



**Learn. Unlearn. Relearn.**

Corporate Introduction

# Ground Rules (Building organizational culture)



Safety PAUSE

**P**AUSE before you start   **A**SSESS possible hazards   **U**NDERSTAND how to proceed safely   **S**HARE your plan with others   **E**XECUTE the activity safely



Keep your mobile on vibrate



One conversation at a time



Self/Time discipline



Green Mindset, Clean Workplace - Reduce, Reuse, Recycle

## Content of the Presentation

- **Why GHRM Career Solutions LLP**
- **Who we are**
- **Our Mission & Vision**
- **Our Core Values**
- **Business Model & Plan (Wave I & II)**
- **Business Verticals**
- **Business Horizontals**
- **Legal Entity**
- **About Senior Leaders**
- **GHRM Champions**
- **Communication Matrix**



# Why GHRM Career Solutions LLP?

## Problem Statement

In today's rapidly evolving organizational and professional landscape:

- **Industries** face persistent Operational and Workforce Challenges and Lack Continuous Improvement, hindering growth.
- **Educational institutions** are misaligned with organizational needs and have not designed industry relevant curriculum for students
- **Students and young professionals** struggle with Career Counselling, Attitude, Skill and Knowledge creating a major employability gap.
- **Retired Professionals** hold deep expertise & skills, but there is no structured mechanism to systematically transfer that knowledge, leaving a gap in building a solid foundation for future generations.

The above disconnects hinder Organizational Efficiency & Growth, Career Challenges, Knowledge Transfer from retirees, affecting the sustainable growth.

## Solution Statement

To bridge the critical disconnects among industries, academia, young professionals, and retirees, the following integrated solutions are proposed:

- **Industry Excellence Programs** - Implement structured consulting and continuous improvement initiatives focused on operational efficiency, workforce optimization, and leadership development. Enable data-driven HR and process transformation frameworks to address workforce challenges.
- **Industry–Academia Collaboration** - Create programs that align academic curriculum with evolving industry requirements. Facilitate internship, live projects, and skill-based certifications co-designed by industry experts.
- **Professional & Career Development Platform** - Offer (ASK) Attitude, Skill, and Knowledge development programs for students and young professionals through mentorship, and mock assessments. Introduce career mapping, psychometric testing, and personalized coaching for enhancing employability.
- **Retired Professionals Network** - Establish a digital and physical platform through empanelment of retired experts to form the backbone of all our solutions—driving industry excellence, enabling industry–academia alignment, and shaping the future of next generations.

The integrated ecosystem enhances **Organizational Efficiency and Growth, Career Growth and Knowledge Continuity**, creating a growth oriented sustainable bridge between **Experience & Aspiration**.

## Who We Are

We are a new start-up uniquely positioned to deliver eco-conscious, innovative, and disruptive solutions for Industry, Academia, Young Professionals and retired domain experts. We are leaving business as usual behind, because the future demands bold, not typical way of doing business.

### **About GHRM Career Solutions LLP**

Building on the success of GreenHRM Solutions, the founder and co-founder of GHRM Career Solutions LLP now bring a fresh, bold vision to the HR domain. With a proven track record in driving strategic HR initiatives and people agendas during pivotal growth phases. They have consistently fueled business development through innovative HR leadership.

At GHRM Career Solutions LLP, we believe business must be part of the solution and that starts with rethinking how businesses are run. We are professionally managed by a perfect blend of Young and Experienced professional to deliver tailored solutions to industries, educational institutions and young professionals.

### **Our Core Strengths**

**Visionary Design:** We craft forward-thinking HR frameworks that align with both current business needs and future growth.

**Scalable Execution:** We don't just plan, we implement high-impact solutions that can grow with you.

**Sustainable Change:** We are committed to driving eco-friendly practices and digital transformation through impactful HR initiatives.

Together, we are committed to driving sustainable, people-centric transformation across organizations, institutions, and individual careers.

# Our Mission, Vision & Core Values

At GHRM Career Solutions, we believe that mission and vision statements serve as guiding principles for everything we do. They keep everyone aligned, focused on our goals, and committed to achieving our purpose.



Mission

Inspired by empathy, driven by expertise, we empower change, character, and capability. Walking with you in your growth, transformation, and skill.



