



# COMPANY PROFILE



# WHO WE ARE

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At Ariana HR Solutions, we are passionate about helping businesses thrive through strategic HR interventions. Our boutique consultancy specializes in providing personalized, high-impact services that align with your unique needs and goals. With our expertise and dedication, we empower your organization to achieve its full potential.

With a mission to provide the best Manpower Solutions we initiated our journey in the year 2024 Under the brand “Ariana HR Solutions” providing Complete HR Solutions.







## OUR VISION:

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Our vision is to be the partner of choice for our clients and provide a single window solution for all facets of Human Resource Management

## OUR VALUES:

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- Customer First
- Excellence in services
- Trust
- Value creation for our stake holders
- Business Ethics



## OUR VALUE PROPOSITION:

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We provide a comprehensive, one-stop solution for all aspects of Human Resource Management, ensuring that our clients have access to a full range of HR services under one roof. Our approach is deeply collaborative; we work closely with our clients to understand their unique needs, challenges, and goals. By doing so, we are able to design and implement customized HR solutions that are specifically tailored to their organizational requirements. Whether it involves recruitment, employee training, performance management, HR Process or strategic HR planning, our dedicated team ensures that each solution is not only effective but also seamlessly integrated into the client's existing processes. Our goal is to empower our clients to achieve their business objectives through strategic and efficient HR management.





# WHAT WE OFFER

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## EXECUTIVE SEARCH

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We understand that the right leadership is crucial for driving strategic initiatives and fostering a positive organizational culture. Our approach involves a meticulous and targeted search process, leveraging our extensive industry knowledge and network to find exceptional candidates for your senior management and executive positions.

We begin by gaining a deep understanding of your organizational goals, culture, and the specific challenges you face. This allows us to create a detailed profile of the ideal candidate. We then utilize a combination of competitor analysis, head hunting, direct sourcing, and industry connections to identify individuals who meet these criteria. Our thorough vetting process includes comprehensive interviews and background checks to ensure each candidate's suitability and potential for long-term success within your organization.

By bringing you the best candidates for your senior management and executive roles, we help ensure that your leadership team is equipped to guide your organization towards sustained growth and achievement.





## TALENT SOLUTIONS

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We specialize in identifying and attracting top talent that not only possesses the necessary skills and qualifications but also aligns perfectly with your organizational culture and values. Our goal is to ensure that each new hire contributes to driving your business forward effectively. Our comprehensive talent acquisition strategies are designed to go beyond the traditional recruitment process. We conduct thorough market research, utilize advanced sourcing techniques, and leverage our extensive network to find the best candidates. Additionally, we employ rigorous screening and assessment processes to evaluate candidates' compatibility with your organizational goals and work environment. By ensuring you have the right people in the right roles, we help you build a high-performing team that enhances productivity and fosters long-term success.



## CORPORATE TRAININGS

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We take pride in helping the organizations to build competencies and skills through our customized learning interventions. Our efforts have resulted in more engaged employees and holistic growth of our client. We do Personality Development, Leadership Development, Sales & Services, Behavioral training, Personal Effectiveness, Soft skills training, Communication development, Team building, etc.

Our tailored approach addresses key areas critical to workplace effectiveness, including communication, leadership, team building, and conflict resolution. Our training programs begin with a thorough assessment of your team's current capabilities and the specific needs of your organization. We then design and implement customized training modules that are relevant and impactful.



# HR PROCESS CONSULTING

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Our HR process services include conducting structured audit and review of your HR processes to ensure they are efficient, effective, and aligned with best practices in the industry. Our comprehensive approach involves a detailed examination of all aspects of your HR operations, including recruitment, onboarding, performance management, employee relations, compensation, and more.

**Audit and Review:** Our first step is to systematically audit your existing HR processes. This involves gathering data, reviewing documentation, and conducting interviews with key stakeholders to gain a thorough understanding of your current practices. We assess each process against industry standards and best practices to identify areas of strength and opportunities for improvement.

**Revalidation and Upgrades:** Once we have a clear picture of your current HR operations, we work on revalidating these processes. This means confirming that they are aligned with your organizational goals. We then recommend upgrades to enhance efficiency and effectiveness. These upgrades may include adopting new technologies, redefining workflows, or implementing new policies and procedures that reflect industry best practices.

**Implementation Support:** We provide full support in the implementation of the upgraded HR processes. Our team works closely with your HR department to ensure a smooth transition. This includes developing detailed implementation plans, providing training for your HR staff, and offering hands-on assistance to address any challenges that arise during the transition period.

**Management of HR Processes:** Beyond implementation, we also offer ongoing support to help you manage your HR processes effectively. This includes monitoring the performance of the new processes, providing regular feedback, and making adjustments as necessary to ensure continuous improvement. We can also assist with change management strategies to help your organization adapt to the new processes and sustain the improvements over the long term.





## CONTRACT STAFFING

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As part of our offering, we provide end to end solutions from identifying talent, managing onboarding, payroll management, statutory compliance, and other administrative tasks for candidates required on contractual basis.

We manage contractual teams for start-ups, SME's, Manufacturing sectors enabling them to focus on their core areas without compromising on the quality of resources or processes.



## TALENT MANAGEMENT

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Our talent Management approach help you in identification of future talent needs of your organization. We work with your leadership team to develop a leadership pipeline and talent pipeline to cater to sustainable business growth. Our interventions include development and implementation of competence framework, Talent assessment, Success planning, Executive coaching and more.

By implementing our holistic talent management approach, we help your organization build a strong, adaptable leadership and line managers capable of driving sustained growth and achieving strategic business goals.





# CHANGE MANAGEMENT

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Navigate change with confidence using our comprehensive change management services. We specialize in helping organizations manage transitions smoothly, minimizing disruptions and ensuring that your team is well-prepared for new processes, technologies, or organizational structures. Our approach is designed to support you through every stage of the change process, from planning and implementation to stabilization and beyond.

## WE PERFORM :

- Change Readiness Assessment
- Strategic Planning and Communication
- Stakeholder Engagement
- Training and Development
- Implementation Support
- Minimizing Disruptions
- Sustaining Change



# WHY CHOOSE US

**Personalized Approach:** We tailor our services to meet your specific needs and challenges, ensuring that our solutions are perfectly aligned with your unique organizational context. Our approach begins with a deep understanding of your business objectives, culture, and specific pain points.

**Expert Team:** Our team bring a wealth of experience and knowledge to every project, ensuring that you benefit from the highest level of expertise and insight. Their extensive backgrounds of diverse industry expertise, years rich of professional experience and specialized knowledge contribute to the success of initiatives.

Additionally, we have senior HR professionals from diverse sectors in our advisory panel who to support and guide us in development and implementation of projects we undertake

**Client Centric:** Your success is our priority. We work closely with you to understand your goals and deliver outcomes that exceed your expectations



# BUSINESS MANAGEMENT



Energy & Oil & Gas



FMCG



Manufacturing



Infrastructure



Heavy Engineering



Operations & Maintenance



EPC



Logistic & Supply Chain



## CONTACT Us

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