



Presentation

 www.catalyst-phiedge.com

About us



Catalyst is a SAAS based talent management solution hosted on AWS cloud. It is built by industry experts keeping in mind the client needs. It has various modules which help in measuring and improving performance, identifying, developing and rewarding talent including leadership assessment and mapping.

Catalyst uses the 3D approach of diagnose, design and deliver various talent management solutions the outcome of which can be seen through attractive and real time dashboards and reports. The system has built in algorithms which allow real time calculations. CATALYST is powered by Phi EDGE, a people consulting firm and through Catalyst; it addresses most of the talent management needs of the client through expert consulting / guidance and software support.

Modules

Performance
Management System

Variable pay

Increments

Learning &
Development

Competency Model

Task Management

Organization
Structure

Attrition

HR problems

1

How to build a growth Driven culture

2

How to foster team collaboration

3

How to keep track of Performance

4

How to have unbiased performance appraisal

5

How to conduct monthly structural review reviews

6

How to identify the gaps in up skilling

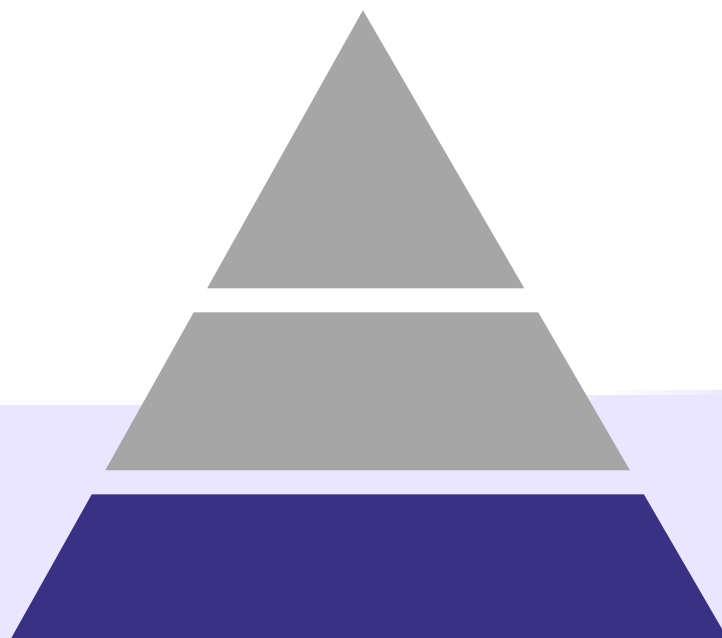


**OUTSMART &
OUTPERFORM**

**CATALYST is A strategic Platform for aligning business goals
and improving people's productivity**

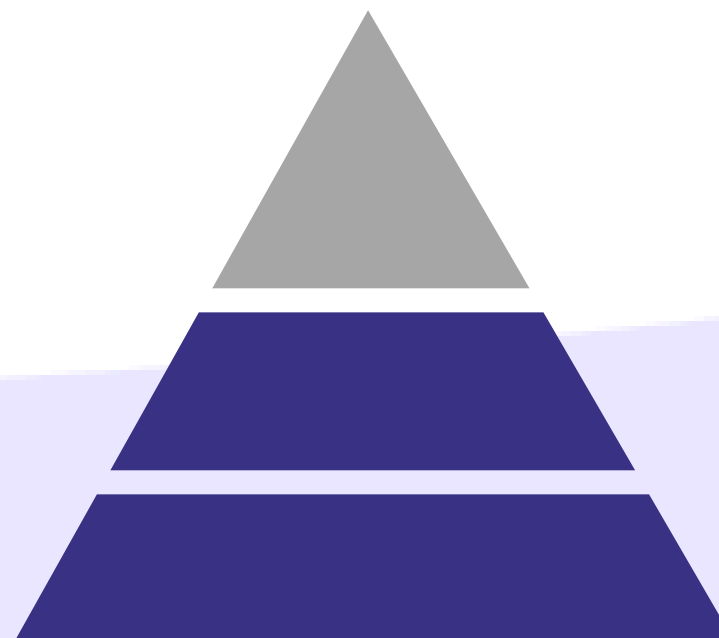
DESIGN

