



# ASHPlan Consulting

**Drive your business with the right talent!**



# About Us

ASHPlan Consulting is an independent global business advisory firm that provides connected thinking, insight and capability to industry leading organizations. We work collaboratively with our clients to plan strategic business transformation and seamlessly turn strategy into action and help organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & regulatory, and transactional. Our talent acquisition solutions help organizations in development of seamless hindquarters.

## WE BELIEVE THAT

01

Innovation has become an imperative for every organization.

02

Developing a successful business strategy demands mastering enabling technologies.

03

An Idea remains just a concept until the right resources can make it happen.

# Our Belief

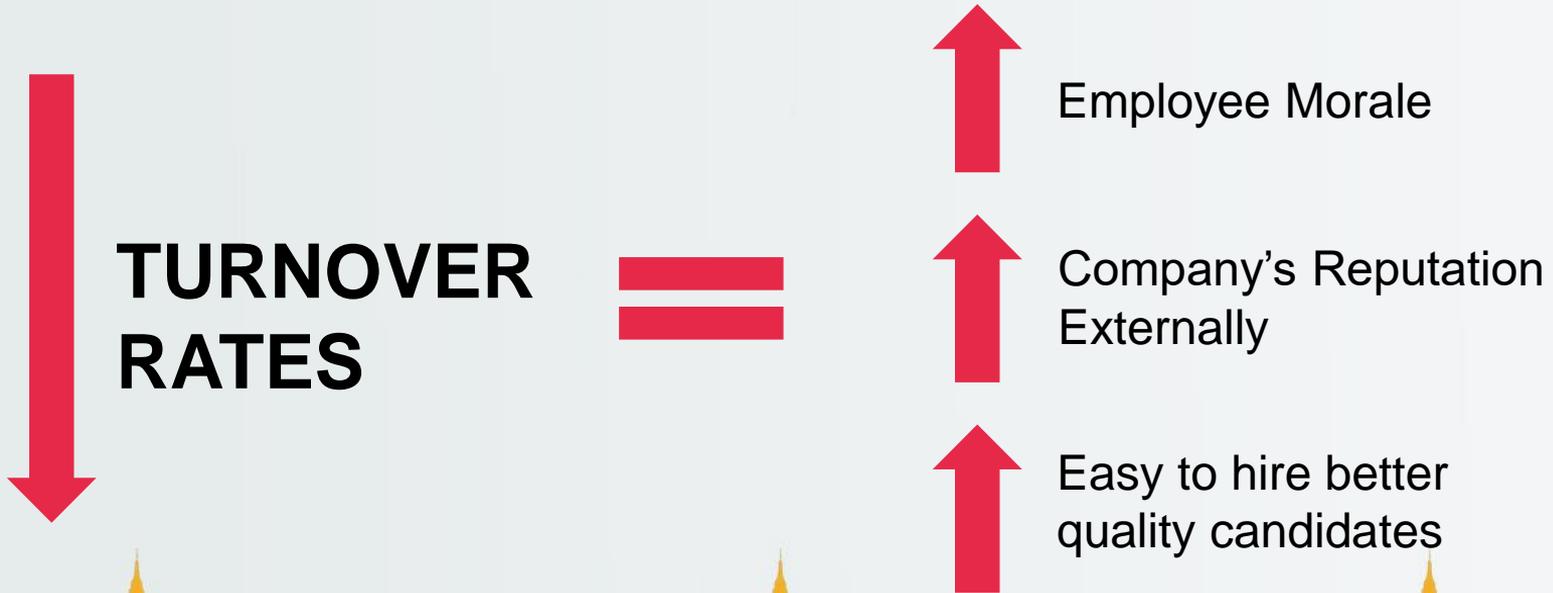
A specialist recruitment agency based in Noida, ASHPlan Consulting has a proven track record of recruiting across Delhi NCR, Established in 2017, we have successfully recruited for a host of well know organizations. Our consultants have a wealth of recruitment experience enabling the agency to provide a “real difference” to the business ventures.

- We believe in filling roles not just positions.
- Having employees with the right skills depends as much on applicant testing, training, and compensation as it does on recruiting.
- We are the catalyst for providing the right employees to our clients, finding the employee competencies they need to achieve their strategic goals.



# Do you have the right people in the right seats?

Some of the expenses associated with replacing an employee include recruitment, selection, training, and occasionally severance pay for the departing employee.



