

# *Grazing Minds*



You have the job.  
We have the professionals.

**A made-to-measure solution**



## About Grazing Minds

Grazing Minds is a leading consulting firm based out of Mumbai, INDIA and having presence across 7 locations. Part of DH Venture Holdings, the parent company has a reputation of over a decade across diverse industries of Logistics, Aviation, Hospitality and Engineering. Grazing Minds has been crafted as specialized entity that connects with dedicated professionals to provide Consulting, Advisory, ITES, ITIS, Human Resource Management and Training.



### Mission

Our mission is to be a dedicated business Partner to our clients and be recognized as an impactful, innovative and efficient Consulting Company providing One-Stop effective and customized services to our clients by building and fostering corporate relationships



### Philosophy

Our business philosophy is trust, collaboration and determination. By keeping the client in focus, we start adding value at once we begin the relationship. All these contribute to performance, improvement and strategic goal achievement.



### Team

We have a team of professionals across India who brings a world of expertise and knowledge in the areas of Management, BFSI, Economics, Public Policy, IT, Logistics and Entrepreneurship.

# HR Outsourcing

In today's competitive and rapidly changing world, HR departments are under tremendous pressure. In addition to the daily responsibilities of hiring, training and retaining employees, HR increasingly fulfils a strategic function. Meanwhile, changing employee expectations must be balanced with the need to control costs and increase productivity.

To help HR departments manage these challenges, Grazing Minds Human Resources Outsourcing offers an array of flexible solutions. Operational HR assistance at the client's premises can cover all functionalities across the HR domain: from short-term, ad-hoc support to fully outsourced (co-sourced) solutions, staffed with HR professionals carefully selected and trained by Grazing Minds.

Almost any organisation can at some point benefit from an HR Outsourcing solution. They include large or medium-sized companies, rapidly growing organisations, or non-profits looking to rapidly professionalise their HR functions.

## Our Services



# Benefits of Grazing Minds HR Outsourcing



- **Speed**

As little as a few days between initial briefing and the start of the assignment.

- **Immediately operational**

Our professionals hit the ground running. They know what is expected of them and have the right skills and experience.

- **Flexibility**

Assignments can last from a few weeks up to several years.

- **Quality**

Our rigorous selection process, training, systematic knowledge-sharing and unique human capital knowledge base ensure you always have the most highly qualified people.

## Areas Of Expertise



### Generalist HR profiles

Allround HR officer, HR business partner, HR manager or director, often part of the management team, who will lead an HR department and be responsible for social relations.



### Recruitment

Junior or experienced recruiter, recruitment manager, campus recruitment and employer branding.



### Talent management

Competency management, performance management, learning & development, absentee management & improvement, retention management and engagement.



### Compensation & benefits

Managing compensation & benefits activities, including implementing models and liaising with external consultants, salary benchmarking and job grading/function classification



### HR administration & payroll

Personnel administration working with commonly-used payroll systems



### HR project assistance

Liaising with the advising consultants, assistance for specific projects such as new ways of working, engagement programs, etc.



# HR Outsourcing Process

You and your Grazing Minds project manager start by discussing your needs.

Topics include your organisation, the context of the assignment, the main tasks and deliverables, and the timing – as well as profile and experience requirements.

After an agreement has been reached and the assignment begins, it is closely followed up by your Grazing Minds project manager.

Suitable candidates are then selected and presented to you during an interview. At the end of the assignment, feedback is collected and shared.

# Contact :

For more information, you can contact:

## R.N. Das

Director | Outsourcing  
Grazing Minds Research And Consulting  
Parinee Crescenzo, G Block,  
Bandra Kurla Complex,  
Bandra East, Mumbai, Maharashtra 400051  
Mobile + 91 913 758 4510  
rndas@grazingminds.co.in

For an overview of our Human Resources Outsourcing offering,  
please visit

<https://grazingminds.co.in/academy/hire-from-us/>

*Grazing Minds*



This publication contains general information only, and none of Grazing Minds Research And Consulting LLP its member firms, or their related entities (collectively, the "DH Venture Holdings Network") is, by means of this publication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser. No entity in the DH Venture Holdings Network shall be responsible for any loss whatsoever sustained by any person who relies on this publication.

© January 2022

Designed and produced by the Creative Studio at Grazing Minds, Luxembourg.