Vision

By 2030, GHRM Career Solutions aspire to be the benchmark for people and organizations to rise together - stronger in character, sharper in skill, and unwavering in integrity.

# Our Mission, Vision & Core Values

At GHRM, our values guides us in uniting generations and nurturing a future-ready environment - empowering each individual to grow, transform, and become better and not just do better.



## COLLABORATION

**“Together we rise”**

Growth happens together. Collaboration is about more than just working together, it’s about doing so with empathy, respect, and emotional intelligence.



## LEARNING

**“Learn. Unlearn. Relearn”**

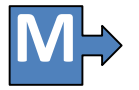
We believe in culture of continuous learning that values curiosity, embraces feedback, and sees failures as stepping stones to growth. We transform sensitivity into a hunger for growth, fueled by lifelong curiosity.



## INTEGRITY

**“Do the right thing. Always”**

Integrity lays the grounds for an organization built with honesty, consistency, and ethics. Integrity fosters a workplace where trust is built not by fear, but by shared principles of respect for time, professionalism, and ethical conduct.



## MINDFULNESS

**“Be present. Be responsible”**

Being aware of how we act, speak, and influence the workplace. We slow down, reflect, and respond with purpose. We stay aware of our impact, pause before reacting, and take responsibility for our words, actions, and energy.