# Case Study

Thirty case studies taken from the 11 most-relevant research papers on the costs of employee turnover demonstrate that:

Job Positions	Replacement cost of their annual salary
01 Entry - Level Employees	16%
02 Mid - Level Employees	20%
03 Senior - Level Employees	200%

Reference: <https://www.americanprogress.org/wp-content/uploads/2012/11/CostofTurnover.pdf>



# How ASHPlan can help?

- We help you cater to the “people” side of the business.
- You hire people, not resumes.
- We understand your culture, your team, the skills needed for the job, and then find the right candidate who will excel at the job.

We have a panel of:



# Our Methodology

Our selection process is based on a structured and systematic approach, which is proactive, detailed and target oriented. This process begins with understanding the clients' needs and goes all the way to follow-up with both clients and candidates post recruitment.

- ❑ Understanding the client organization with regard to existing business activities, organization structure & culture and future growth plans.
- ❑ Mapping position specific competencies including job title, deliverables, principal accountabilities, key result areas and other relevant details private and confidential.
- ❑ Search Target Plan: Keeping in mind the orientation, our engagement team will establish a search strategy to effectively target desired candidates.

01

## Industry / Company

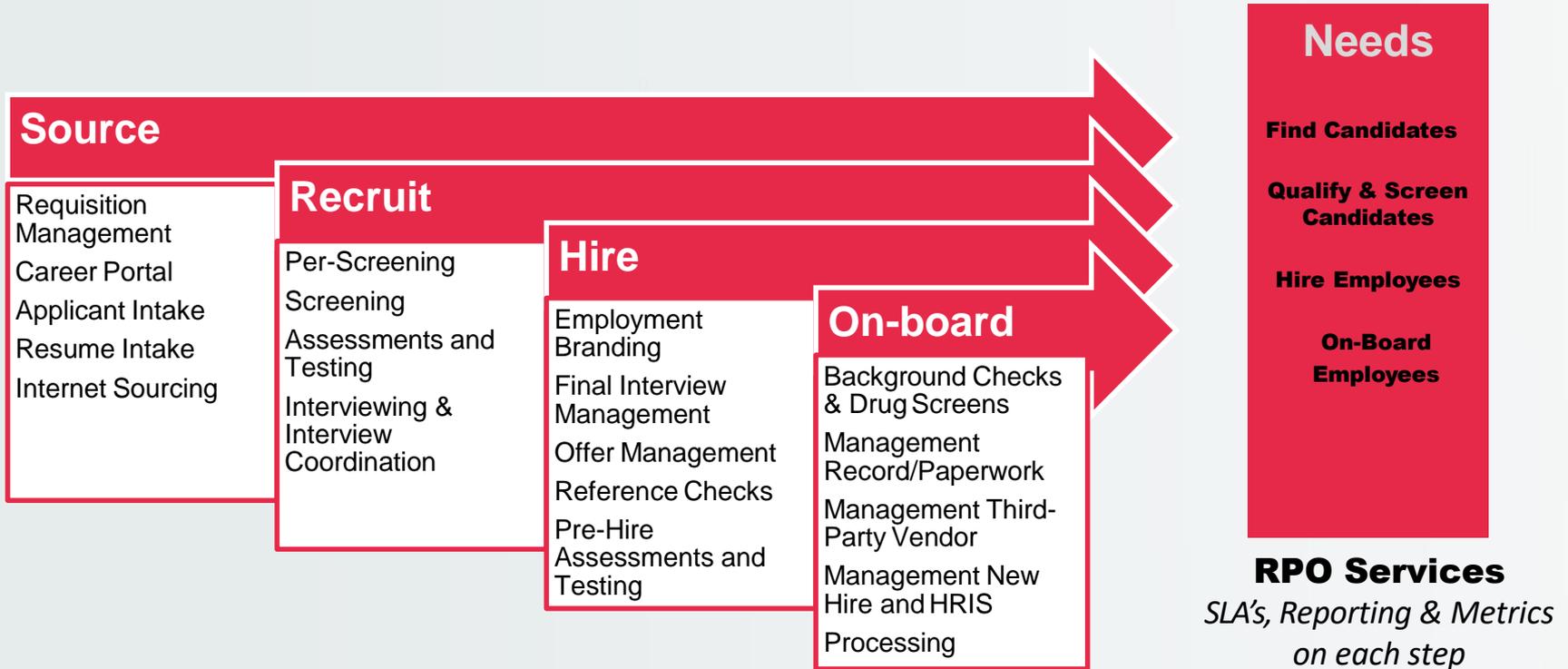
We will develop a target list of appropriate industries and/or companies from which to recruit and identify appropriate levels within those companies that we should target

