



Introduction to inQsights

An overview of our Consulting Capabilities & Experience

inQsights

Who are we

inQsights is a multi disciplinary **HR analytics and advisory firm**

We have been providing **HR consulting** services **since 2009** under the brand **Inqubex** (www.inqubex.com)

We operate in **UAE** under the brand name **inQsights Management Consulting Limited** registered in the Abu Dhabi Free Zone (ADFZ) (www.inqsights.com)

Focus Areas

- Talent Assessment & Development
- Productivity Enhancement
- Performance Management
- Employee Experience (Ex)

Our Service Portfolio



- Development Centres
- Online large group assessment
- Individual Development Planning (IDP)
- Behavioural Training & Coaching

Talent Assessment & Development

- Job roles and KPI definition
- Performance Management Process refinement
- Competency Design (Technical/ Behavioural)
- Performance - Reward linkage

Performance Management

Organization Design

- Org Productivity diagnostic
- Right-sizing for productivity
- Structure design for future-state organization
- Wage Bill Analytics

Employee Experience

- Employee Engagement Diagnostics
- Employee Experience (Ex) Enhancement
- Recognition Framework Design
- HR team training on effective Ex

Enabled by a suite of Tech Tools



The Assessment Platform

- Wide array of tests based on competencies, aptitude and psychometrics
- Use cases include hiring, training needs identification & potential assessment at scale



The Data Visualization & Productivity Analytics Engine

- Structure Efficiency
- Wage Bill Productivity
- Demographic Diversity



The Survey Platform

- 360-dg Feedback Surveys
- Employee Engagement Surveys
- Functional/ Process Effectiveness Surveys

Why Work with us?



Our experienced team brings **Deep Expertise** in HR



Our solutions are grounded in client context, leading to **Ease of Implementation**



Our cloud based tech tools provide **Analytics** with greater **Agility**



Our **Reliability** leads to greater **Client Recall**



Almost **75%** of our work is **repeat business from Satisfied Clients**

We have serviced
over **150**
clients in the
last decade, across
**India, ME &
SE Asia**

Industries we have serviced

- Financial Services
- Retail
- Consumer Goods
- Pharma & Healthcare
- Energy
- Shared Services
- Automotive
- Manufacturing
- Media
- Technology
- Telecom
- Govt & Public Sector

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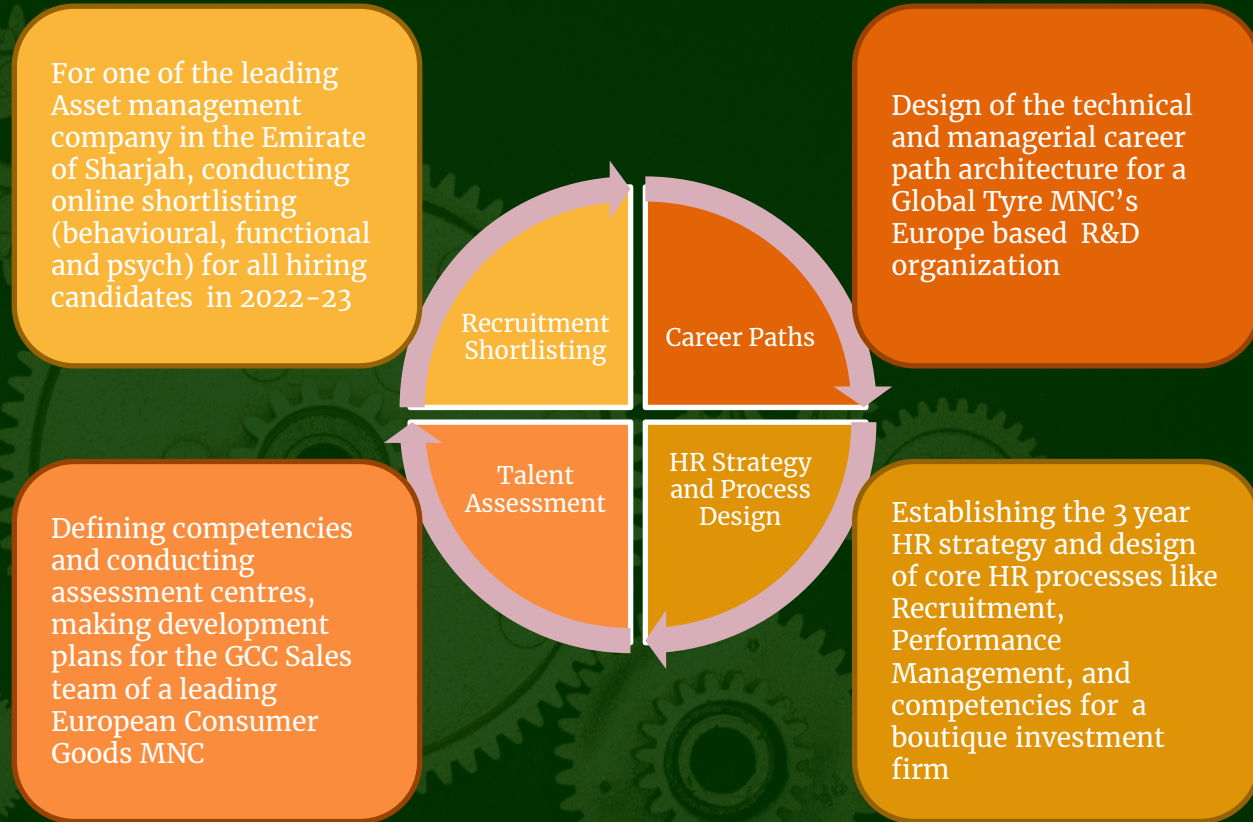
A sample of our clients

- Marks & Spencer
- Volvo
- Signify
- Boston Scientific
- BMW
- MSD
- Mondelez
- Nokia
- Prudential
- Aditya Birla Group
- Tata Group
- ITC
- Reliance
- Fabindia
- Bharti Group
- Dalmia Group
- KK Modi Group
- Kirloskar Group

Sample of clients we have supported on Talent Assessment & Development assignments



Sample of our work in GCC



Our Team's Consulting Experience & Industry Exposure

Industry/ HR Functional Area	HR Strategy	Organization Structure & Design	Performance & Talent Management	Competencies	Rewards	Change Management
Healthcare	✓	✓	✓	✓	✓	✓
Financial Services		✓	✓	✓	✓	✓
Manufacturing	✓	✓	✓	✓	✓	✓
Retail	✓	✓	✓	✓	✓	✓
Energy		✓	✓	✓		✓
IT/ITES	✓	✓	✓	✓	✓	
Automobiles	✓	✓	✓	✓	✓	✓
Consumer	✓	✓	✓	✓	✓	
Prof. Services	✓	✓	✓	✓	✓	✓
Development Sector	✓	✓	✓	✓		✓

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