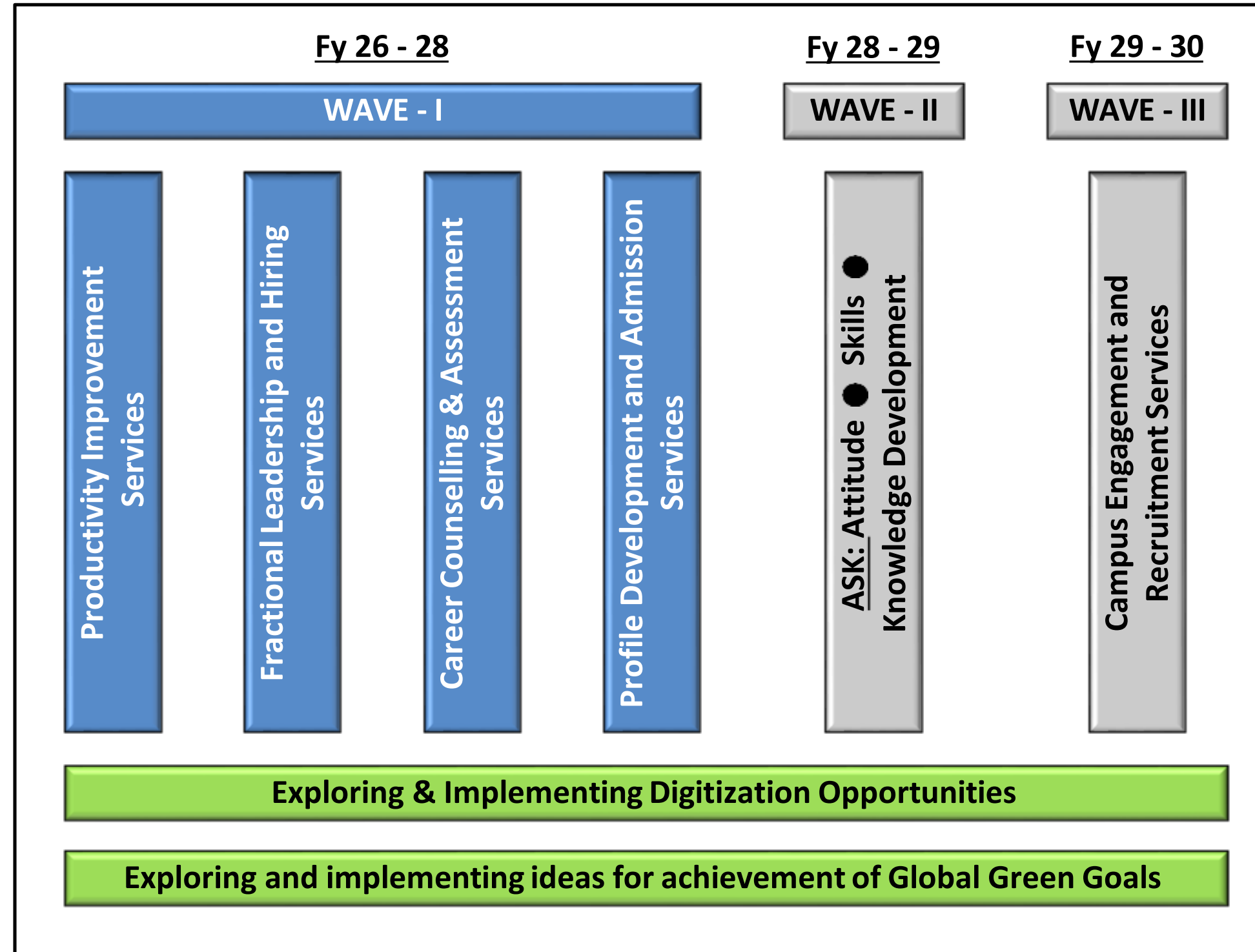
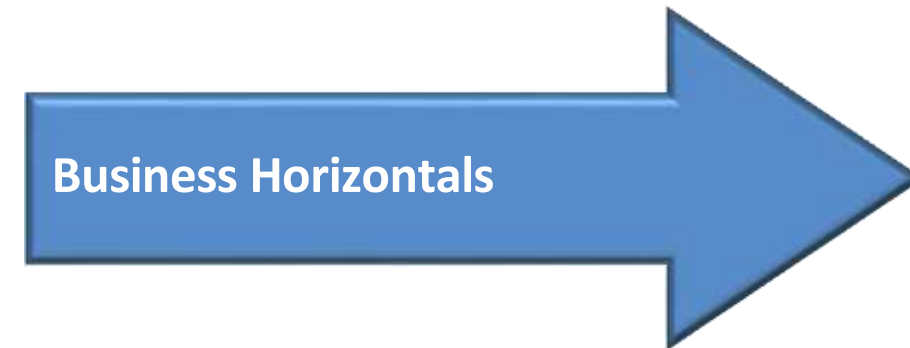
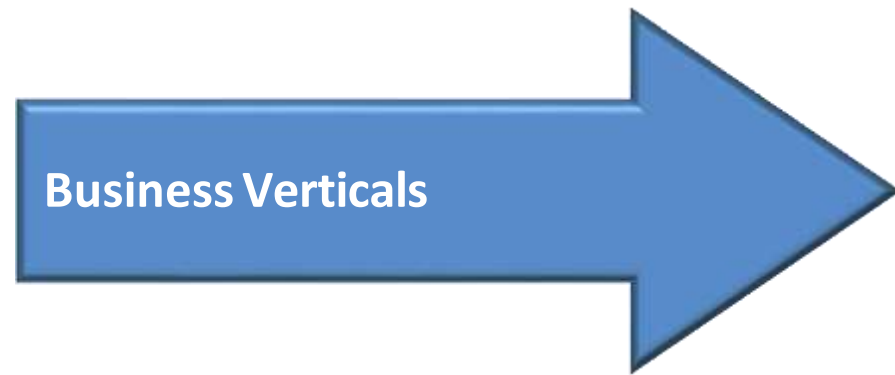


## BALANCE

**“Freedom with responsibility”**

Real growth comes when freedom is paired with accountability. Balance ensures flexibility without compromising outcomes. We reduce burnout and focus on sustainable growth.

At GHRM, we don’t enforce culture, we **C.L.I.M.B.** together in career, character, and contribution.



# Business Verticals



## Productivity Improvement Services

Boost your business efficiency with our Productivity Improvement Services. We identify and eliminate waste, streamline processes, and optimize resource use so you can deliver more with less.

