



CONSULTANTS & MANAGEMENT SERVICES

## CORPORATE PROFILE

### ABOUT US

Zicon Consultants & Management Services was established in April 2003 to offer consultancy and management services to organizations in the field of Management, Organizational Development and Human Resource Management. At Zicon, the team continuously strives to offer customized and complete solutions to the organization by integrating strategic management, people innovation & operational excellence. It is our goal and endeavor to cultivate people and talent for the organizations with special focus on management systems & process building, promoting cross-functional teams, and training and development.

We have handled many Consulting Assignments in the areas of Organizational Development & HR, Organization Design & Right-sizing, Business Planning, Project Management, Benchmarking of Best Practices, Dealer Development, Change Management, and Managing Integration for Mergers & Acquisitions, Training Solutions, Talent Management, Job Evaluation, Compensation & Reward Management, and Executive Search.

### Purpose

All companies are striving to meet the competitive challenges of today and tomorrow - including globalization, technology, profitability through growth, and capacity for change - thus the management of human resources holds the key to future success!

The team at Zicon facilitates and provides support & services for design and development of such need-based systems and processes and effective implementation through collective knowledge and team work.

They are guided and supported by number of senior experts and professionals from different industries and institutes who have occupied very responsible positions in the organizations and some of them are members in the Board of different companies.

## OUR TEAM

Zicon Consultants and Management Services is the dream child of its Director, **Mr Mondip Kumar Tamuly**. Mondip has over 25 years of industry experience spanning;

- Organization Development
- Human Resource Management
- Operational Management
- Training & Development
- Strategic Management
- Total Quality Management
- Personnel & Industrial Relations
- Project Management, etc

He has worked in both MNC & leading Indian companies namely SKF Bearings, RPG Group, Modi Xerox, TVS Motors and Monsanto Group of Companies in the capacity of VP and Director.

### **Qualification & Formal Training**

- Graduate in Physics, Chemistry & Mathematics from Osmania University, Hyderabad.
- Post Graduate in Human Resource Management from TISS, Mumbai.
- PG program on Industrial Engineering, Organization & Method, Work Study & Productivity Management from NITIE, Powai, Mumbai.
- Undergone formal training in the areas of Total Quality Management (TQM), Project Management, Strategic Management, Benchmarking, Economic Value Added (EVA) etc. in India, UK, Japan & USA.
- Worked and trained under Guru of Benchmarking - Dr. Robert Camp, Xerox Corporation, USA. Also worked and trained under TQM Gurus - Prof. Washio, Prof. Takau & Prof. Suda from Japan in TVS Motors.

### **Special Skills**

Teaching, Training, Coaching, Consulting, Benchmarking, Project Management, Change, Management, Organization & Management Research of Best Practices, Mentoring, Writing, articles in management field, Facilitating Training Workshop, Training System Development & Training audit.

## OUR SERVICES

Zicon is a consulting firm in the field of Management, HR, OD, Change Management, Training etc. that helps its clients i.e. Board Members, CEOs, Managers and Executives, on virtually all aspects of organization & people-related issues (Recruitment to Retirement) affecting the business.

### **Our areas of expertise include:**

- Design and analysis of organizations and jobs
- Talent management through assessment, selection, development, engagement & retention of executives, managers, and teams
- Compensation, benefits, and performance management for improving performance;
- Employee opinion survey, Employee Engagement Survey etc.
- Project Management
- Also Corporate Training for providing training solutions thru' our network of trainers
- Executive Search & Selection for Managers & above.

**Over the years Zicon has been delivering effective solutions to a wide spectrum of industries. These solutions are:**

- **Organization Design & Development**
- **Change Management Program**
- **Management Development Initiative and Program**
- **Compensation, Benefits & Reward Management**
- **Performance Management for Improving Performance**
- **Talent Management**
- **Project Management**
- **Dealer Development & Training**
- **Executive Search & Selection**
- **Organization & Management Research**
- **Other HR Services**

## CORPORATE TRAINING SOLUTIONS

Training and development ensures the availability of a skilled and willing workforce to an organization. In addition to helping the employees in achieving their personal goals, it also enhances the individual contribution to an organization serving it to meet its primary objective.

Zicon specializes in assessing training needs, designing, developing, delivering, administering and even evaluating corporate training solutions.

### **We Provide Corporate Training in the areas of;**

- **Performance Management for Improving Performance**
- **Project Management**
- **Talent Management**
- **Coaching and Mentoring**
- **Leadership & Team Building**
- **Effective Sales and Territory Management**
- **Change Management**
- **Train the Trainer**
- **Advanced HRM for HR Managers**
- **HR for Line Managers**
- **Business Communication and Business Skills for Line Managers**
- **Benchmarking**
- **Supervisory Development Program**

## PARTIAL LIST OF CLIENTS



And many more..

## CONTACT DETAILS

### Zicon Consultants and Management Services

Yugay Mangal, Office#30, 3rd floor,

Opp. Gandhi Lawns, Ganesh Nagar

Pune - 411038

Tel. No.: +91 (20) 6529 5749, Email Id: info@zicon.in