

COMPANY **PROFILE**

2022



INTRODUCTION

The resourcing landscape in the Engineering & Construction Services Industry, has been experiencing a 'war for talent' ⁽¹⁾. This is largely driven by skill shortages, owing to the complexity of the projects and fanned by the boom in the industry. Organizations are therefore fighting over the scarce talent pools, and its about time for companies to have a strategy for Attracting, Engaging, Retaining Talent.

(1) 'The war for talent' was coined in 1997 by McKinsey & Co, when they published a similarly named article. The company used data to suggest the competition for talent is heating up, as managerial talent is becoming increasingly scarce.

The Challenge faced by this Industry is multifold:

- There is a need to attract professionals from diverse skill sets from Engineering to Finance to HSE to Execution.
- In spite of having large number of applicants, Companies find it challenging to recruit suitable employees as the traditional hiring methods do not bring in value.
- Ever changing dynamics of project works make it difficult for organizations to have a structured plan for Talent Management in place.
- As the workforce is shifting from the 'baby boomers' to Millennials, HR department must also prepare for a different type of employee.

At Emend, we not only understand this challenge but also know, how we could help you partner with the power of people..

EMEND VISION

Our Vision is to help organizations take their Human Resource to the next level, to increase productivity and lower costs. We aim to create culture and environment that attracts, engages and retains superior talent. Our Key focus is to provide customized digitized solution, in Talent Management, for the Engineering & Construction Services Industry.



EMEND SERVICES

Emend has the capability to provide range of services in Human Capital Management, specific to the Engineering & Construction Services Industry. Our HR Consultants become an extension of our clients. We aim to provide customized solutions in the areas of Recruitment, Selection, Retention, Engagement & Performance Management.

- The fit for purpose Top grading process developed by Emend, is targeted to help organizations fulfill their recruitment, restructuring & progressions.
- The 7-Pillar Competency Management Matrix will help organizations map, path, develop and implement a clear succession plan in line with the future goals of the organization.
- The industry Specific Learning & Development deployed through customized Online Learning Management System (LMS) “STRIDES” , will help organizations save time, money and even practical given the site based nature of the workforce.

EMEND DIFFERENTIATOR

We are a team of industry professionals who understand organizational needs for attracting, engaging, and retaining the right talent. We are with organizations, with a specific focus on the Engineering & Construction Services industry, to shift their Human Resource to the next level to increase productivity and lower costs.

By virtue of our decades of experience, we have unique insights into what is missing from traditional methods for Talent Management and Optimization. We have great ideas on how we can provide niche and customized support to fulfill the business needs of an organization and to develop high performing professionals.

Our Focus: Custom made solutions for Top Grading, Competency Mapping and Development by deploying customized Learning Management System STRIDES.



EMEND WAY

We believe that with a smart, fitted, and well cut tailored Human Capital Management (HCM) solution, organizations can not only train their employees on immediate skill needs but also for the skill requirements of the future. Our process of receiving and giving systematic instructions will focus on:

Competency Mapping - Ensuring the Best-in-Class Competency Requirements are developed.

Career Pathing - Develop a clear career pathway with an aim to have multiskilling.

Learning and Development - Curated programs including online and blended learning options.

Succession Planning - Using AI to give meaningful insights into the health of Skill pool.

EMEND PARTNERSHIP

As a business leader, if you feel the need to set up the right team to deliver your organizational goals. We can help you to set up processes to assess, select, implement and monitor the Talent Optimization program for your organization So that you are assured that you have a talent pipeline with individuals who not only deliver results in their current role but also capable of delivering in the new roles in future.

