

*A Resource for  
Holistic Solutions...*





ISF HR Services, a part of the ISF Group has evolved as a Human Resource company with a holistic approach since its inception in 2003.

We at ISF believe that human being is a complex entity, comprising overt as well as subtler aspects. Human talent being vital for any organizations progress, needs to be nurtured and developed. This can be done effectively by addressing the overt and subtler aspects of individuals with a holistic approach.

ISF HR Services with a team of talented and dedicated professionals offers a range of services to business and non-business organizations to cater to individual as well as organizational needs. Our services include:

#### • Skill Development Training Programmes:

- Teambuilding and Teamwork
- Interpersonal Skills
- Emotional Intelligence
- Change Management
- Time Management
- Stress Management
- Managing Meetings
- Confidence Building
- Assertiveness Skills
- General Management Skills
- Leadership Development Programme
- Interviewing Skills
- Performance Improvement Programme
- Customer Relation Skills
- Anger Management
- Communication Skills
- Negotiation Skills
- Marketing and Business Development

Organizations differ and so do their needs. We at ISF keep our customer first. We try to understand their needs and offer Customized Solutions as per requirements. Customization of services ensures that the needs are catered to well and hence the results - Enhanced Productivity.

#### • Profiling Services:

- Understanding different facets of individuals through scientific testing tools.
- Individual profile generation.
- Coaching and guidance to make correct choices using the test results.

With our profiling service, we aim to help organizations make correct choices while selecting future employees, as well as understand potential of the current employees. For students, profiling helps them introspect and understand themselves better to make effective career choices.

#### • Consultancy Service:

As consultants, ISF interacts with client's organization closely to understand their needs, expectations, organizational dynamics and work culture. After systematic research and analysis we offer strategic solutions and series of interventions which can help our clients achieve better results for their organization.

#### Programmes we offer:

- Organizational Development
- Assessment and Development Centre
- Organizational Effectiveness Maximizer





## The Core Concept

### An Individual

As a complex entity, a human being comprises:

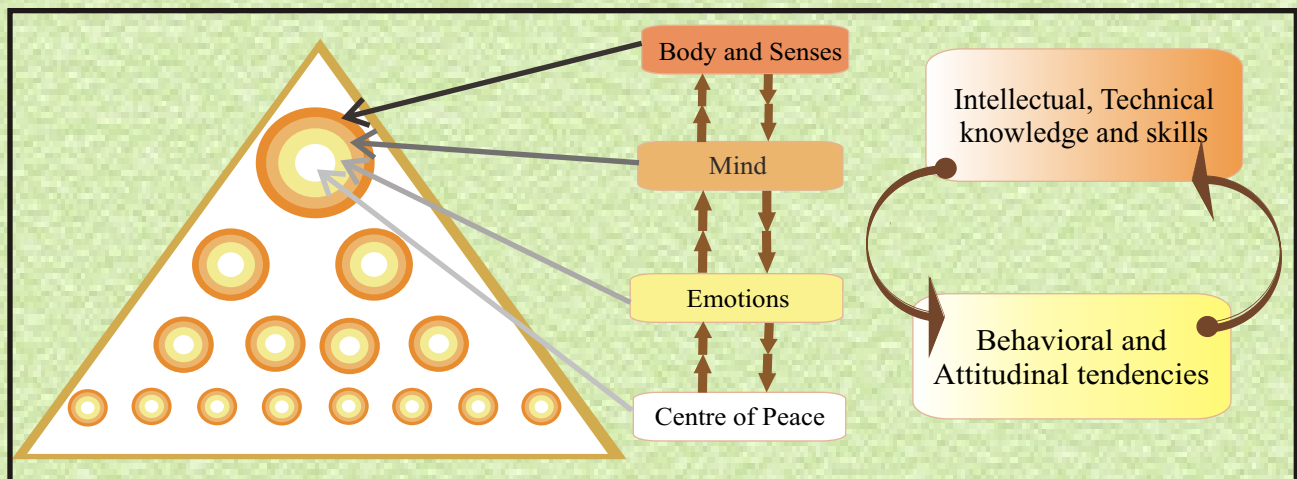
- The overt aspects such as body, and
- The subtler and covert ones i.e. the mind, emotions etc.

### An Organization

An organization is a confluence of a number of individuals, each one with a varying degree of development. An organization with high percentage of integrated individuals, as well as an integrated team will always stand best chances of progressing and sustaining its growth. To give the entire organization with so many differences, a sense of direction and clear objectives is a challenge by itself and requires:

- Clarity of vision, mission and direction at the highest level
- Effective dissemination of the goals to the various levels of the organization
- Creating an alignment between the individual and organizational aspirations.
- Continuous development of people to meet existing and changing organizational needs.
- An organizational cultural development where individuals, as well as the organization grows and evolves.

### Individuals Maketh An Organization!



An organization business or non-business is able to achieve more than what an individual can achieve. But very often an organization fails due to fragmentation of human energies.

Human talent and potential can be made productive provided it receives the right environment, motivation and guidance. The need of the hour is to address the soft skills besides the technical skills, which often have their root in the subtler aspects of the human beings. This requires an Integrated and a Holistic approach.

We at ISF aim to nurture human talent by addressing those subtler aspects and hence bringing out true potential within individuals.

*We are committed to Enhance quality of human potential and Organizational Effectiveness through Integrated Services...*