



# SALTO DEE FE

A Business Enabling Consulting Firm



# ABOUT US

**We help organisations solve complex people problems and leapfrog to their next phase of growth.**

## **Founded on Science Based Simplicity**

Salto Dee Fe Consulting (SDF) is a business enabling consulting firm that works at the intersection of Strategy & Execution and Business & Human Resources.

## **Qualitative-Quantitative Approach**

We do this by co-creating bespoke solutions that are scientifically validated and enable organizations to meet their business objectives.

## **Practitioners' Experience & Consultants' Expertise**

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.

# OUR VALUES



## **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.



## **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).

'Dharma' has three actions:

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

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 JOURNEY



**2023**

Tie-up with Executive Access and Blue Tangerine. Enhanced DEI Solutions. Launched Service & Operational Excellence practice

**2022**

Created a 'New World People Leader' program in partnership with Caltech. Tie-up with SHRM

**2021**

Tie-up with The Talent Enterprise, Dubai (Virtual Assessments and Learning Centres)

**2020**

Launched iEngage, RPO Launch. HR Advisory in over 8 countries

**2019**

Launched Executive Search Practice. Set up Mumbai office. HR Advisory to over 100 clients

**2018**

Launched Leadership Assessment and Coaching Practice. Launched Annual Performance and Potential Reports

**2017**

Launched Top Team Effectiveness & Service Excellence programs

**2016**

Product Launch- HR Business Leadership Certification

**2015**

Launched Karma Notes (Winner of Multiple Awards). Launched Healthcare Forum and C&B Benchmarking service

**2014**

HR Advisory to over 30 clients- 50% repeat

**2013**

India Launch- OPTM 360

**2012**

Product Launch RF4, an Employee Retention Tool

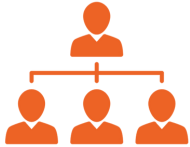
**2011**

Firm was founded. Tie up with Talent Strategy Group



# 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 Effron, 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 and 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.



## SERVICE & OPERATIONAL EXCELLENCE

We help firms optimise business processes, reduce costs, and improve operational efficiency. It focusses on aligning customer - centricity with operational excellence, fostering a culture of continuous improvement and driving organisational success.

## TYPICAL ASSIGNMENTS UNDERTAKEN

- Purpose, Vision, Mission and Values
- Organization Restructuring
- Real Time Strategic Change (LSIP)
- Balanced Scorecard
- Enhancing Sales Productivity
- Cultural Building and Re-Alignment
- Level and Job Equivalence
- Building HR Policies and Processes
- Design and Deployment of Incentive and Recognition Programs
- Digital Mindset Transformation
- Development Center
- Wired For Transformation Program©
- Building Talent Management Processes
- Talent Management Philosophy
- Performance Management System Design and Implementation
- Success Model and Competency Mapping
- Talent Reviews
- Succession Planning
- Auditing Talent Management Practices
- Employee Engagement Assessment & Reporting
- Success Profiling
- Career Path- Experience Maps
- Talent Assessment and Individual and Group Development
- Strategy Articulation and Leadership Alignment Workshop
- Leadership Skills Training
- Talent Management Certification
- Executive Coaching
- HR Business Leader Certification
- Behavioural Event Interview Workshops
- New World People Leader Program ©
- Diversity & Inclusion Programs
- Sales Productivity Programs
- Women's Leadership Program ©
- Leading Self, Teams and Business
- Service Excellence Programs
- Enhance Customer Engagement & Retention
- Design and Implement Service Excellence Journeys
- Service Quality, CSAT & NPS Improvement
- Increasing Cross-sell/Upsell
- Business Process Reengineering
- Process Mapping, SOPs & KPIs
- Establishing Operating Rhythms & Governance Mechanisms
- Project/Program Management
- Cost Review and Optimisation

# 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.



## **New World People Leader**

### **A program for leaders to build new-age capabilities**

Develop leaders to address the 3 big shifts in the new world of work through an intersection of 4 dimensions - purpose, performance, connection and innovation.



## **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.



## **RF4**

### **A one of its kind research-based retention tool**

Work towards strengthening the weakest link in the engagement retention equation – The Manager-Subordinate relationship.

## **Hire To Succeed**

### **A certification program in Behavioral Event Interviewing**

Help managers and leaders master Behavioral Event Interviewing (BEI) skills and develop an understanding of how to integrate them into the selection and assessment process.



## **Talent Assessment Tools**

### **A strategic partnership that allows you to up the ante on your Talent Assessments and Development efforts**

A comprehensive set of solutions for your Talent Assessment, Development and Learning Centres.



Experience our cutting edge product suite that provides you with better, smarter and a faster way to build and 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 sectors.

## 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, Delhi NCR**

Rajan brings a rich experience of over 30 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, and Stanford Seed, and a coach with DDI, India. Prior to Salto Dee Fe, he has worked with organizations like Ballarpur Industries, Eicher, Coca-Cola, and Max Life Insurance. He last served as the Director HR for Max New York Life Insurance.

## OUR LEADERSHIP TEAM

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