

FLIPSEARCH

**Talent Acquisition Solutions
by
Flipcarbon Integrated Solutions Pvt Ltd**



There are a handful of companies that understand all successful business operations come down to three basic principles;

People—Product—Profit.

Without **PEOPLE**, you cannot do much with the other two. Hence, the right talent in your team is always a key factor.



Do These Challenges Look Familiar?

- How do we attract the best talent when your business is yet to mark as an Industry leader/ identify good talent when you are already a market leader?
- How do you find TA partners who can articulate your employer brand as good as you?
- How can we increase the speed of hiring –avoiding lengthy and inefficient hiring process?



- How can we leverage the technological advances in the recruitment process?
- How do we have the timely replacement of quality candidates when attrition is high?



Introducing Flipsearch



Contingency Search



R.P.O



Executive Search

A robust business strategy is crucial, but its execution hinges on the human element.
This is where the FLIPSEARCH steps in as the architect of people-powered growth.

About US

Flipcarbon is a Strategic Consulting firm, founded in **2014**, delighting clients and making a difference across **42+ industries** for a **decade**.

We have successfully partnered with over **200 clients** impacting topline, bottom-line and business sustainability. Working closely with Promoters and CXOs, we tackle complex challenges and deliver accelerated results, ensuring that strategies are seamlessly executed from the boardroom to the operational level.

We are focused on creating agile, future-ready enterprises, we empower industry leaders to **drive innovation** and achieve sustained **competitive advantage**.

Flipsearch

Enterprise Consulting
Business Consulting
Fractional CHRO
Fractional CFO
UniverCT



Service Offerings

Contingency Search



Staff Level
Search



A

Mid-Sr Mgt
Search



B

Recruitment Process Outsourcing

RPO



C

Retained Executive Search

Executive
search



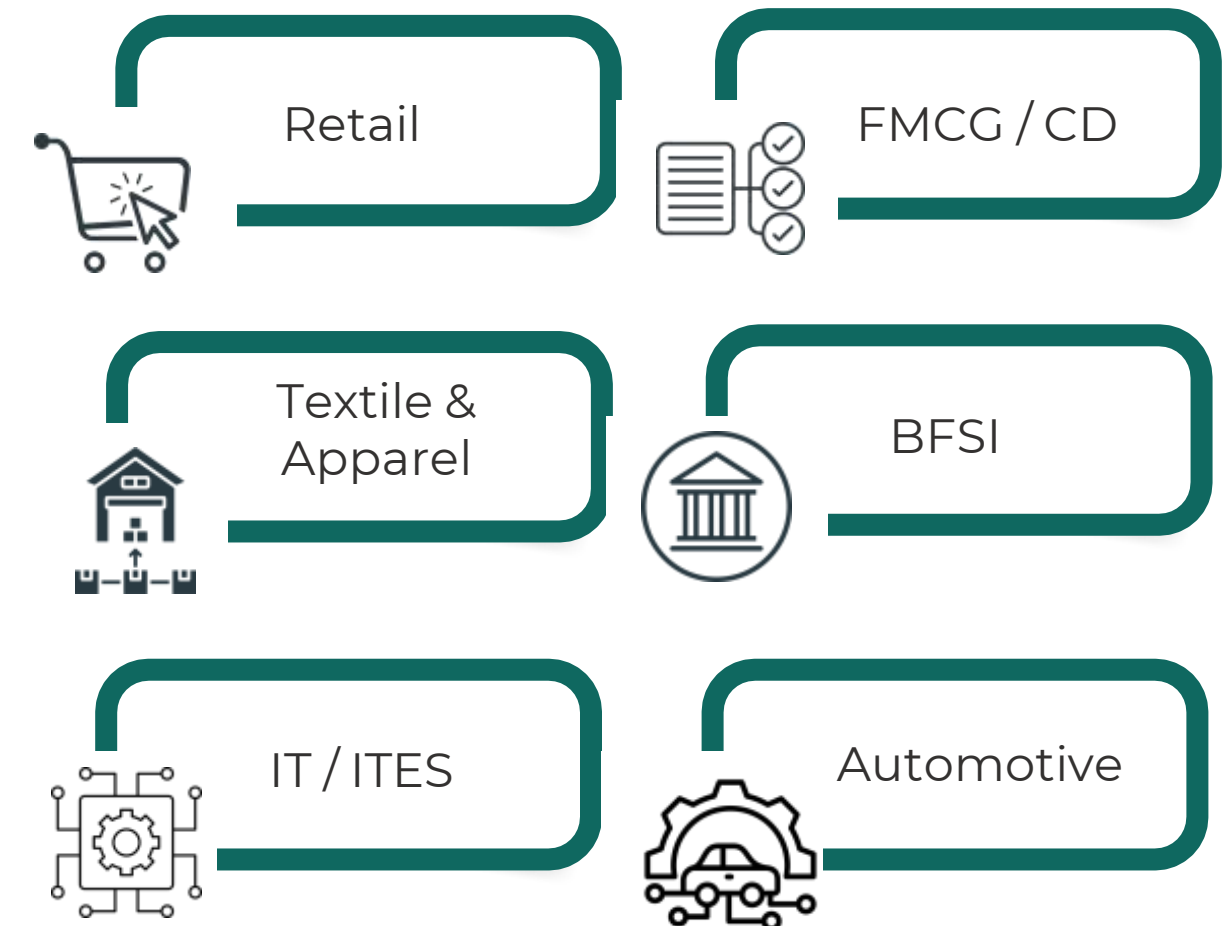
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Explore Our Practices by Support Function and Industries