**Design & Align goals by
Subject Matter Experts**



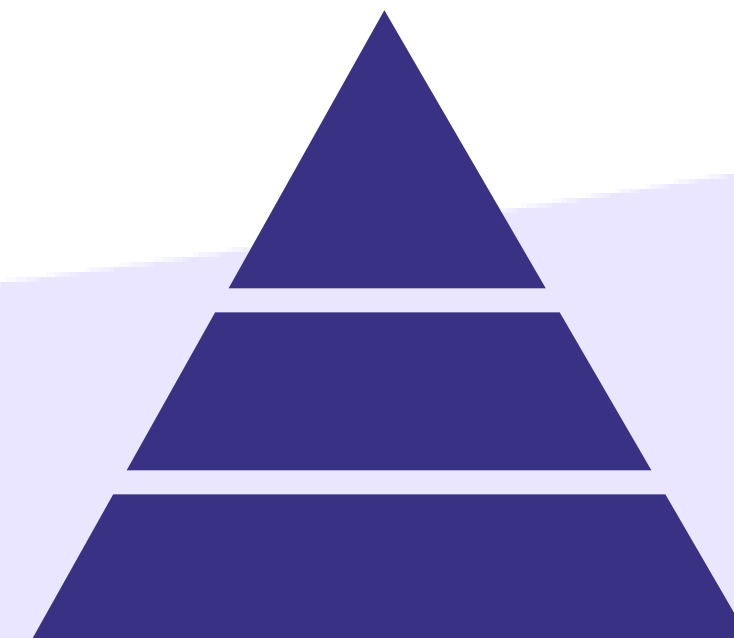
MEASURE

**Measure performance
consistently**



IMPROVE

**Improve performance
through dashboards/
Reports/Task Mgmt.**



USP's

Built by industry experts

SAAS based

Easy API integrators

Data Repository

OKR concept for goal setting

Consulting + Software

Free Customisations

Competitive pricing

whats App integrated

Easy excel bulk uploaders

Automated system calculated performance scores through algorithms

Real time attractive dashboards and reports

Cut off dates and system locks for discipline

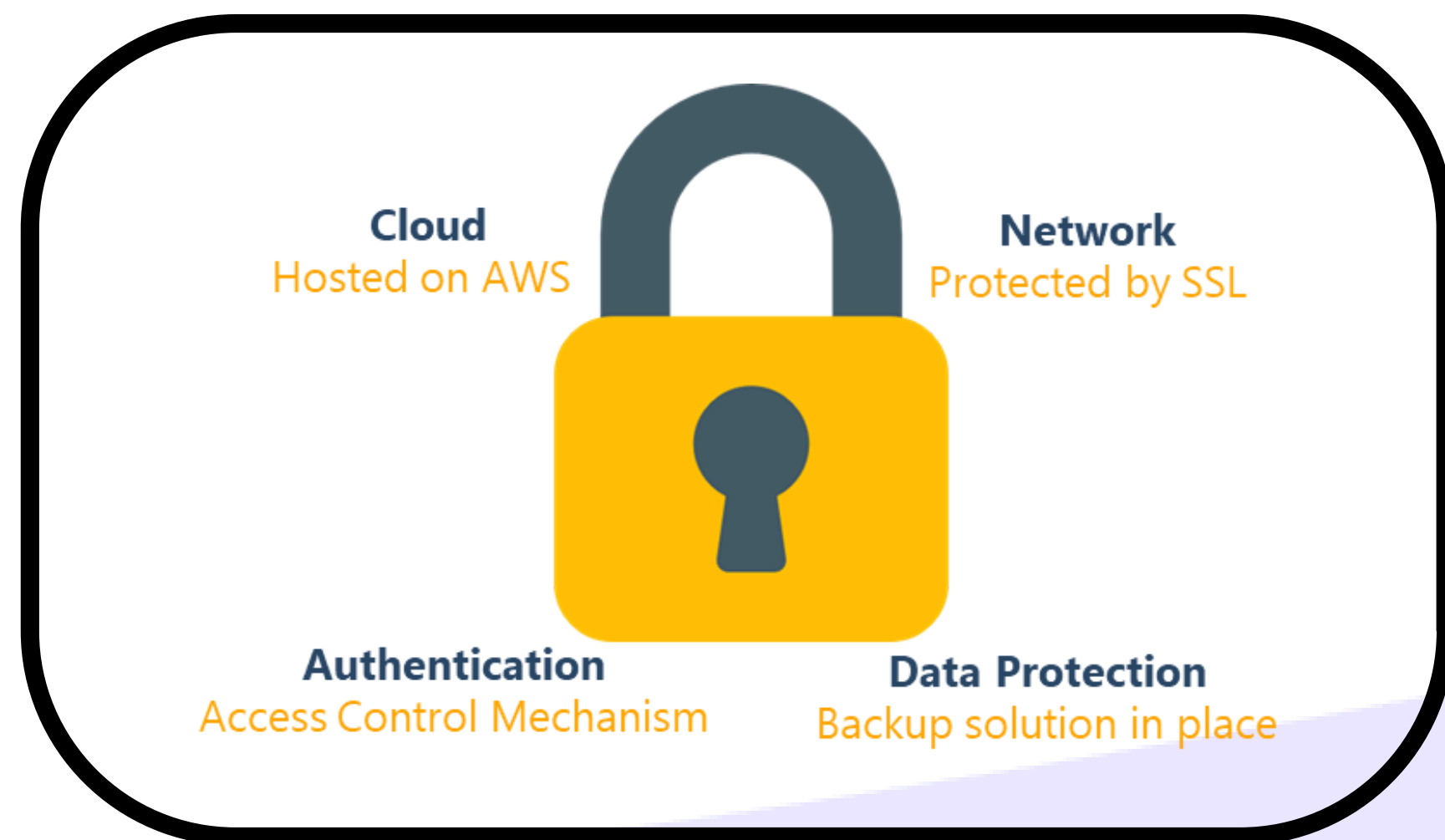
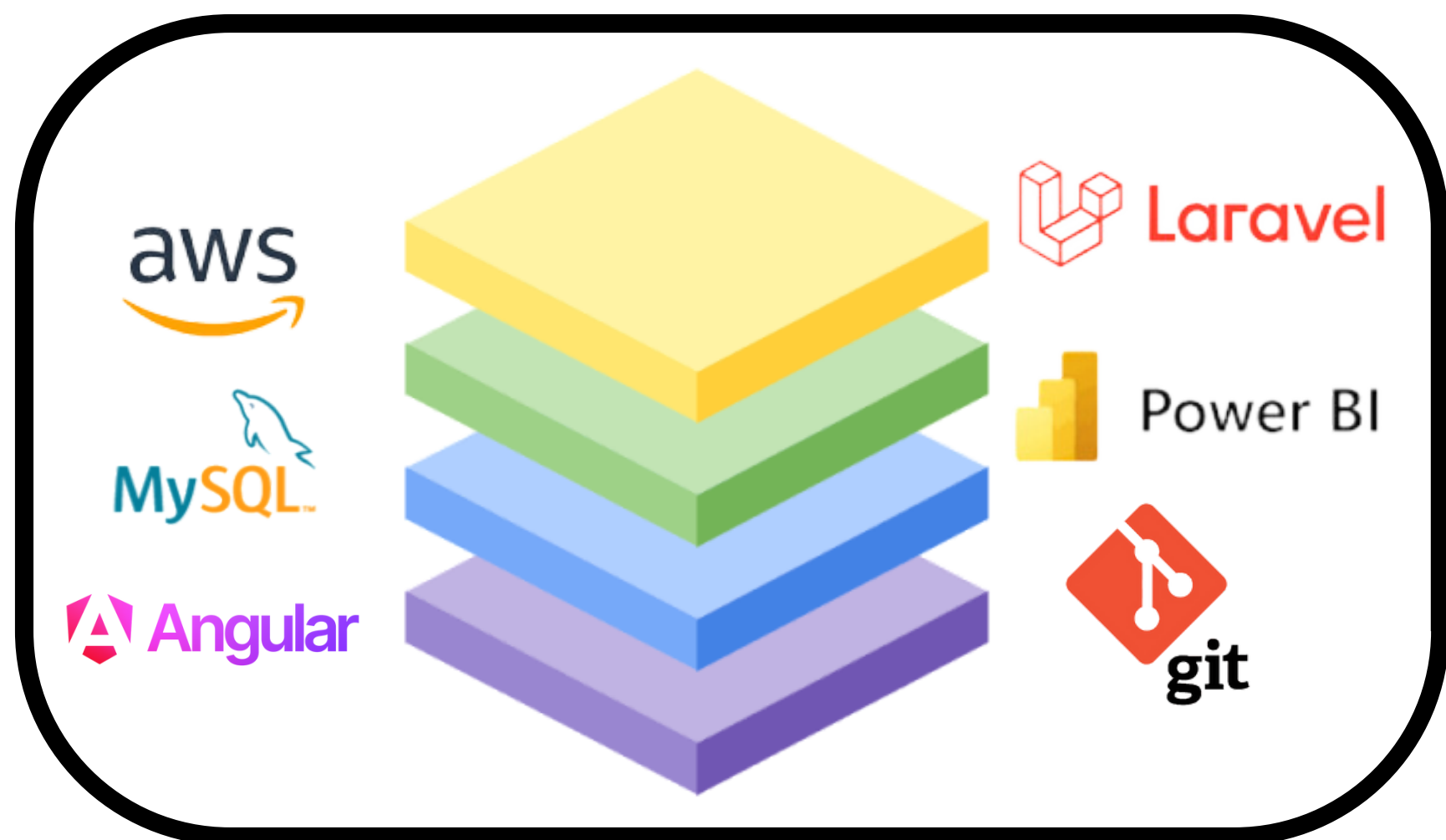
Multiple security for data confidentiality