### 01 Organization Design & Workforce Optimization

- Organization Structure Design
- Workforce Assessment
- Job Evaluation
- Strategic Workforce planning & forecasting
- Utilization & Workload Assessment
- FTE assessment for executives

### 02 Productivity Improvement

- Methods Improvement
- Lean Implementation Studies
- Layout & Logistics Optimization
- Business Process Re-engineering
- Incentive Schemes Design
- Fleet Size Assessment
- Plant Capacity Assessment
- Throughput Improvement through Debottlenecking Studies
- Cycle Time Reduction

### 03 People productivity, surveys and reward frameworks

- Skill-Based Tests & Assessments
- Employee Engagement & Satisfaction Surveys
- Competency Mapping & Capability Assessment
- Framework Design for Reward & Recognition
- Production Incentive Schemes
- Performance-Based Pay Structures
- Linking Productivity with Motivation Systems



# Productivity Improvement Services



## Back Ground Verification (BGV) Services (for prospective and existing employees)

As part of our Productivity Improvement services we also provide comprehensive third-party verification of identity, employment, education, criminal records, etc. to support safe and informed hiring decisions. Our BGV services ensure smooth pre- and post-onboarding processes, reducing organizational risk and building a trusted workforce.

### 01 Fast & Efficient Verifications

- Rapid turnaround for identity, employment, and education checks.
- Comprehensive check coverage.
- Reduced hiring cycle time without compromising accuracy.
- Real-time updates at every verification stage.

### 02 Transparent Processes & Reporting

- Status tracking for employers and candidates.
- Clear categorization of findings with risk-level indicators.
- Verifiable document trails for every check.
- Structured and easy-to-read final BGV reports.

### 03 Secure & Compliant Data Management

- Encrypted handling of candidate documents and sensitive information.
- Compliance with industry standards and local legal requirements.
- Candidate consent and audit-ready documentation.
- Secure archival and retrieval of verification records.

### 04 Tailored & Cost-Effective Screening Solutions

- Custom verification packages for blue-collar, white-collar, and leadership roles.
- Role-specific checks based on industry needs and risk sensitivity.
- Scalable, budget-friendly options to reduce cost-per-hire.
- Add-on services like reference checks, PF/UAN validation, and vendor due diligence.



# Productivity Improvement Services



## Productivity Improvement Services

Boost your business efficiency with our Productivity Improvement Services. We identify and eliminate waste, streamline processes, and optimize resource use so you can deliver more with less.

### 01 Driving Green Initiatives in industries

- Green Manufacturing Conceptualization
  - Regulatory & Policy Push
  - Market Surveys & Research Reports
  - Cost-Effective “Just Do It” Activities
  - Mentoring and Guiding Industries
  - Future Skill Requirement Mapping & Training
  - Support in Research & Paper Presentation

### 02 Decision Support Systems

- Value Engineering
- Design of Experiments
- Strategic Outsourcing
- Manpower Cost Modelling
- Advisory on BI Tools – Power BI, Tableau, Google Data Studio



# Business Verticals



## Fractional Leadership & Hiring Services

This vertical empowers industries, startups, and SMEs to access high-caliber executive talent exactly when and where they need it, fueling growth while maintaining agility. *Part-time, Full-time and Project based leadership solutions and Hiring that bring top-tier expertise to organizations with low cost and less complexity.*

### 01

#### Fractional Leadership Services

- Part Time or Project based engagement of CEO, COO, CMO, CFO, CTO, CHRO, CSO, CPO, Principals, Directors, Board Members and Technical Advisors.
- Bridge During Transitions - Facilitate smooth handover and takeover for leadership positions with Cost Efficiency and Flexibility.
- Access to Specialized Expertise through empanelment
- Knowledge Transfer & Strategic Agility through experts.

### 02

#### Leadership Hiring Services

- Hiring of HoD, CXO, Director, Technical/Project Advisor, Board Member, etc
- Exclusive deployment of Recruiter for each position
- Client to share JD, Skills, Leadership and Culture Fit & Business Competitors
- Formulation of Recruitment Strategy, Market Mapping, and Targeted Sourcing
- Preliminary Screening and Reference check by Recruiter
- Second Level shortlisting of candidates by interaction with Domain Experts
- Sharing profiles of candidates to client with insights & recommendations
- Coordination for Interview (Online & In person)
- Support on Documentation, Pre-Onboarding Checks, Salary Negotiations, Joining Dates and Offer Letter.
- Engagement with candidate till Onboarding along with BGV support, if needed.



