



# CR 25 Most Promising HUMAN CAPITAL Management Consultants - 2015

**W**ith the 'Big Bang' happening in the Indian business scenario, Human Capital Management has evidently made its presence felt across every industry sector. Business heads have realized the need to capitalize their workforce as an asset, for it is the employees that make or break the foundation of any organization. Special attention has been rendered to meet employee satisfaction and various strategic schemes and management ideas have been introduced in this effort. With a diversified reach, Human Capital Management has now become an industry on its own. There are several eminent Human Capital Management consultancies that have dedicated their expertise in delivering superlative solutions to their clients, and in enabling greater efficiency. Technology and innovative strategies are being incorporated to build strong employee-employer bonding and branding, the consultancies make sure they leave no stones unturned to meet the clients' requirements. The Human Capital Management looks after every aspect of workforce management that involves recruitment and selection, training and development and employee retention. Many organizations are increasingly taking the support of consultancies for better implementing these HR management functions. They become an important resource for hiring the right talent, orienting and inducting them as per the companies' policies and requisitions, making the employees feel comfortable and competent. By creating a sturdy impact on the workforce and the organization, HR consultancies have acted as prime facilitators of skills and expertise that can increase the efficiency of HRM techniques in the most productive manner.

The current edition of Consultants Review brings you "25 Most Promising Human Capital Management Consultants in India". The list features some of the most prominent consultants in the industry who are capable of helping clients gain efficiency by supporting them beyond an advisory level. The proposed list aims to help individuals and corporations to choose the felicitous consulting partner, who suits their specific requirements and helps them attain HR goals, and fulfill organization missions, provide Human Resource Management best practices, talent management and strategic development of the workforce.

## The Centre For Excellence: A One Point Source for all Motivational Sessions & Training Requirements

**P**eter Drucker, the famous management guru said, "We now accept the fact that learning is a lifelong process of keeping abreast of change. And the most pressing task is to teach people how to learn." Having recognized this, Nikhil Desai, Director at The Centre For Excellence established the company in 1991 with a vision of providing world class training programs to the corporate sector. After pursuing his MBA from USA, Nikhil worked in New York. It was during this phase of his career when he realized that soft skills play a pivotal role in every major success story.

However, unlike in western countries, the Indian market at that time lacked awareness of the importance of such programs. As a result issues like lack of time management, inadequate communication & poor team work were affecting the productivity and growth of organizations. Understanding this gap, Nikhil Desai took the initiative and started providing soft skill training and development programs to executives.



Nikhil Desai,  
 Founder & Director

The Centre For Excellence clients in 51 cities of the world are more than 650 organizations including ACG Worldwide, Aditya Birla Group, Ambuja Cements, Aon Global, Asian Paints, Bank Sohar, Barclays Bank, BASF, BG Group, Cap Gemini, Cartier, Castrol, Caterpillar, Cipla, Dalmia Bharat Group, Deloitte, Deutsche Bank, DHL, Dow Chemical, Essar, Godrej, Holcim, Jindal Group, Johnson & Johnson, Larsen & Toubro, Lowe, Mahindra & Mahindra, Omantel, Nokia, Pepsico, Pfizer, Prudential, Puma, Reliance Group, RPG Group, Sandoz, Standard Chartered Bank, Stiefel Laboratories, Tata Group, Thomas Cook, Unilever, Vedanta Group, VFS Global, Whirlpool, Wipro & many others.

The company today has become a one stop source for all training requirements of small, medium and large organizations delivering programs on 120 different topics.

They conduct programs for all levels in the organization including Factory Workers, New Recruits, Officers, Junior Management, Middle Management, Senior Management & Board of Directors.

Their top training programs include Achieving Excellence at Work, Creativity & Out-Of-The-Box Thinking, Delivering High Impact Presentations, Energizing the Body & Mind, Excellence in Business through NLP, Excellence in Customer Care, NLP for Sales Mastery, Mastering Time Management, Win-Win Negotiations and two of Nikhil Desai's flagship programs In Pursuit Of Excellence – Unleashing The Potential In You & Your Organization™ and Achieving Excellence through Stress Management™ which are conducted in 51 cities around the world.



The Centre For Excellence has become a one stop source for all training requirements of small, medium and large organizations

To meet the demands of special events like Conferences, Summits, Off-sites, Retreats, Channel Partner meets, Dealer Meets, Sales Review Meets, Rewards & Recognition events, Company Anniversaries or Annual Get-togethers the company has designed short motivational sessions of 1, 2 or 3 hour duration which are in high demand among corporate clients. Nikhil says, "Our programs are in demand because they are user friendly, user urgent and user relevant".

Various training methodologies used include PowerPoint Presentations, Classroom Training, Role Plays, Experience-Sharing, Brainstorming and Group Discussions, Individual and Group Presentations, Individual Questionnaires, Group Simulations, Videos and Visuals, Company Cases and Real-life Stories & Examples.

Providing high impact training programs, the company has received innumerable testimonials and applause from its clients all over the world. Talking about the company's future Nikhil Desai says, "More than a quarter million participants have benefited from our programs and presentations and our next aim is to reach half a million people. We will also later increase the number of programs offered to 140." 