02

## People Mapping

Once the target industry/company list is agreed upon, we will utilize our sources and networks along with our database to develop an initial candidate list

# Our Process



# ASHPlan's Four C's of an RPO Program

- Culture
- Complexity
- Compliance
- Cost

Factors to Consider When Choosing RPO



Are You Ready? What Model is Best for You?



# Case Study

## **The need:**

Prime Research is a top US Based Media Analytics firm that was looking for assistance for mass hiring on various projects that were based in UK and the US. They needed skilful candidates for executive and senior positions like News Manager, News Editor, Media Analyst, Senior Research Analyst and Senior Project Manager and were looking forward to partner with consultants who could act swiftly and with precision to provide them with quality candidates to close the respective positions of 300 new hires.

## **How we helped them enhance workplace performance:**

As per the highly qualified and professional team of ASHPlan Consulting, the most suitable approach for Prime Research was that of Contingency Recruitment. We understood their need and designed a Candidate Attraction Strategy and tailored a recruitment campaign with ads that attracted candidates and sold the benefits of the company far better than anyone else.

Our consultants sourced and screened qualified candidates to find the best match and the pool of identified candidates were then presented for a review. The selected candidates were then subjected to a structured telephonic interview to sieve out the candidates with the best skills suited for the job. Our consultants also assisted Prime Research in their search for urgent hires for specific projects.



# Case Study

## **The result:**

Despite competing with other consulting firms, the HR department and direct applicants; ASHPlan Consulting was successfully able to close more than 70% positions. The success was due to our sole belief in understanding the client's requirement, culture, project need and then finding the right people.



# Case Study



## **The need:**

ASHPlan Consulting was engaged by one of India's leading technology communication provider, Reliance Jio to help them build its internal technology capability across a number of disciplines. The brief was to first place the client's technical management team in each discipline and then help new management to build their own teams.

## **How we helped them enhance workplace performance:**

ASHPlan Consulting provided an innovative approach to resourcing that relied on the team's deep knowledge of the IT & Telecommunication space and supply on demand resourcing.

Initially, we worked with the client's HR team and then each new manager to help them to build their own teams. In addition to placing around 200 full time staff, we also provide ongoing supply of highly skilled contract –based resources for project support and temporary staff when required.

## **The result:**

ASHPlan Consulting assisted the client to develop a highly technical specialist team that is still in place & performing well.



# Case Study



## **The need:**

MetLife attracts significant interest from candidates seeking permanent Customer Service Executive positions. To ensure this , the company identifies the highest quality internal and external candidates for further appraisal, MetLife sought a partner who could operate and facilitate an assessment centre as part of its overall recruitment program.

ASHPlan Consulting assisted MetLife to evaluate the skills and customer service attributes of applicants to identify preferred candidates.

## **How we helped them enhance workplace performance:**

This was ASHPlan's first opportunity to work with MetLife in running a thorough assessment centre for their Customer Services division. Our consultants determined their requirements for the project and developed a tailored process. After selecting potential candidates from internal and external markets, we managed an extensive phone interview screening program targeting each candidate's behavioral and competency-based attributes.



# Case Study



Following the phone screening, shortlisted candidates were then identified for psychometric testing. At this stage, candidates presenting the optimal cultural alignment with MetLife's recruitment criteria were invited to an Assessment Centre day at ASHPlan's office.

The Assessment Centre was facilitated by the team from ASHPlan Consulting and the day included a group activity, a telephone role play, a presentation by the candidate and a 1:1 interview. The interview included behavioral-based questions and candidates were given a workbook with behavioral activities to complete during the day.

We provided them with detailed reports of each candidate's performance during the Assessment phase and supported this activity by facilitating reference checks and job offers.

## **The result:**

The tailored program was managed efficiently to meet their strict requirements and identify optimal candidates for future permanent Customer Service Executive roles. We successfully achieved our targets in a difficult and very competitive market satisfying client requirements.



# ASHPlan Consulting Network



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