# Business Verticals



## Fractional Leadership & Hiring Services

This vertical empowers industries, startups, and SMEs to access high-caliber executive talent exactly when and where they need it, fueling growth while maintaining agility. *Part-time, Full-time and Project based leadership solutions and Hiring that bring top-tier expertise to organizations with low cost and less complexity.*

### 01

#### Fractional Leadership Services

- Part Time or Project based engagement of CEO, COO, CMO, CFO, CTO, CHRO, CSO, CPO, Principals, Directors, Board Members and Technical Advisors.
- Bridge During Transitions - Facilitate smooth handover and takeover for leadership positions with Cost Efficiency and Flexibility.
- Access to Specialized Expertise through empanelment
- Knowledge Transfer & Strategic Agility through experts.

### 02

#### Leadership Hiring Services

- Hiring of HoD, CXO, Director, Technical/Project Advisor, Board Member, etc
- Exclusive deployment of Recruiter for each position
- Client to share JD, Skills, Leadership and Culture Fit & Business Competitors
- Formulation of Recruitment Strategy, Market Mapping, and Targeted Sourcing
- Preliminary Screening and Reference check by Recruiter
- Second Level shortlisting of candidates by interaction with Domain Experts
- Sharing profiles of candidates to client with insights & recommendations
- Coordination for Interview (Online & In person)
- Support on Documentation, Pre-Onboarding Checks, Salary Negotiations, Joining Dates and Offer Letter.
- Engagement with candidate till Onboarding along with BGV support, if needed.



# Business Verticals



## Career Counselling & Assessment Services

Assistance to school students, under graduates, graduates, and young working professionals in making informed career decisions through expert, Online and Offline Counselling, Psychometric Assessments, and Personalized growth pathways.

### 01

#### Career Counselling & Guidance

- One-on-One Career Discovery Sessions
- Stream, Course & Career Pathway Selection
- Coaching for Job Transitions & Upskilling
- Personalized Career Roadmaps
- Ongoing Mentorship from Industry Experts



### 02

#### Psychometric & Behavioral Assessments

- Resume Building with ATS Functionality
- Profile Optimization (Resume, LinkedIn)
- Group Discussion Preparation
- Personal Interview Preparation
- Communication & Presentation Skills



### 03

#### Mentorship & Professional Development

- Aptitude, Personality & Interest Tests
- Behavioral Style Analysis
- Career Fitment Reports
- Strength–Weakness Profiling



### 04

#### Admission & Course Selection Support

- Mock Interviews with Expert Feedback
- Skill Gap Identification
- Employability Readiness Reports
- Progress Tracking & Improvement Plans



# Business Verticals



## Profile Development and Admission Services

We help students and young professionals build strong academic and professional profiles while guiding them into the right courses, colleges, and career pathways.

### 01 Career & Course Counselling

- Career, Course, Country & University Selection
- Admission Strategy Planning
- University Shortlisting (India & Abroad)

### 02 Profile Development & Documentation

- Document Verification & Credential Evaluation
- SOP, LOR, Resume & Interview Coaching
- Application Packaging & Positioning
- Portfolio Development, Projects & Internship Advisory

### 03 Application & Admission Management

1. • Application Submission & Tracking
- Offer Evaluation & Acceptance Support
- Enrollment Guidance

### 04 Test Preparation & Financial Advisory

- IELTS, TOEFL, GRE, GMAT, SAT Guidance
- Education Loan & Scholarship Assistance
- Financial Planning for Education

### 05 Visa & Pre-Departure Support

- Student Visa & Immigration Guidance
- Pre-Departure Orientation
- Accommodation & Settlement Support



# Business Verticals



## ASK : Attitude, Skill & Knowledge Development – Wave II

This vertical offers a short-term, industry-relevant online & offline learning platform that develops young professionals and Leaders through deep domain knowledge of retired industry experts. By blending attitude cultivation, practical skill-building, and rich experiential wisdom, we build a future-ready, high-impact young professionals ready to contribute from day one.

