

Organizations of today, experience a business stalling effect owing to actions of its past successes. Also over a period of time the people dynamics become an impediment for the shift to the next business orbit.

Atyaasaa

Business growth may happen through a natural pull created by the market coupled with organizations own internal momentum. However, it requires invention of a disruptive strategy coupled with augmented people dynamics to achieve business scale-up to manage the ever constant turbulence an organization has to go through.

The ROI based OA to OE transformational people dynamics model, facilitates business entities to achieve their aggressive business goals. It is based on the principle premise that an organizations success ultimately is an outcome of the collective behaviours of their members. Atyaasaa thus offers you HELIOS, a consulting model which is driven by power, passion and perfection.

HELIOS

OA - OE business scale-up model



ABOUT ATYAASAA

Atyaasaa Consulting Private Limited is resolute on meeting the needs of human resources, through behavioural processes, competency interventions, coaching and management consulting. It is on a mission of 'Awakening Human & Business Excellence'. Its transformational processes facilitate unleashing of innate energies ensuing superior performance and productivity, both in individuals and organizations. Atyaasaa's vision is, to remain a leading and niche human resource training and consulting organization offering quality services through quality people. Atyaasaa is thus partnering with top brands at a National and International level in their mission of holistic growth.

For further details:

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HELIOS OA - OE MODEL STRUCTURE

OA - ORGANIZATIONAL ANALYSIS

An internal business appraisal aimed at identifying areas of effectiveness, inefficiencies and exploration of opportunities for innovative reorganization. This is based on the premise of the trinity of creation, sustenance and destruction. At this stage, we provide comprehensive review methodologies and models for study of organizations, people and business dynamics.

Customized opportunities include:

- Business process audit
- Work out sessions for shift of business orbits
- Organization wide research and surveys to back up change based on facts and data

OB - ORGANIZATIONAL BEHAVIOUR

This stage is an in-depth study of how organizations and their teams intertwine with each other on a collective and individual level. This is also a study of desired business behaviours to accomplish the business goals. The emphasis is to action a people framework to actualize the desired organizational culture.

Areas of expertise:

- Creation and implementation of competency frameworks
- Setting up HRM processes to augment growth
- Create tools and frameworks to support business behaviours and scale up goals

OC - ORGANIZATIONAL CHANGE

This change project initiative provides a fundamental and radical reorientation in the way the organization operates. It is based on a belief that the success of any organizational change effort can be summed into an equation:

$$\text{Success} = \text{Goal clarity} \times \text{Measurement} \times \text{Method} \times \text{Control} \times \text{Focussed Persistence} \times \text{Shared Vision}$$

Innovative change solutions:

- Identification and activation of change projects
- Review and monitoring of change projects
- Enabling collaborative creative result oriented discussions and action steps
 - Accomplishment of business milestones

OE - ORGANIZATIONAL EXPERTISE

These are customized models to enhance organizational effectiveness in strategic areas of growth management. These are achieved through the tools and data exhaust generated during the entire COE cycle. This stage is also a stage of empowerment wherein the members of the organization take charge through their developed capabilities to drive the scale up process on their own.

Process outcomes:

- Create validated models for growth sustenance
- Create empowered teams to achieve superlative growth
- Create and sustain a culture of high energy and performance
- Control business toxicity effectively

OD - ORGANIZATIONAL DEVELOPMENT

It is a system wide application of behavioural sciences to the planned development initiative and reinforcement of organizational strategy, structures and processes for improving an organization's effectiveness. It thus increases the capability of the organization to accomplish its change goals and runs concurrent with the organization change process.

Niche expertise:

- Developing the competencies for managing business turbulence and change
- Creating a culture of coaching as a fundamental ethos of success
- Establishing the foundational value of ownership and accountability for success
- Identification of competency gaps through real-time assessments and initiating steps for their closure

CONSULTING

BENCHMARKING WORLD CLASS PRACTICES

This intervention is conceptualized and presented by Atyaasaa. A leading business consulting organization partnering with some of the best brands across continents. Atyaasaa has been a catalyst and a contributor in their quest for people development and business excellence. The core differentiator of Atyaasaa process is continual innovation, unique customization and use of state of the art technology tools. This is implemented through ethical and experienced operations by human resource facilitators with contribution as their core value.

Empowering to gain excellence by emancipating organizations of the impediments that prevent them from moving forward in a positive and constructive direction.

FOR UNIQUE CUSTOMIZATION OF THIS INTERVENTION, IN LINE WITH YOUR SPECIFIC NEEDS CONTACT OUR PROJECT MANAGEMENT TEAM..

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