

HCM & TECHNOLOGY CONSULTANTS SPECIAL

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# Consultants Review

## Mohana HR Futuristics

*Global Reach, Local Presence.  
HR Customised Interventions.*

— Mohana Kotian,  
Founder



₹150





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By Amit Raja Naik

In this fast-changing VUCA world, disruption is the name of the game. This disruption has spawned unprecedented transformation in businesses, industries and working practices, with jobs and profiles that didn't exist a few years ago, being created. This has naturally led to increasing demand for new skill sets, in virtually every profession and job market.

As a result, hiring and retaining skilled talent, that is agile and adaptable to the fast pace of change, will enable organizations to stay ahead of the competition.

Equipping human talent to meet current and future challenges are where the MHRF team steps in.

Established in 2009, Mohana HR Futuristics (MHRF), is a vibrant growth enabler for businesses operating in today's complex environment. MHRF's watchword is THE 3P's - People, Processes, and Profitability. Beginning its journey across India, MHRF now operates globally.



**LOOKING AHEAD  
TO ENHANCE  
BUSINESS  
PERFORMANCES  
IN 2018 BY  
ALIGNING PEOPLE  
SKILLS THROUGH  
UNIQUE  
LEARNING  
TECHNOLOGIES**



**Mohana Kotian, Founder**  
*An ICF Credentialed  
Professionally Certified  
Coach (PCC). Mohana is  
a Thinker, Facilitator &  
Learner. She has a robust  
27+ years experience  
working with leaders of  
the organizations like  
Aditya Birla, Godrej,  
Merck Pharmaceuticals,  
TCS, Astellas Pharma and  
L&T. She is passionate  
about people and has  
supported organizations  
in linking their business  
& people strategies  
thereby enhancing  
capability development and  
organizational bottom-line.*





# Consultants Review

## 10 Most Promising Human Capital Management Consultants - 2018

In any organization, the only thing that is touted to be the most valuable asset is the employees & their talents. With time, as the change appears to be taking place in an accelerating and a quick-pacing manner, it on the same hand, reflects the process that is reshaping the world of work. Technological advancement & varied solutions today have created a dynamic market by making the employees and managers to march with the newer set of challenges in the Human Capital Management space. This not only has led them to develop their management process but also have insured them to make informed choices that enhance human capital as well as the overall business strata of the organization. This is where the role of Human Capital Management consultants comes into account. These consultants not only tend to bring in the effective measures but also assist the organizations to overcome

the challenges to successfully assemble, integrate & manage the portfolio of HCM solutions, imbibed with technology. They try to make HCM a continuously evolving process with smart applications rather than one-size fit all approach. These consultants understand the science behind matching the right person to the job, help an organization to acquire the right talent with foreseeing their career progression along with gathering knowledge on the candidate's personality, organizations' culture and much more.

In this edition of Consultants Review, we have listed '10 Most Promising Human Capital Management Consultants' that are assured to bring the most value to the organization & and attain sustainable growth in the long run. The proposed list aims to help companies and people to choose the felicitous consulting partner and help them achieve desired goals.



<b>Company:</b>	<b>Key Persons:</b>
Mohana HR Futuristics	Mohana Kotian, Founder
<b>Description:</b>	<b>Website:</b>
Delivers customized interventions in the areas of HR Consulting, Training and Coaching, thereby impacting business performance through people transformation	mohanahrfuturistics.com

The focus of every MHRF intervention is to deliver customized end-to-end learning solutions cutting across levels in the organization. MHRF's interventions thereby start with understanding Stakeholder needs, designing and customizing solutions using a combination of methodologies to suit the need and providing post-intervention support, wherever needed.

MHRF's ability to combine different methodologies like activity-based learning, theatre, story-telling, coaching ensures sustainability of learning. MHRF is one of the leaders in engaging learners using innovative techniques like photography, psychometric tools, and gamification.

MHRF has consistently delivered successful talent management strategies for big names in the industry like HDFC, MERCK, Aditya Birla Group, Godrej Group, Exim Bank, Tatas, L&T, Lanxess, Kaya, QiSpine, Travelguru, Flipkart, amongst many others.

"I feel we are one of the few companies who does not hesitate to question our clients about the

- MHRF End-to-End Solutions & Services:**
- Skill Development:**
  - Inbound & Outbound Training
  - Team Bonding & Collaboration
  - Diversity & Inclusion
  - Life enrichment
- Organisational Effectiveness:**
  - Sales Effectiveness
  - Organisational Effectiveness
  - Leadership Interventions
  - HR Process outsourcing and re-engineering
  - Building future ready organizations
- Managing Talent:**
  - Competency based Development & Assessment Centers
  - Individual Development plans
  - Business & Executive Coaching
- Professional certifications:**
  - Coaching Certification
- HR Consulting**

effectiveness of a program. We personally feel that every training program must be linked to business performance and the vision. We have success stories, where people have had measurable results working with us," an enthusiastic Mohana explicates.

Her colleague Veena is quick to supplement Mohana, says "No solution is worth it, till its ROI is not measurable"

**Ability, Agility & Adaptability to Drive Sustainability through Future-ready Leaders**

Headquartered in Mumbai, Mohana Kotian a Professional Certified Coach from ICF, and her colleague Veena Raut are two dynamic women professionals who are accredited assessors of various Psychometric tools. With the duo at the helm, MHRF has grown 10-20 percent YoY in terms of revenue and offer services seamlessly and effortlessly to clients across India and abroad.

Mohana is focused when it comes to the roadmap ahead of MHRF. "In today's chaotic business environment, change is the new constant. For Organisations that want to flourish in such an environment, their leaders and employees need to be go-getters, be sustainable and have adaptability in their DNA, which means they must be able to handle any curveball thrown their way," she says.

"Like they say, do not give them a candle to light the way, teach them how to make fire instead, an engaging learning culture is the need of the hour. MHRF partners with Business Organisations to create such Future-ready leaders," Mohana elaborates.

Through a strategic learning approach, organizations can ensure a pool of employees with right mind-sets to invigorate their growth. CR