Multiple training workshops for users backed by DIY videos and exciting blogs, podcasts and articles on related subjects

Are You Facing Challenges?

- ▶ Difficulty in Analyzing too much of data
- ▶ Aligning employees to organizational goals
- ▶ Timely & accurate upload of data
- ▶ Spending too much of time doing HR activities
- ▶ Managerial bias in evaluating performance and planning career

Technology



Support System



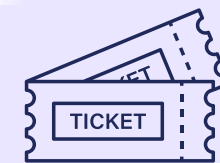
Knowledge Base



Phone Support



Mail Support



Ticketing Support

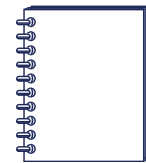
Timelines

INITIATIONS 1 week



- Agreement Sign Off
- Organization set up in CATALYST
- Team allocations project team / controller
- Team Scope of work
- Linkage to current HRIS system

DESIGN 3 week



- Training & Controllers
- KRA/KPI workshop finalize
- Company scorecard
- Defining & cascading of company KPIs

CONFIGURATION 10 weeks



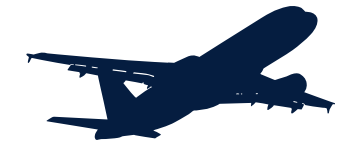
- KRA/KPI update in Catalyst
- MIS mapping from beginning of PMS cycle
- Capturing data for goal
- Monthly review mechanism
- Task management

