

Salto Dee Fe Credentials

Credentials Deck –2024

Visit Our Website
saltodeefe.com





About Us

Salto Dee Fe Consulting (SDF) is an HR advisory firm that focuses on enhancing business productivity by 'Solving Complex People Problems'.

Since 2011, we have been helping organizations meet their HR and business objectives and leapfrog to their next phase of growth. With solid HR and Leadership advisory experience in India, the US, Europe and the Middle East, we are committed to offering science-based solutions to help companies become stronger, and more agile and solve their most complex people problems.

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 our 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

That which upholds life is Dharma and that which does not help it grow is Adharma. To reference it at our workplace a value, we translate it to ‘doing the right thing’. We believe that instead of laying down policies for everything, employees should be encouraged to take actions originating from “Adult Like/Responsible Behavior” and be guided by “Acting in the company’s best interest”. So, if Dharma means “to support, hold, or bear”, we value Dharma and it enables us to build trust within our teams and with our 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 4 Areas of Consulting



We are 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.

Talent Management

We partner with organizations in effectively designing and deploying their talent management processes with the overall objective of increasing productivity and enhancing business performance. We do this through interventions in competency identification, talent assessment and development, career pathing, performance management, and succession planning.

Leadership Skilling

SDF has worked with multiple organizations to develop their leaders and equip them with the required mindsets by building high-performing leadership behaviors. We co-create leadership development plans for all programs and have an intensive follow-up for transfer and sustenance of learning.

Organizational Transformation

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

Service & Operational Excellence

The practice line focuses on optimizing business processes, reducing costs, and improving operational efficiency through activities like process evaluation, SOP development, and KPI implementation. It aligns customer-centricity with operational excellence, fostering a culture of continuous improvement and delivering exceptional value to customers and stakeholders, driving organizational success.

Typical Assignments Undertaken

Talent Management

01

- Crafting Talent Philosophy & Assessment Centers
- Competency Mapping
- Compensation Benchmarking
- 360 Degree Feedback & Talent Review
- 'Certified Talent Manager' Programs
- Building a Succession Pipeline
- Top Talent Development
- Creating a Holistic Talent Management Framework
- Performance Management System Design & Implementation

Leadership Skilling

02

- Strategy Articulation
- Leadership Alignment Workshop
- Executive Coaching
- Talent Management Certification
- HR Business Leadership Certification
- Interviewing Skills
- Building High Performance Top Teams
- HR For HR

Organizational Transformation

03

- Co-Create Vision, Mission & Core Values
- Balance Scorecard & Organization Restructuring
- Design & Implement Service Excellence Journey
- Communication for Organizational Transformation
- Align Business & Sales Strategy Design
- Level & Job Equivalence
- HR Policies, Process Design, Incentive & Recognition
- Compensation Restructuring
- Organization Benchmarking & Cost Rationalization

Service & Operational Excellence

04


- Project/ Program Management (PMO)
- Business Process Re-engineering
- SOP Development & KPI Mapping
- Establishing Operating Rhythms & Governance Mechanisms
- Cost Review & Optimization
- Increasing Cross-sell/ Up-sell
- Service Quality, CSAT & NPS Improvement
- Customer Engagement & Retention

Creating Value Through Strategic Partnerships



Science backed talent management solutions



 TALENT ENTERPRISE
Complete suite of digital talent assessment solutions



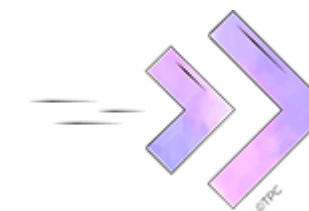
The world's largest HR association, with 300000 members creating better workplaces.



Personalized Nudge Coach that builds better work habits using AI.



Sales Enablement and Acceleration Platform that helps partners and sales reps automate their digital marketing processes and grow sales



The Fast Future Executive

Future-Centric, Imagination-Centric, Design-Centric Curated Courses To Understand, Anticipate & Build The Future.

Our Product Portfolio



Our "Hire to Succeed" certification program helps managers & leaders master Behavioral Event Interviewing (BEI) skills and develop an understanding of how to integrate it in the selection and assessment process.
<https://www.saltodeefe.com/products/hire-to-succeed>



Amplify Employee Engagement to create maximum business value at minimal cost by focusing on vital few priorities for change. Our 'iEngage' engagement methodology combines years of academic research with the latest science with Structured question libraries, intelligent benchmarking, & text analysis surface factors that are truly affecting engagement in your organization
<https://www.saltodeefe.com/products/iengage>.



We researched what specific competencies of the frontline supervisors lead to subordinates' work engagement, performance and retention. After a detailed quantitative and qualitative research, we arrived at the '4 competencies/ 'Retention Factors' (RF4)' framework.

