

*Because Growth is a choice*

**WANT TO GROW FASTER ?**

# **WELCOME TO THE WORLD OF ORGRO**

Self Managed Teams



Manufacturing Excellence



Capability Building



Smart-er HR



Go-To Market



**BECAUSE GROWTH IS LIFE**



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# OUR SOLUTIONS



## Manufacturing Excellence

- Industry 4.0
- TPM
- IE & Automation
- Visual Factory
- SHE



## Self Managed Teams

- Greenfield
- Brownfield
- Audits



## Capability Building

- Behavioural Programs
- Executive Coaching
- Health & Wellness
- Simulations

## Go-To Market

- Customer & Channel Acquisition
- Brand Communication
- S & M Road Map



## Smart-er HR

- Talent Management
- Professionals on FTC
- Surveys
- Start Up HR



# OUR IMPACT

## Self-Managed Teams at a Pharma Major

### SITUATION:

- High Attrition on Shop Floor
- Challenges with Audit Readiness
- Lack of Ownership & Accountability
- Low Morale despite good overall business performance

### IMPACT:

- Significant Improvement in Retention
- Measurable Improvement in PQCDMS Parameters
- Improved Morale as reflected by participation in Business Improvement practices such as SAM, LDM & STAR Caps
- Success of Pilot Project has led to adoption in one more unit
- Received Appreciation from Chairman



## SHE Team Learns to 'Influence Without Authority' at a Pharma Giant

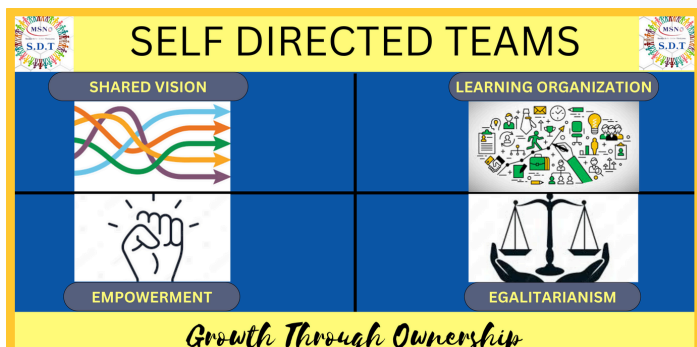
### SITUATION:

- The safety professionals (SHE team) struggled to balance production goals while ensuring workplace safety.
- The team lacked essential "soft skills" like communication, emotional intelligence, and conflict resolution, impacting their ability to collaborate effectively.
- Key Gap was on 'Influencing Without Authority'

### IMPACT:

Team went through a 4 month program involving Classroom Sessions, Coaching, Live Project, Assessments

- Participants reported significant improvement in their ability to Collaborate and in Being Assertive
- Participants demonstrated their enhanced Capabilities through Live Projects that ran parallel to the program for 4 months



# OUR IMPACT

## ***Reduction in Manufacturing Defects at a French MNC's India Operations by applying SPC Techniques***

### **SITUATION:**

- Client is a France based MNC that produces more than 650 B2B products.
- Has four plants in India at different locations. These include legacy plants as well as Greenfield Units
- Operating staff struggling to control Manufacturing Defects in few key Products.

### **IMPACT:**

Online and On-Site Training on Statistical Process Control ( SPC ) tools conducted for 85 shop-floor members across 4 units

- COPQ has reduced from INR 3 Cr to INR 1.5 Cr in 6 months with zero capital Investment or Manpower Addition
- Operators understand the language of Business Excellence. They make data-based decisions and accurately interpret graphs and control charts.