### 01

#### Short-Term Courses (1-3 Months Certification Course)

- New Age Behavioral Skill to excel in Job Market
- Workforce Planning, Forecasting & Talent Acquisition
- Developing Performance Based Work Culture
- Compensation & Benefits and Reward & Recognition
- Learning & Development
- Contract Labour Management
- Time Office Function & HR-MIS
- New Labour Code & Compliance Management
- Quality Management System
- ISO Certification – Advisory, Guidance & Certification
- HR Excellence for Rewards & Awards

### 02

#### Job Oriented Internship (6 Months, Unpaid, attached with Live Projects)

- HR Advisory, Audit & Compliance
- Contract Labour Management & HR Compliance & Returns
- Compensation Management and Reward & Recognition
- Productivity Improvement & Benchmark Study
- Learning & Development
- Quality Management
- Career Counselling & Assessment
- Talent Acquisition and Background Verifications & Checks
- Finance & Accounts (Tally Prime) for MSME
- Business Development, Marketing, Sales & Operations
- HRMS

### 03

#### Leadership Development (15 Days Course)

- Basic Understanding of Vision, Mission, Core Values, Code of Conduct, D&I, AA & CSR
- Workforce Planning, Forecasting & Talent Acquisition
- Developing Performance Based Work Culture
- Learning & Development
- Contract Labour Management
- New Labour Code & Compliance Management
- Quality Management System
- ISO Certification – Advisory, Guidance & Certification
- HR Excellence for Rewards & Awards





## Campus Engagement and Recruitment Services – Wave III

We offer short-term, industry-relevant learning platform that develops young professionals through deep domain knowledge transfer from retired industry experts. By blending attitude cultivation, practical skill-building, and rich experiential wisdom, we build future-ready, high-impact young professionals ready to contribute from day one.

### 01

#### Campus Engagement to Enhance Employability

- Resume building, Group Discussion, Personal Interview preparation, Mock Interview through Industry Experts with real time feedback
- Career Awareness Drives & Pre-Placement Talks
- Mentoring, Coaching and Career Guidance through Retired Corporate professionals
- Industry Speakers & Expert Interaction Sessions
- Placement Orientation Programs for Final Years
- Hackathon, webinars, AI-based career planning to identify high potential students



### 02

#### Career Readiness Programs

- Domain-Specific Short Term Certification Programs and Courses
- Industry-Validated Project Assignments for Practical Exposure
- Exclusive program for Moving from Campus to Corporate, along with Corporate Etiquette Training.
- Developing Soft Skills for Students
- Psychometric & Career Assessments for Students
- Developing New Age Skill (Innovation, Idea, Creativity, Curiosity, Observation, Imagination, Decision Making, Problem Solving, )



### 03

#### Industry–Academia Collaboration for Creating Employment

- Exclusive GenZ Job Portal for 0-3 years work experience
- Apprenticeship & Internship Facilitation
- Star Rating Exams for Students to identify high potential candidates by industries.
- Program on Smooth movement from Campus to Corporate
- Organize Placement Drives and Job Fairs
- Facilitate Employer Branding Opportunities for Corporates at the Campus.





## Digitization and Global Green Goals

We empower industries-academia through intelligent digital transformation, integrating AI and cloud-solution to streamline operations, energy conservations and waste, heat and industrial discharge management. Embed sustainability into every process. Our approach not only boosts efficiency but also supports green innovation and helps businesses align with global climate goals.

### **01** Exploring and Implementing Digitization Opportunities

- Policy decision making through HR Professionals
- Implementing digital tools for HR, productivity, and workflow automation
- Supporting data-driven decision-making through analytics dashboards
- Digitizing records, processes, and compliance systems
- Introducing AI-enabled assessments, tracking tools, and e-learning modules
- Enhancing organizational transparency and reducing operational errors

### **02** Propagate and Implement ideas for achievement of Global Green Goals

- Policy decision making through HR Professionals
- Aligning business practices with Sustainable Development Goals (SDGs)
- Promoting Green HR, Green Manufacturing, and eco-friendly organizational culture
- Conducting sustainability audits and resource optimization studies
- Developing training programs on climate awareness and green competencies
- Supporting industries in designing low-carbon, energy-efficient processes



