East.



## EXECUTIVE SEARCH

We help firms make Great People Decisions with the objective of directly impacting their growth and align firm's Talent Acquisition goals with Business Objectives by driving a shift from a tactical, reactive process to a strategic program.

## TYPICAL ASSIGNMENTS UNDERTAKEN

- Balance Scorecard
- Compensation Restructuring
- HR Policies & Process Design
- Incentive & Recognition
- Mission, vision and core values
- Organization Restructuring
- Align Business & Sales Strategy Design
- Organization Benchmarking & Cost Rationalization

- Assessment Centres
- Talent Philosophy
- 360 Degree Feedback
- Competency Mapping
- Compensation Benchmarking
- Level & Job Equivalence
- Performance Management System Design
- Potential, Performance and Succession Planning
- Talent Management Framework

- HR for HR
- Executive Coaching
- Strategy Articulation
- Top Team Effectiveness
- HR Business Leadership Certification
- Leadership Alignment Works hop
- Talent Management Certification

- Executive Search
- Success Profiling
- Interviewing Skills Workshop
- Recruitment Process Design
- Selection Process Outsourcing
- Recruitment Process Outsourcing
- Selection Methodology and Toolkit Design

# OUR PRODUCTS



## **iEngage**

### **A jump start on Employee Engagement**

Amplify Employee Engagement to create maximum business value at minimal cost by focusing on vital few priorities for change



## **Karma Notes**

### **One minute feedback to improve performance**

Build a feedback culture and enhance productivity and engagement while lowering time and cost, all through a mobile app.



## **OPTM 360**

### **Fast and futuristic 360 degree feedback tool**

Accelerate leaders' development by giving them easy-to-understand, prioritized advice for quickly changing their behaviors.



## **HR Team Effectiveness**

### **A program to prepare HR members for the new world**

Address key aspects of the mindset and capability requirements that are central to new age HR Business Partners.



## **Top Team Effectiveness**

### **Focused on top team effectiveness and collaboration**

Develop a highly effective top team and address the dynamics of the team while it attends to hard business issues.



## **8 Steps to High Performance**

### **Building blocks for creating a high performing organization**

Adopt a "science-based simplicity" approach to identify what matters most and optimally apply your time and effort to boost performance.

Experience our cutting edge product suite that provides you with better, smarter and a faster way to build & engage talent. Our products are based on principles of simplicity, accountability and transparency with the aim of making talent management practices embarrassingly easy to execute for both HR and Line Managers alike.



# OUR TEAM

Our Team of consultants collectively brings over 10 decades of hands-on industry experience and comprehensive expertise in HR. We help our clients achieve their strategic objectives and improve their bottom line by leveraging an organization's biggest asset: its people. We achieve this by providing advice and ongoing support to help organizations ensure there is alignment between business strategy, organizational structure, culture and employees. This positions us as a trusted advisor in the human capital advisory services to a multitude of multinationals as well as Indian organizations operating in the private, public, and government sector.

## PRINCIPALS



**Marc Effron**  
**President, Talent Strategy Group**

Marc brings a highly practical, science-based approach to talent management. Marc founded and leads The Talent Strategy Group and consults globally to the world's largest and most successful corporations. He co-founded the Talent Management Institute and created and publishes TalentQ magazine. Marc also co-authored the Harvard Business Review Publishing best-seller One Page Talent Management and 8 Steps to High Performance. His prior corporate experience includes executive talent management roles at Avon Products, Bank of America and Oxford Health Plans.



**Rajan Kalia**  
**Co-Founder, Salto Dee Fe**

Rajan brings a rich experience of over 28 years in HR. Rajan currently consults, advises, coaches and innovates in the area of Human Resources and is a business enabler. He created Karma Notes, a one minute feedback mobile application and RF4, an employee retention tool. Rajan also serves on the corporate advisory board for various organizations. He is also a moderator for Harvard Business Press, Stanford Seed, and a coach with DDI, India. Prior to Salto Dee Fe, he has worked with organizations like Ballarpur Industries, Eicher, Coca Cola, Max Life Insurance. He last served as the Director HR for Max New York Life Insurance.

## OUR LEADERSHIP TEAM

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