VALIDATIONS 2 weeks



- Check & change scenario and handhold the team
- API Integration
- Go Live

Sustenance Ongoing

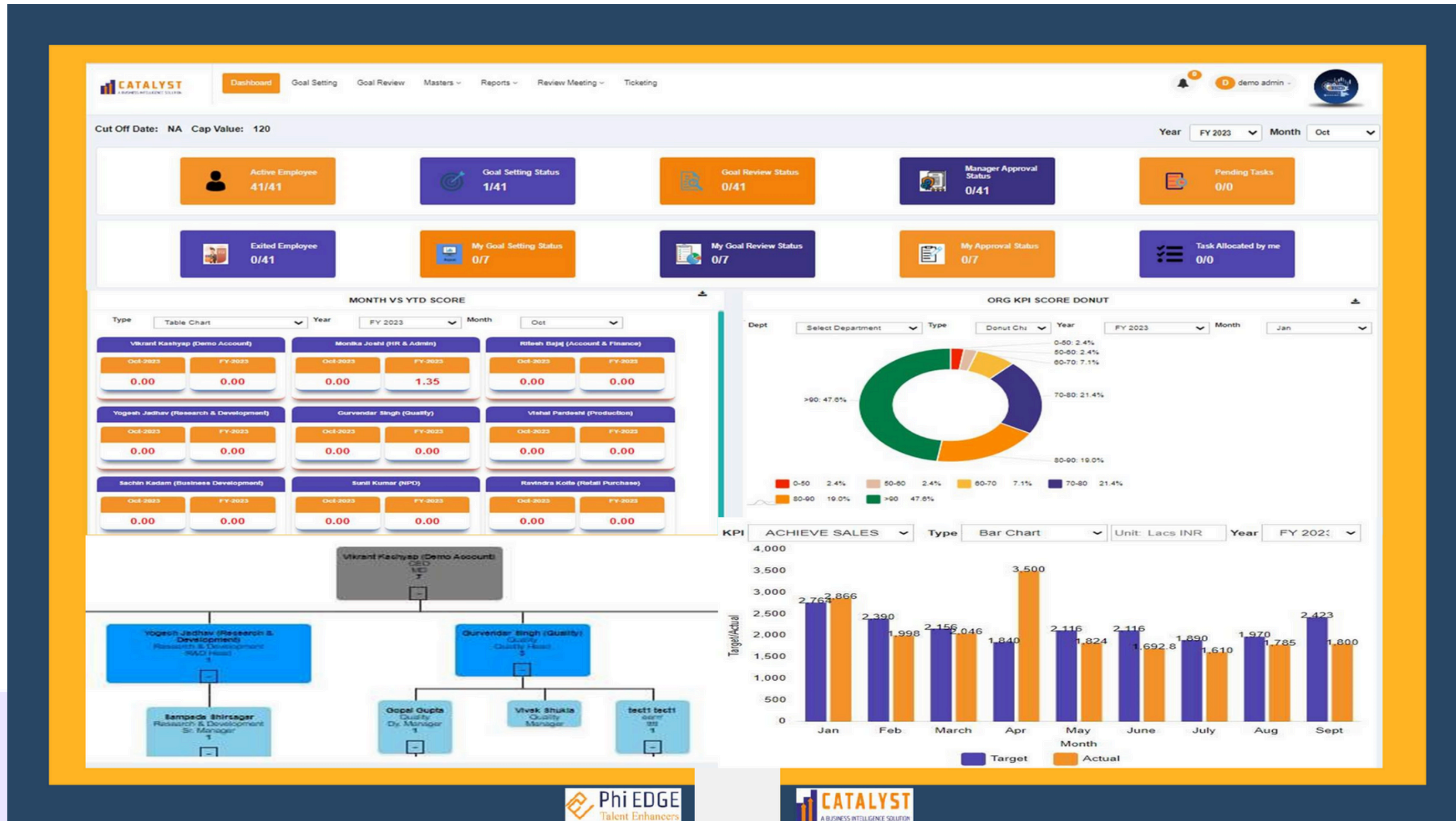


- Updates and training on additional features
- Bug resolution
- Ticketing support

Our Clientele



Our Dashboard



Client Testimonial



Nicky Sujan • 1st
Entrepreneur | CEO | Angel Investor | Managing Partner
1d •

Our Partnership with PHI goes back more than a decade. Together with Phi, we have implemented Catalyst, a KPI Monitoring system that helps give clarity to the team, builds accountability and ownership with accurate data, improving decision making. It also aligns with our company vision of going digital and adopting better techniques to standardize, smoothen and speedup our internal processes.

Vibha Anoop CATALYST-PhiEDGE

Rushikesh Shinde and 22 others

3 comments

Reactions



TESTIMONIAL



“ We all now have a clear understanding of our progress with the company, can meet our individual goals with the help of a CATALYST. Streamlining the goals in a cascading manner helps everyone to stay on track and achieve individual goals. ”

Anand Sagar- Chief Coordinator
Orbital Electromech Eng Projects Pvt. Ltd.



Client Testimonial

★★★★★

"Goal setting helps employees to focus on their work and makes it easier for them to make the best decisions, which is vital for employee motivation. Setting goals helps employees feel more engaged in the organisation, and we are delighted by this. Catalyst provides a structured platform for goal setting, as well as the ability for individuals to monitor their progress"



Anjali Kharte, Sr. Manager HR
Sujan Contitech AVS Pvt Ltd

www.phiedge.co.in

Client Testimonial



Client Testimonial

★★★★★

"We are overjoyed to have been awarded The Great Place to Work for 2023. We can proudly say that our HR Product Catalyst has assisted us in a variety of ways as we work to develop our organization's culture. To accomplish such a prestigious award and create these milestones, Catalyst played a pioneering role"

Thanks to Phi Edge team for supporting us

Sagar Bavdhankar
 Director-Orbital Electromech Engineering Project Private Limited

www.phiedge.co.in

Thanks for the review

RAJESH TYAGI
 Managing Director at
 Ognibene India Pvt. Ltd.

★★★★★

OGNIBENE INDIA PVT LIMITED has implemented "CATALYST- A digital and real-time performance management solution" for our India operations 6 months back and we have been immensely benefited. As MD leading a sizeable growth including new footprints, it's has provided the organisation an immense leverage to align all employees deliverables to the organisational goals. The Phiedge supported us identify and quantify all goals to precipitate as crisp measurable KPI's/KRA's for each employee & now I have a real time accurate view of performance at company, department and each individual level. This helps me to steer my organisation to success well in advance and review my leadership team to improve their business delivery. Further, since all individual/departmental and business performance is available at employees fingertips for all months including YTD with live tool, it has steered the whole organisation culture to adopt accountability and steer their energies towards Organisation Goals. We have transited from a pen-paper KRA/KPI system to a real time digitalised system which has made the entire PMS process very accurate, fast and unbiased.

