



CORPORATE  
**PROFILE**

TRUST | EXPERIENCE | DELIVERY

## WHO WE ARE

We are a team of HR professionals and functional experts who have deep experience in Talent Acquisition, Learning & Development and HR Consulting.

At Coventix, we set out to become a business catalyst with the clear mission to build and turn organizations into successful and profitable business ventures by bringing in cutting edge service.



Our vision is to institutionalize delivery using research, expert knowledge and technological tools blended with cutting edge execution strategy to deliver business growth for our clients.

We offer a bouquet of services that help organizations for their key hiring needs, drive change through HR interventions and help create a happy and meaningful workforce through Learning and Development interventions.

# COVENTIX'S ECOSYSTEM

**01** Talent Acquisition



**02** Strategic HR Consulting -  
Talent Modelling



**03** Strategic HR Consulting -  
Talent Management



**04** Learning & Wellness Programs -  
Employee Development



## OUR FOCUS



IT Service Organizations



Consulting Firms



IT Product / Hi-Tech Companies



Engineering & Manufacturing



Start-Ups

## **TALENT** **ACQUISITION**

We partner with you to attractively position requirements for those passive but highly productive prospects who are not even actively looking for a change. Our agile cut-to-the-chase approach helps in uncovering these game changing prospects.

We specifically cater to middle and senior leadership.



## **HOW** **WE DO IT**

We believe the right talent leads to accelerated Business Growth. As your business partner, we bring purposeful perspective to your hiring needs by providing executive search services through experienced professionals having domain competency.

**ANALYSE  
THE NEED**

**DESIGN  
SEARCH**

**DELIVER**

We at Coventix, bring together the blended form of human intervention and technology to cater to your everlasting need to source the right skill and talent. Our experienced team goes beyond standard portals and key search words by investing in understanding your needs for result oriented manpower which is both high potential as well as great cultural fit.

## STRATEGIC HR CONSULTING - TALENT MODELLING

For a successful Re-sourcing function to deliver, there is a greater need to create winning strategies around hiring. It is absolutely important that a conducive framework / model is designed and executed in a manner that it has a multitude impact on not just the hiring and talent strategy but on the overall business efficiency.

The team at Coventix has years of leading HR functions in large organizations and has helped to create these winning strategies around Staffing.

- Career Matrix Design
- Emolument Tables
- Salary Fitment Frameworks
- Diversity Plans
- Minimum Skill List
- Job Descriptions
- Competency Framework
- Competency based Evaluation Sheets

### STAFFING STRATEGIES

### ASSESSMENTS – ELIMINATION AND SELECTION

- Cognitive Ability Assessment
- Psychometric Testing
- Language Assessment
- Game Based Assessment
- Technical Skill Assessment

### TRAINING MODULES

- Interviewing Skills
- Unconscious Bias in Hiring
- Interview Modeling
- Competency Based Interviewing Skills

We are strategic partner with Technology-Enabled hiring & assessment platform providers.





## **STRATEGIC HR CONSULTING - TALENT MANAGEMENT**

In any organization, meaningful and lasting change comes from a blend of organizational insights and visionary leadership. HR plays a very important part of designing and running these processes.

The team at Coventix has decades of expertise in leading HR functions in large organizations and has helped to create these winning strategies around Employee well-being, performance and growth.

HR advisory services team of Coventix enables change from the inside on :



We are strategic partner with AI-enabled HRIS platform providers

# LEARNING & WELLNESS PROGRAMS - EMPLOYEE DEVELOPMENT

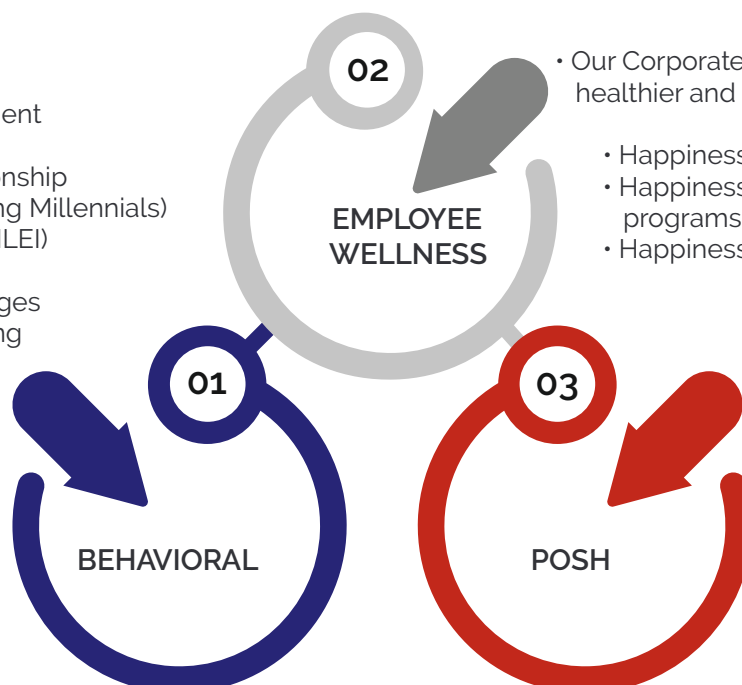
At Coventix, we provide comprehensive Learning and Development solutions for individuals and corporates to compliment organizational growth. As part of our services, we undertake Training Need Analysis, Assess Capabilities and suggest Customized Development Programs.

We have delivered a series of programs for employees across capability building, mentoring etc.

We offer diverse behavioural and employee well-being training programs to enhance productivity and performance improvement.



- Trust Building
- Negotiation Skills
- Time and Life Management
- Conflict Management
- Mentor - Mentee Relationship
- Team Handling (Managing Millennials)
- Leadership Coaching (MLEI)
- Interviewing Skills
- Managing Cultural changes
- Removing Biases in Hiring
- Managing Transition



• Our Corporate solutions for happy, healthier and engaged workforce include :


- Happiness Lab – 24 to 48 week programs
- Happiness Sessions – half to full day programs
- Happiness Retreats – 3 to 4 day programs

- Employee Awareness Modules
- Workshop For ICC Members



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