

Mawana Consultancy Services

(A division of Mawana Sugars Ltd)

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About Us

Mawana Consultancy Services (MCS) is a division of Mawana Sugars Limited, which provides consulting services in strategic dimension of HR and partners with clients in their growth processes and turnaround of businesses. MCS is committed to facilitating clients achieve their highest potential and growth. MCS works for path breaking solutions, hands-on learning and believes in honest/open communication and total integrity.

Our Vision

Working with communities universally to realize their potential by providing inputs and opportunities for socio-economic development and improvement through education, entrepreneurship, health, social harmony and growth.

Our Values

- a) Business Focus
- b) Simplicity
- c) Total trust and confidentiality
- d) Total openness and transparency with clients
- e) Long term client engagement spending 3 – 5 years
- f) Cutting edge knowledge / expertise
- g) Absolute customized solutions for clients

Our Offerings

Consultancy services would be offered in the following areas:

1. Leadership Development / Executive Coaching

- i. Coaching
- ii. Mentoring
- iii. Developing leadership competencies
- iv. Emotional Intelligence.

2. Assessments / Diagnosis / Psychometric Testing

- i. Development and Assessment Centers.
- ii. Psychometric testing for selection and recruitment.
- iii. Potential assessment, competency mapping and growth and development planning.

3. HR Strategy & Transformation Management in order to achieve the following:

- i. Professionalization of the work place
- ii. Effective organizational climate and culture
- iii. Integration of people and culture post acquisition/mergers.

4. Performance Management :

- i. Organization Structure Design
- ii. Role Profiling
- iii. Competency Mapping
- iv. Setting Key Result Areas (KRA)
- v. Appraisal systems and Feedback skills.

5. Organization Development Services

- i. Employee Satisfaction surveys
- ii. Organization climate surveys
- iii. Customer and Partner Satisfaction Survey
- iv. Organization image surveys

Partial List Of Clients

Following are some of the clients we have worked with:

- Sab Miller
- Indo Asian
- Laxmi Vilas Bank
- Wartsila
- Usha International
- Hindustan Times
- Right Management
- SERA Foundation
- ONGC
- Taj Group of Hotels
- ACC
- Mawana Sugars Ltd

Our Team

Our team includes seasoned consultants and research associates. For every client and assignment, we create a team of committed professionals to work closely with organizations to develop and fully implement programs tailored to provide long-term solutions.

Following is are brief profiles of the senior consultants:

DR. PRIYA SOMAIYA

Dr. Priya Somaiya brings along 30 years of rich and diverse experience from corporate HR and Coaching and Consulting arenas. Her areas of expertise are Leadership development, Coaching, Counseling, Transformation Management, Talent Assessment and Development Centers, Psychometrics ,Organizational Development, Organization Climate Survey, Employee Engagement Surveys, Internal Image Surveys and Partner and Customer Surveys in companies like HLL, ITC, Whirlpool, SAIL etc.

Mala Bhagat Bali

Mala is a Post Graduate in Psychology from Delhi University and has done a degree in Personnel Management & Industrial Relations from TISS Mumbai. She has 20 years of experience in HR across manufacturing, services, sales including R&D. Mala has been in senior leadership roles in leading organizations like Pricewaterhouse Coopers, Coca Cola, American Express. Her areas of specialization include leadership development, change management, talent management with focus on communication strategy, development centres, psychometrics and performance management.

R PRATAP

Pratap is a principal with Mawana Consultancy Services (MCS). His areas of specialization include Organization Design, Competency Mapping, Skill Assessment, Job Evaluation, TQM, TPM and Six Sigma Implementation. He has more than 25 years of experience in the areas of Production, Quality Engineering, Human Resource Management and Total Quality Management.

POOJA JAIN

Pooja comes with over 10 years of experience in HR across industries like IT, marketing services, call centers, sales and insurance which was her last assignment. Her areas of specialization include Learning & Development, HR Operations, Leadership Development, Mentoring, Employee Engagement and Talent management with focus on Assessment Centers & Psychometrics.