



The Founder

**Moid Siddiqui** is a unique blend who served the industry for over three decades as HR Chief, Director (HR), and Executive Vice President (Human Potential) both in public and private sector undertakings viz. BHEL, NHPC, CCI, HMT, BEML, and Nagarjuna Group. To acquire consulting and facilitating competencies he joined the Centre for Organization Development as a professor and served for over three years .

He authored five books viz. 'The Brave New Manager', 'Management Parables', 'Intangibles', 'Honk', and 'Soul Inc.' He is a recipient of 'AIMA' Best Author Award 1996 for his book 'The Brave New Manager', published by Tata McGraw Hill. His articles were published in the professional journal of American Society for Training & Development.

He has floated his company 'Intellects' to challenge the 'status quo' and the bookish consultants who dominate the domain by learning the recipes from cook-books.

"Those who fought the battles themselves should only teach the art of winning the battles and those who managed change should alone teach 'How change is managed!'" This is his neat belief.

**VISION** To grow as our clients' preferred business-solutions provider in the specific areas of values, creativity and human potential development.

**We live values; 'Intellects' stands for five values**

- ❖ Passion
- ❖ People First
- ❖ Value for Money
- ❖ Signature of Quality
- ❖ Challenge the 'Status quo'

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*A storehouse of Knowledge and rich experience of Public Sector, Private Sector and Management Education*

## Our commitment : *Training for Impact*

Two-day/Three-day workshops on well-tested themes with proven methodology

### VALUES AND VISION

**Build on Values** – The power of vision, values and purpose; organizational awareness; the power of pure relationship; Chinese vista and Zen; ancient wisdom for new age.

**The Power of Positive** – How to develop ‘positive’ attitudes, accentuate ‘positive’ and redirect ‘negative’ to create a culture of trust, love, care and confidence for excellence in performance.

**Customer Care** – Moment of truth; empowering the frontline; effective service delivery system; strategy articulation and execution; balanced business scorecard with focus on customers' perspective.

### CREATIVITY & INNOVATION

**Work Smart** – How to unleash creativity, articulate creative strategies and manage talents. Five skills and five *mantras* of problem solving; think smart – strategic thinking; unlocking the mental locks.

**Change Management** – Soft tracks and hard tracks; the art of Wu Wei, Heraclitus – the BC change maker; four actors for managing change; managing ‘change-stress’; managers as change agent; corporate experiences – success and failure stories.

**Creativity and Problem Solving** : The dynamics of problem solving; use of creativity in resolving the issues and problem solving; Ishikava and decision making processes.

### HUMAN POTENTIAL DEVELOPMENT

**Building Human Capital** – How to attract, manage and retain talents? How to create a fit between HR-initiatives and business strategies through Fit-Cost-Value metrics? How to enhance human potential and prevent dissipation of energies? How to manage difficult people and critical situations? How to influence, motivate and develop positive attitude.

**Strategic Industrial Relations** – Prosperity through Partnership: experienced based solutions with focus on industrial harmony for progress and prosperity.

**Enhancing Managerial Competencies** – based on Michigan Competencies model, covering both behavioral skills and managerial competencies.

**Managerial Effectiveness** – This module inter-alia includes ‘customer care’ and what's done.

**Leadership for Excellence** – This module inter-alia includes the act of influencing, inspiring people, the new art of motivation, and conflict management.

**Note** : The above five workshops are of three-day duration. These workshops are customized as per the clients' needs. Though they are on generic themes, but very focused.

### METHODOLOGY

Presentations, discussions, group work and group presentations, case studies, film shows, role plays, inventories, quiz and many other well tested methodologies which create fun, understanding and excitement.

**Retreats**: We also organize Retreats for clients with the objective of ‘learning and fun’.

## Our motto : *Value for Money*

We know our strengths and limitations. **HR Systems** and **competency-mapping** to identify the training needs are our strengths. We help articulate the vision and values. We also conduct diagnostic surveys such as ‘talent retention surveys’, ‘talent-brand surveys’, ‘employees’ satisfaction surveys’, ‘organization climate surveys’, evaluation of HR initiatives -- Fit-Cost-Value metrics

## Our promise : *New ways for New Age*

**HR Shared Service Centers** ( HR SSC) are no more new to corporate world; their potential is being explored in Corporate India. As per Gartner forecast it is a \$3 billion market in Asia pacific; 33% share goes to Corporate India.

HR is our forte. We intend to penetrate in two ways:



We shall provide **HR & IR strategic support** on **Retainership** basis to the companies who manage HR at middle or junior levels or where an HR Manager reports to a non-HR VP/Director/CEO



We shall provide HR Services as an **HR Vendor** to the companies who do not have HR structure or who plan to go for **HR Outsourcing** fully or partially