Phi Edge has helped us set specific goals at company, department and individual levels and dovetailed them beautifully so that only tasks relevant to company are pursued. They have also trained us very well and made us independent.

Thanks to Phi Edge for this wonderful intervention- CATALYST!!

INFORMATION IS POWER AND INFORMATION IN FINGERTIPS IS POWER UNLIMITED!!

Client Testimonial

★★★★★

As a head of a mid-sized Japanese company in India, retaining and attracting talent was our biggest challenge. We were introduced to PHI Edge by a common friend and approached them to build us a robust HR organisation. Phi started off by evaluating the current system and then moved on to a 3D intervention (Diagnose, Design and Deliver) approach. The audit programme was meticulously planned which involved questionnaires and interviews for staff across ranks. The Current systems were also thoroughly reviewed. Subsequently it was then grouped into the following Interventions:

1. Organisation design: Futuristic Organisation Restructuring, Job descriptions, Job Analysis workshops, competency matrix, benchmarked HR policies
2. Performance Management: Designing a performance management system, building a performance culture, linking rewards to performance
3. Compensation & Benefits: Compensation benchmarking (internal and external) including strategy.
4. Training & Development: Lship development through IDP, Competency based training needs identification and delivery including measuring training effectiveness
5. Reward & recognition: R&R strategy & plan including attrition analysis
6. Communication & management MIS: Communication strategies and plan, management MIS formats etc

Definitely a well-managed Intervention programme which will set the foundation for a good HR department. Anoop and team are extremely knowledgeable and their experience across domains helps in designing a unique system which will work for that organisation, culture, size & geography. A must have for any organisation which values its people and is thinking ahead.

M.C.BANTWAL
 Managing Director at SATRAC

India's Standard For Trailer & Truck Built Up's

Client Testimonial



Client Testimonial

★★★★★

Using Employee voice to catalyse people and business growth:

"PHI Edge has been an incredible partner to work with for our HR Audit. They have proactively taken the time to understand our business and its requirements and provide us with a well-thought action-planning roadmap based on our organizational goals, ethos and culture. Throughout the process Ms. Vibha, Mr. Anoop and Mr. Amitabha along with their team have been organized, logical and detail-oriented in their approach as well as whilst training our staff for the Employee Engagement Survey. The PHI team has meticulously understood our culture, processes and needs and brought together their immense industry experience to add value and be a true business partner to us!"

Avantika Makar
Head – Human Resources at
Oriental Rubber Industries



Earlier we used to face difficulty in retaining and hiring talent, along with this we also used to face normal compliance issues related to productivity. Phi Edge Talent Enhancers have added tremendous value to our company. We have been working with Phi Edge since last 10 years. They have been helping us with all our HR related activities including talent acquisition. The team is technically strong, have a business acumen and work with good business ethics.



SAURABH PODDAR
Managing Director
Sellowrap Industries Pvt. Ltd

Directors



Vibha has 27 years of experience in the field of Organizational and people development including 12 years in private HR consulting practice. She has held leadership roles with Godrej & Boyce as Head HR and Aditya Birla Group as Programmed Director. In the past, she has led multiple large-scale interventions for MNCs, Indian Corporates and promoter-driven Indian organizations. She is the Founder of Phi Talent Enhancers through which she has pioneered and delivered the CORE HR (end-to-end HR) for many clients across industries and geographies in India. Vibha is an alumna of Symbiosis Institute of Business Management



Anoop has 27 years of experience in HR across various sectors namely Finance, FMCG & Manufacturing. He has also done his DLL&LW and ICWA (Inter). He has worked with Bajaj Auto Finance and Future Generali Life Insurance as Head HR and VP HR respectively. Prior to this, he has played active roles in framing Organizational strategy in top line as well as bottom line profitability for companies in Banking, Retail as well as Trading. He was among the top 100 HR professionals in India and has won the Gallup Great Place to Work Award for Bajaj Auto Finance. He is an alumnus of Symbiosis Institute of Business Management and IMD-Switzerland.



Shammi Sarin is a senior management professional with over three decades of experience in business development and marketing. A graduate in management, he has held numerous senior management positions throughout his career. Hailing from Delhi, India, he has successfully mentored and developed business for various renowned organizations, including Eureka Forbes, Siemens, Kent, United Signals, Inspects, Hoover, and many more. With extensive expertise in international business, particularly in Europe, the Middle East, and Southeast Asia (SEA), Shammi Sarin has demonstrated exceptional leadership and strategic acumen in driving business growth and expansion in diverse markets.



Thank You!

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