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IN COMPANY SERVICES



Middle Earth HR provides world class customized training solutions to meet company's specific business needs, bolster core HR competencies, improve performance of managers, increase productivity so that organisations achieve their strategic objectives. We design, develop and deliver a range of innovative learning solutions from interactive workshops that focus on HR capability building, Leadership development and Outbound trainings.

Benefits of Middle Earth's Inhouse trainings

- ✓ Customised solutions based on the training needs
- ✓ In-depth industry experienced facilitators
- ✓ Cost efficient
- ✓ Case studies from real-life scenarios, company specific discussions, exercises, simulations
- ✓ Quality of deliverables validated by over 5000 company referrals



HR CAPABILITY BUILDING

Middle Earth addresses the challenges faced in skilling Human Resource professionals at three levels

Strategic – At this level, focus shifts to HR as a cornerstone of the organizational strategy. Overall talent management and Human performance and capability index, organizational analysis, organizational development, appreciative coaching and counselling, using the Balanced Scorecard and the usage of OD and HPI tools

Functional – Here Middle Earth focuses on areas like competency development, HR business partnering, training and facilitation, HR analytics and metrics, psychometric tools, assessment centre, instructional design, talent engagement and retention.

Core – At this level, Middle Earth focuses on skilling HR professionals on areas like compensation and benefits, recruitment, employment law, and compliance and the basics of learning and development.

HR programs list

Learning and Development

- **Certified Learning & Development Manager**
- **Certified Instructional Designer**
- **Certified Talent Management Analyst**
- **Certified Master Trainer & Facilitator**
- **Certified Executive & Life Coach**
- **Certification in Strategic L&D (Coming soon)**

Talent Acquisition

- **Certified Recruitment Analyst**
- **Certified Psychometric Testing Professional**
- **Certified Assessment Centre Analyst**

Compensation and Benefits

- **Certified Compensation & Benefits Manager**
- **Certified Strategic Compensation**

- **Certified Payroll Manager (Coming soon)**

Organizational Development

- **Certified OD Analyst**
- **Certified OD Intervention Professional**
- **Certification in OD and Group Performance tools**
- **Certified Balanced Score Card Professional**

HR Business Partners

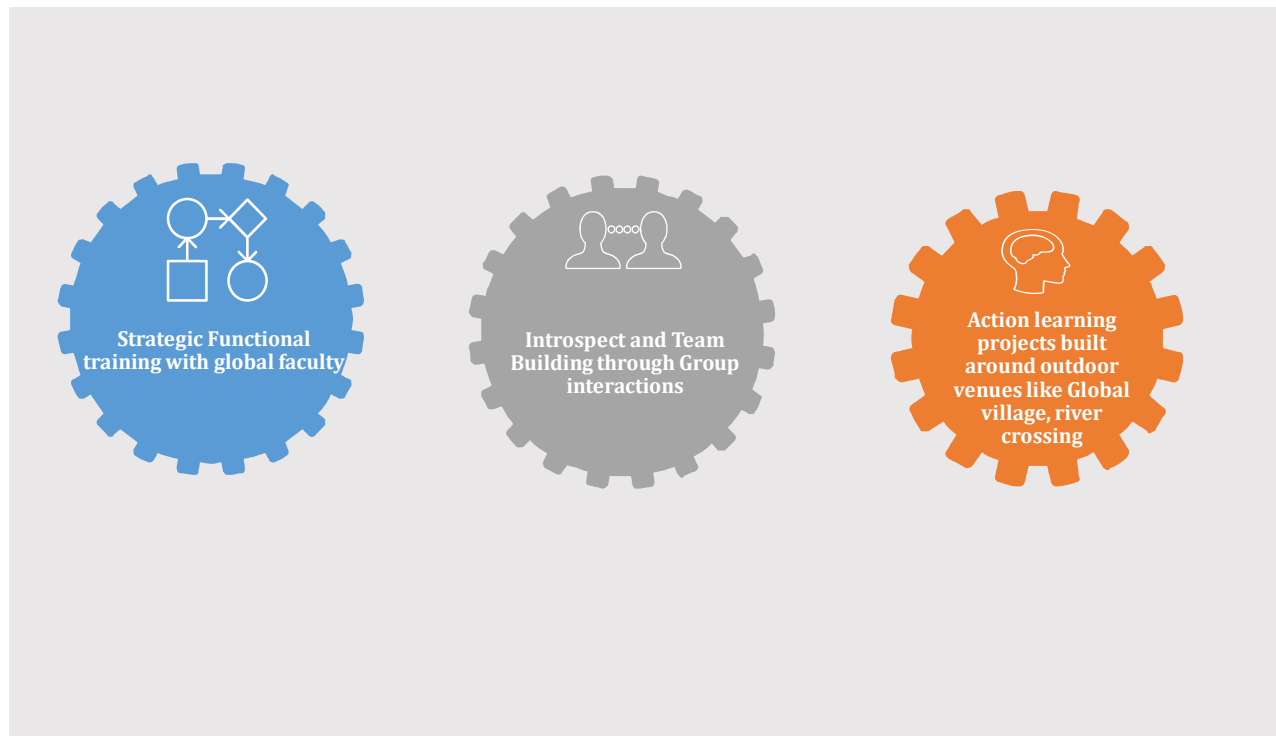
- **Certified HR Business Partner**
- **Certified HR Analytics and Metrics Professional**
- **Certified Performance & Competency Developer**