## ***Unlocking Collaboration for an India based Global Conglomerate***

### **SITUATION:**

- Client is Global Leader in a diversified portfolio of chemical products including Carbon
- Having grown through acquisitions, there is a lack of 'One Company' sentiment as silos exist across the organization.
- This has led to inefficient processes, impacting overall productivity and costs

### **IMPACT:**

70+ mid-level managers went through a 2 day residential workshop , conducted in batches over a 6 month period

- Senior Management has reported Improved collaboration across Units & Departments
- Participants reported significant increase in identifying themselves as members of ONE ORGANIZATION

# OUR IMPACT

## *Empowering Pharma Teams with 'Workplace Communication Skills' to face Audits with Confidence*

### **SITUATION:**

- Client is a Multinational pharma company with presence in over 125 countries.
- Operational documentation is in English whereas Shopfloor Manpower is from Vernacular background
- Inadequate explanations of tasks & procedures to Auditors raised concerns about data integrity & process understanding
- Periodic audits frequently identified communication issues. This lead to complaints of non-compliance, impacted reputation and delayed production.

### **IMPACT:**

Workplace Communication Skills Program, spread over 16 sessions, conducted for 350 employees across 9 units

- Equipped shop floor employees with the skills to clearly explain tasks and procedures to stakeholders, thus minimizing misunderstandings.
- Led to fewer documentation errors and reduced operational delays related
- Helped the client achieve positive audit outcomes



## *Leadership Assessment for Talent Pipeline*

### **SITUATION:**

- French MNC pharmaceutical & healthcare company with presence in 150 countries.
- Facing challenges in identifying the leaders for taking the organization forward. Entire process to be conducted On-Line due to Covid -19 restrictions
- Decreased productivity and higher turnover due to lack of clear career advancement opportunities.

### **IMPACT:**

Multi-Format and Multi-Rater Assessment conducted in Virtual Setting. Individuals provided with Reports, Feedback and Suggestions

- Organization has identified the Leadership Potential among the Assesseees
- Developmental Action Planning put in motion.
- The Transparent and Objective Assessment process has contributed to a positive work environment



# They Chose Growth



## OUR JOURNEY SO FAR

25+

Clients



2250+

Participants



20+

Sectors



15+

Locations



# LEADERSHIP TEAM



**Naqi Abbas**

MD & Practice Lead  
(SMT & HR)

**Naqi** holds Engineering (AMU) & Management (XLRI) degrees and served as a DRDO Scientist before becoming an HR professional. He has 18 years of multi-sector experience. He is now an entrepreneur and is committed to driving Operations Excellence in Organizations, through Orgro Solutions.



**A. Vinod Kumar**

Director & Practice Lead  
(Go To Market)

**Vinod** has been in CXO roles for past 13 years, driving Growth in Indian & MNC companies, across multiple consumer segments & markets. He has extensive experience of running steady-state, turnaround-case & new businesses.



**Sudheshna Koganti**

Director & Program Lead  
(SECURE)

**Sudheshna** is a seasoned HR leader with over 15 years of experience in driving organizational transformation and talent strategy across diverse sectors including Technology, Financial Services, Pharmaceuticals, and Consumer Goods. She has led large-scale workforce expansions, organizational redesigns, and culture-building initiatives in both Indian and multinational environments.

**Roy** is a HR professional with multi faceted experience in the HR industry for over 29 years in areas like Industrial Relations, Selection, Compensation, Organisational Development, Change Management and Performance Management. Last ten years has been at a leadership level in organisations.



**Roy Joseph**

Board Member

## ABOUT OUR TEAM

### SECTORS WORKED

Defense Research  
Pharmaceutical  
Consumer Durables  
Industrial Packaging  
Oil & gas Tyres  
Agri-Chemicals IT  
FMCG Real Estate  
Education Startups  
Heavy Engineering  
Hospitality Dairy

### PAST EMPLOYERS



# OUR PROMISES



Because *Growth* is a choice

## There is no Plan-et B !

Let's unite and take action to save our planet, preserve its beauty, and ensure a sustainable future.

### Our Promises to Mother Earth

#### Alignment with Global Goals:

We commit to adopting and supporting the United Nations' Sustainable Development Goals related to environmental preservation and sustainability.



#### Sustainable Practices:

Eliminate the use of non-biodegradable materials in our programs by emphasizing reducing, reusing, and recycling.





Because *Growth* is a choice

## Our Promises to Clients

Provide best-in-world Training, Consultancy and Coaching services





Being Proactive in responding to Client Concerns

Adopt a Partnering and Solution-Centric approach in our Client Relationships



# CONTACT US



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