RF4 can be used to assess managers on these competencies. Once the 'as is' and 'go to' states are understood, we can then help managers develop capabilities in these areas.
<https://www.saltodeefe.com/products/rf4>



The 'Top Team Effectiveness' program is a Custom designed learning intervention with a focus on creating high performing teams
<https://www.saltodeefe.com/products/top-team-effectiveness>



'HR Leaders for Tomorrow' is a program aimed at building functional and next generation skills needed for HR professionals to become ready for the future
<https://www.saltodeefe.com/products/top-team-effectiveness>



'The New World People Leader' program is aimed at making people leaders ready for the challenges of the ever-changing modern workplace by inculcating mindsets and tools needed to thrive in the VUCA world.
<http://bit.ly/3WQzgDr>



'#LeadLikeHer' program is designed to equip women leaders with the essential skills needed to advance in their careers, overcome challenges, and unlock their potential. This program provides tangible tools to craft their leadership narratives and assert influence with conviction.

Our Key Differentiators

12 Years
180 + Clients

Established in 2011, we have partnered with over 150 clients helping them solve complex people problems and business challenges.

45% Repeat Partnerships

Our repeat business is a testament to our quality of work & our best-in-class partnerships with Caltech, The Talent Enterprise, & The Talent Strategy Group. Clients are at the centre-stage of our solutions & everything we do.



Simplicity

We bring simplicity to consulting, specializing in creating simple, science based solutions.



Science based Qual-Quant Approach

We resonate consistency in our approach applying a qualitative – quantitative study in designing our consulting solutions.

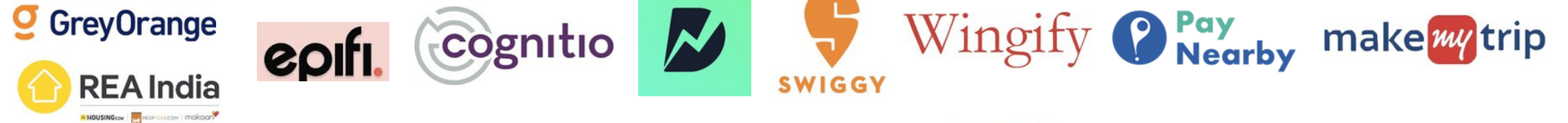


Practitioner's Experience & Consultant's Expertise

We bring highly practical, easy to implement solutions.

180+ Satisfied Clients Across Industries

ECommerce & Technology



Banking & Financial Services



Manufacturing & Services



Healthcare



Telecommunication



Real Estate



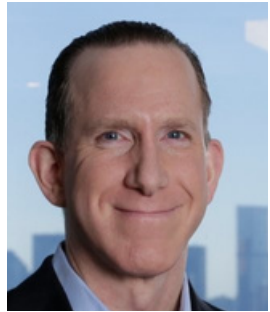
Consumer, Professional, Others



45% second time clients, 25% clients being served for the 3rd or 4th time.

Global Thought Leaders

01



Marc Effron, Founder, Talent Strategy Group, brings a highly practical, science-based approach to talent management.

An experienced talent management executive: Marc has held executive talent management roles at Avon Products, Bank of America and Oxford Health Plans

A global talent management consultant: Marc has consulted to the world's largest and most successful companies. He is also the best-selling author: Author of One Page Talent Management (Harvard Business Press), Leading the Way and Human Resources in the 21st Century, Steps to High Performance among others

Focused on improving our profession: Marc started and manages the New Talent Management Network, the world's largest TM organization with 2,600+ members

02



Hari Abburi, Global Executive | Business Consultant | Author | Speaker | Los Angeles

Hari's focus is on agility for Strategies, Leaders, Organizations and HR. He consults with CEOs & Companies in:

1. Strategy & Leadership
2. People Strategy & HR
3. Organization & Change



A global executive with over 25 years leadership roles in industry, his work is in the context of M&As/Integrations, Start-Ups, Restructuring. He has held leadership roles with Hoerbiger Group, Aon, Walmart JV, GE and Coca-Cola. His experience includes managing global businesses across 55 countries. He is a global professional having lived and worked in India, Singapore, Malaysia and Switzerland.

Our Leadership Team



Rajan Kalia,
Co-Founder

Rajan has a rich and varied 30 years experience as an entrepreneur and a corporate executive . He does cutting-edge Talent Management work with Marc Effron for Fortune 100 companies across the globe. Closer home he is involved with Harvard Business Press, Stanford Seed, Caltech and SHRM advising, consulting, teaching and coaching their clients. He serves on advisory boards of organizations.