SENIOR LEADERSHIP PROGRAMS

Challenges facing leaders today has moved beyond the confines of operations. Today's leaders are expected to be hands on not only operations, but also people management, execution skills, analytical abilities, and must know how to leverage emotions as part of their core leadership skills.

Middle Earth, in association with CAMI, not only has programs addressing critical and core leadership skills, but also brings a global immersive on campus learning by its association with IIM, SP Jain, NMIMS, where participants are taken through leadership and strategy by faculty and alumnus from Columbia, Harvard, IIM, SP Jain, NMIMS, exposing them to the current levels of global learning in the field of strategy and leadership.



Thanks to our memorandum with IIM, we can run IIM's Strategic thinking and Finance for non finance workshops at IIM.

MID MANAGER PROGRAMS

We run highly experiential practical learning needed for Mid level managers. These programs normally have components of workshop, project work and certification

Certified Appreciative Coach & Counselor
Master Trainer & Facilitator
Leadership Boot Camp
The Climber - X10 Productivity Workshop
Certified Emotionally Intelligent Manager
Certified Competency Based Interviewing skills
MEHR's HR for Non HR



OUTBOUND TRAINING

Outbound training...breaking away from the shackles of classroom interventions for an immersive, experiential learning, where key elements are blended with fun for a higher retention.

Middle Earth conducts outbound training on leadership, behavioral skills, leveraging human behavior and emotions of team dynamics.



Need more information?

For more information on the in company training programs, please contact Ms.Supriya Chennuri on +91 9885439013/ 040 69431521 or write to us on supriyach@middleearthhr.com

OUR CONSULTING SERVICES





1. Compensation Advisory Services

Under the Compensation Advisory Services, the following are offered to the corporate clients-

- ✓ Devising a Job Grading Structure
- ✓ Salary and Benefit benchmarks
- ✓ Salary structure development
- ✓ Devising a point plan survey
- ✓ Revising the variable pay system
- ✓ Other Compensation Advisory Services



2. Assessment centres

The Assessment Center process is amongst the most effective selection, promotional, and training tool ever developed. Users and practitioners value MEC/CAMI assessment centers for their content validity, predictive accuracy, objectivity, and relevance to the demands of the job.

Below is the approach for running an assessment centre:

- Identification of transitional activities
- Classification of core competencies
- Designing of assessment matrix
- Creation of BARS and evident sheets
- Conduction of assessment centre
- Developmental planning and developmental discussions



3. Recruitment process designing

Recruitment process designing services include:

- ✓ Building Job Element Analysis Tables
- ✓ Creating of Recruitment Manuals
- ✓ Interview Forms
- ✓ Setting up evaluation forms

TOP CASE STUDIES



SAMSUNG



Infosys

Bayer

A global pharmaceutical and diversified agri-product company. Competency assessment centers were required to identify high potential people for promotion to area sales managers having the right mix of complex competencies required. A competency center was developed which helped improve their promotion process significantly.