Sl. No.	Particulars	Details
1	<b>Name of the Company</b>	M/s GHRM Career Solutions LLP
2	<b>Type of Company</b>	Limited Liability Partnership Firm
3	<b>LLP Identification No.</b>	ACK - 6837
4	<b>ROC Name</b>	ROC Ranchi
5	<b>TAN No.</b>	RCHG03859C
6	<b>Directors Name</b>	1. Amit Sahay
		2. Jaydeep Sarkar
7	<b>Registered office Address</b>	Flat No. 207, 3rd Floor, Balaji Block, Heaven River View Enclave, Hariom Nagar, Road No. 5, Adityapur, Jamshedpur - 831013
8	<b>Branch office Address</b>	5th Floor, P M Complex, Above Yes Bank, Main Road, Adityapur, Jamshedpur - 831013
9	<b>Udyam Registration Certificate No. (MSME)</b>	UDYAM-JH-22-0019891
10	<b>GST Registration No.</b>	20ABCFG1383R1Z9
11	<b>PAN Card No. of Organisation</b>	ABCFG1383R
12	<b>PF Registration No.</b>	JHJAM3738333000
13	<b>ESI Registration No.</b>	60001937190001099
14	<b>Current Account (Bank Name &amp; Address)</b>	IDBI Bank, Adityapur Branch, Main Road, Adityapur, Jamshedpur- 831013