- For the past 11 years Rajan has been consulting, advising, training, coaching and launching organizations in their next growth orbit.
- His clients seek his advice to 'solve complex people problems' including Talent/Performance Management issues, build robust Talent strategies, work with Leadership teams and Transform Organizations.
- His clients have won "Brandon Hall" Gold awards with the interventions done by Salto Dee Fe.
- Organizations worked with – Ballarpur Industries, Eicher, Coca Cola, Max Life Insurance



Garima Dhamija,
Co-Founder

Garima has extensive experience in Leadership Assessment and coaching

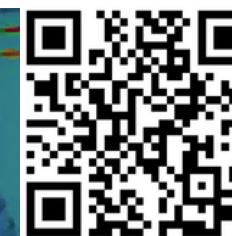
- Garima has more than 25 years of experience in Sales, marketing, leadership assessments and operations.
- Hands on experience in running retail operations, training & processes with P&L responsibilities
- Leads the Talent Assessment and Acquisition practice at SDF
- She is a certified Hogan and OPQ assessor.
- Strengthening diversity in organisations with focus on women is an area she is particularly keen on.
- She is a marathoner and coaches marathoners across the country.
- Organisations Worked With – RPG& Shoppers Stop.



Debraj Sinha,
Senior Partner

With 25 years of experience, Debraj has worked across all facets and areas of the Human Capital function.

- Extensive experience in leveraging technology in the HR space through implementation of complete platforms and satellite systems across large, diverse enterprises.
- Having worked in both consulting and line roles, he regularly advises clients on the complete value chain of the organization from strategy to execution.
- He works with a deep understanding of the business and business model across stakeholders. He has been solving people problems for organizations in the area of strategic alignment of leadership teams, creating vision/mission, leading productivity enhancement projects and building high performance cultures in the organisations.
- Post Graduate in HR from SIBM, Pune and a certified Marshall Goldsmith Executive & Team Coach
- Organisations Worked With – Max Life Insurance, Max BUPA, HewittAssociates, Magma Fincorp



B Ashwin,
Senior Partner

Ashwin has over 30 years of diverse experience in Leadership roles in Financial Services across Operations and Customer Services functions

- Change leader with experience of running several Business transformation and Process Re-engineering initiatives. Demonstrated ability to translate Strategy into execution
- Project execution by leading several transformation and business excellence frameworks including Business Process Reengineering, Lean Six Sigma, Competitive benchmarking and Project management practices.
- Designed & Deployed Customer Engagement models to ensure Customer Satisfaction & continuity of relationship
- Developed Customer Retention and Cross sell programs to improve Retention & maximize Revenue
- Implemented Operating Policies, Procedures & Governance Framework to establish prudent Business Controls such as Self-Assessment Scorecards; Internal control policies; Branch Governance & Rhythm calendar
- Organisations worked with – Shriram Refrigeration, Crompton Greaves, ANZ Grindlays Bank, Max New York Life, MasterCard, Metlife, NDTV and Exide Life Insurance

Our Leadership Team



Nitin Behki,
Partner

- Nitin brings 2 decades of experience across HR, Operations, Business Process Transitions & Continuous Improvement.
- Led assignments in areas of Talent Management (Employee Engagement, Performance Management, Competency Frameworks, Assessment Development Centers, and Learning & Development) and Sales force effectiveness.
- Developed HR Tech products like RF4 (Employee Retention Tool), Karma Notes (360 Feedback Mobile application) & Future Capability Development Platform (An end to end Leadership assessment & development suite)
- Played a pivotal role in designing and conducting multiple assessment centers for Middle Management to Leadership Roles.
- Post Graduate in HR from MDI.
- Organizations worked with – PwC, GE, Convergys



Shruti Dhupia,
Associate
Partner

- Shruti brings 15+ years with clients across the globe in the space of talent and leadership development.
- Area of expertise includes in-depth needs assessment, leadership alignment, succession planning, learning strategy formulation, and capability development. Rich experience in the digital learning strategy to converge the right learning platforms and content providers.
- Has worked with renowned global brands in APAC and ME region and have handled a wide spectrum of clients across industries and sectors like Tata, Mahindra, Infosys, Genpact, HCL, Kotak and so on.
- She is a certified assessor and is actively involved in leadership coaching.
- Post Graduate in HR from IISWBM- Kolkata
- Organisations worked with – HBP, Infosys Leadership Institute Right Management and Max Life Insurance



Amanpal Singh,
Associate
Partner

- Aman brings 30 years of experience in corporate and consulting spanning retail finance, life insurance, telecom, and education.
- Worked in Sales, Business Development, Operations, and HR. He has covered consulting assignments related to service excellence, managerial effectiveness, sales productivity, mindsets, and change management.
- Facilitated mid to senior management workshops on Managerial Capability Development, Customer Service Excellence across BFSI and healthcare industries in India and the Middle East.
- Post Graduate in Finance from BK School of Business Management.
- Organisations worked with – Zee Learn, Vodafone, MNYL, and Aegon Religare Life Insurance.



ADVISORY

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PRODUCTS

Sector 50 | Gurgaon



SOLUTIONS

 saltodeefe.com



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MIDDLE EAST



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more