First Indian Corporation

First Indian corporation is a subsidiary of the fortune 500 company, First American Corporation. They wanted for their managerial development procedure identify managerial competency gaps in their supervisory team, an in-depth assessment center was conducted which lead to pinpointed development needs being identified which helped the company develop their training plan for this team as well as personalized development plans.

Holcim

Holcim is the leading cement manufacturer in Philippines. A thorough study of the current Compensation system was done and identified differences in salary structure among unionized and non-unionized employees in various aspects like annual hike, red circle rule, PIR etc. Re-design of the current system was proposal was developed to minimize the gaps through inflationary increase in salary, performance based merit increase, introducing rewards and recognition program, relocation benefits etc

Samsung

Samsung, leader of the global market in high-tech electronics manufacturing and digital media. They wanted to identify the critical competencies of their DGM's and AGM's. An assessment center was designed and conducted in detail and developmental plan was presented to improve and enhance their performance

Motorola – Net plane

Net plane was being acquired and merged into Motorola; there was apprehension in the company about the merger. A visioning exercise was carried out to merge the old company vision with the new merged entity. The director of the company said Middle Earth conducted an activity-based program for my organization that included creating a team vision & alignment. The primary facilitator for this particular program was excellent in engaging the team and creating an environment for learning & bonding". The program helped significantly in ensuring the merged entity met its new strategic objectives.

Dr Reddy's

Dr Reddys specialized supply chain team needed to develop better employee teamwork and cohesiveness, there was also some interpersonal issues. The head of the team decided to carry out a 360-degree competency appraisal followed by structured training. A behavioral anchored scale was developed and a 360-degree assessment was carried out, individual learning plans were built after detailed internal feedback.

SEW

SEW Infrastructure Limited is a leading engineering construction company with five decades of rich experience in executing excellent turnkey projects in diverse fields. To transform SEW into a Great Place to Work, SEW wanted to conduct corporate cultural survey and design the approach for achieving their aim of making SEW a great place to work. MEC conducted survey on various aspects like Learning environment, empowerment of people, collaboration & teamwork, reward practices etc and proposed high impact OD interventions

Suzlon

Competency maps were required for many technical positions. An internal team was trained on competency mapping and assisted consulting was provided to develop competency maps

AIR

An employee engagement survey was conducted to identify key dissatisfies and hygiene factors amongst the employees. The survey helped pinpoint critical aspects and helped the organization

Mastek

Recruitment process was developed and a detailed interview guide was provided to ensure consistency and build candidate perceptions during the interview process. A team of recruiters was trained to build an interview panel

Saankhya InfoTech

A recruitment process was developed for the company including psychometric and functional skill assessment

NMIMS

A customized Communication & Interviewing Skills workshop was conducted for the first year students at NMIMS, Hyderabad. A pre assessment centre was conducted for the students to help identify their specific areas of improvement and focus only on those skills/ competencies for the training. The training program followed a growth lab pattern and focused on building the students' active listening skills, assertive communication & communication skills, organizing flow of thoughts and presentation skills. A post assessment was also conducted to assess the effectiveness of the training and also to give the students appropriate feedback on the improvement that they had shown through the program and some areas of further improvement.

Schneider Electric

After training Needs analysis, it was understood a Global Train The Trainer was required for all the In-House technical trainers at Schneider. As a Training and development company, Middle Earth has undertaken the project of conducting the workshops and certifying the In-House trainers through a customized 3 day TTT program, which includes Pre and Post Assessment of the participants through video mirroring exercise.

EADS

A Conflict Management workshop was conducted for EADS, Bangalore. The one and a half day training

program focused on identifying the managerial actions that may be a precursor to a workplace conflict, common steps to manage conflict, conflict management strategies, effective conflict resolvers and establishing a code of conduct for a conducive environment. The workshop ended with a Bonfire and De-briefing session to build Team Openness.

For more of our Top 1000 referrals, visit our Website at

<http://middleearthhr.com/success-stories/top-1000-referrals>



**First Indian Corporation
Private Limited**

A Member of The First American Family of Companies



MOTOROLA

SUZLON



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