**ISO Certification is in process**



**AMIT SAHAY**  
Founder & CEO

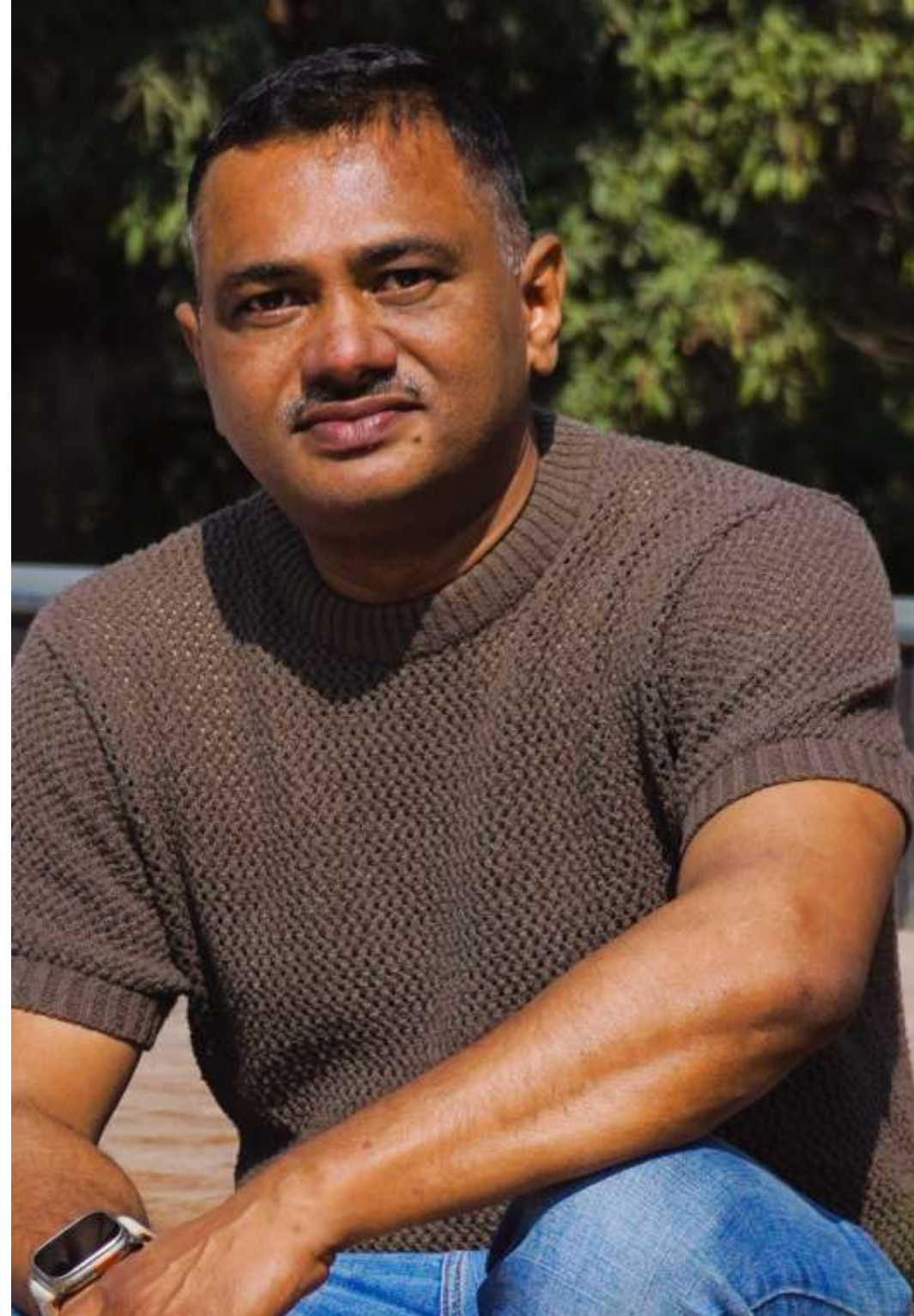
## About Founder & CEO

He brings over 30 years of senior leadership experience in HR & IR domain, having last served as CHRO for Indian Operations at Liberty Steel Group, UK based. He has driven high-stakes projects from mergers and acquisitions and regulatory rescues (BIFR / NCLT) to Greenfield and Brownfield expansions operating under tightly regulated environments.

His leadership journey spans major industrial groups such as Tata, Jindal, Evonith, and Liberty Steel, where he was part of the core strategic team shaping both business direction and organizational culture. He has a proven track record of aligning people strategy with business goals.

A certified external assessor, has conducted numerous assessments for Business & HR Excellence and Affirmative Action for Tata Group and other leading organizations, reinforcing his commitment to excellence, fairness & accountability.

At GHRM Career Solutions, he leverages a rare combination of operational acumen, cultural sensitivity, and strategic foresight to build a values-first organization embedding right culture and systems, empowering the startup to scale sustainably.



**JAYDEEP SARKAR**  
Co-Founder & COO

## About the Co-Founder & COO

He is a seasoned HR and IR operations leader with over **25 years** of hands-on expertise. In his career, he has led and transformed HR functions in major professionally managed organizations Groups including Somani, Adhunik, Tata and Jindal rising to the role of **Head - HR & IR**.

He brings deep domain expertise in manpower planning, manpower cost management, various Incentive schemes to drive production and productivity and the formulation of innovative HR policies. His strength also lies in contract labor management, its digitization and statutory compliance. Driven **digitization of HR functions**, building systems that are efficient, transparent, and future-ready.

He excels in strategic decision-making, with a strong drive for results and a relentless commitment to execution. His leadership is rooted in **HR excellence** not just as a support function, but as a core growth lever for business.

As a Co-Founder & COO, he ensures alignment between organisational strategy and business objectives, driving operational efficiency, safeguarding compliance, and nurturing a high-performance culture.



**Rama Shanker Singh**  
Director - Strategy & Growth

## About the Director - Strategy & Growth

A distinguished Industrial Engineering professional with decades of experience in productivity enhancement, operational excellence, and strategic interventions.

Formerly the Chief of Productivity Services at Tata Steel, he orchestrated cross-functional transformations that streamlined workflows, maximized productivity, and strengthened bottom-line profitability.

He currently serves as Chairman – IIIE Jamshedpur Chapter, National Council Member – IIIE Mumbai, and is associated with global and national professional bodies such as IISE (USA), INVEST, ORSI, and MTC Global. He has contributed extensively through technical papers, conferences, and the establishment of Productivity Week at Tata Steel.

As Director - Strategy & Growth at GHRM Career Solutions LLP, he combines industrial-engineering proficiency (simulation, IE tools) and organizational development experience to drive operational excellence, production and productivity enhancement, strategic initiatives including achievement of Green Goals. With a strong focus on mentorship and social value, he aligns business performance with purpose, helping GHRM scale and deliver impact.

## Reach us @ :



5<sup>th</sup> Floor, P M Complex, Above Yes Bank, Main Road, Adityapur, Jamshedpur - 831013



[info@ghrmcareer.com](mailto:info@ghrmcareer.com) | [bd@ghrmcareer.com](mailto:bd@ghrmcareer.com) | [js@ghrmcareer.com](mailto:js@ghrmcareer.com)



+91-9031607772



[www.ghrmcareer.com](http://www.ghrmcareer.com)

## Matrix Levels :

### Level - I



[info@ghrmcareer.com](mailto:info@ghrmcareer.com)

### Level - II



[bd@ghrmcareer.com](mailto:bd@ghrmcareer.com)



Thank you for your precious time and patient hearing



Together, let's learn, unlearn, and relearn  
and make your future bright.