Support Function



Industries



Recruitment Protocols

**Role
Definition**



**CV Sharing
Protocol**

**Budget
Transparency**



**Feedback
Documentation**

**Client
Understanding**

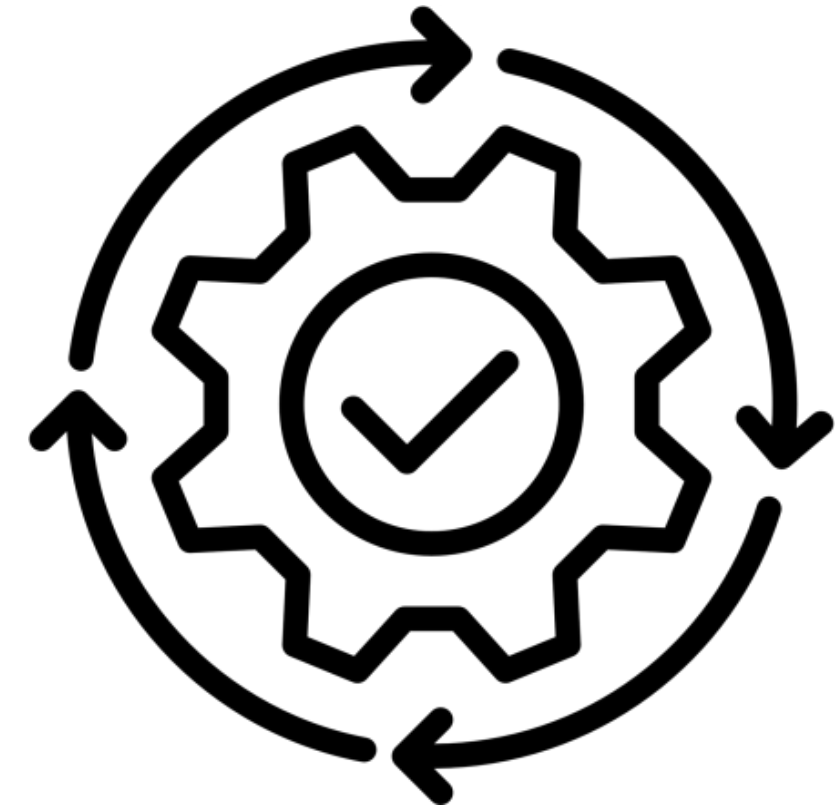


**Reporting
Mechanism**



For Successful Execution

- 1 Utilize Job Boards/ social media platforms to find quality candidates.
- 2 Examine previous applicants.
- 3 Invest in employer branding.
- 4 Write engaging outreach messages to candidates.
- 5 Make use of offline recruitment methods.



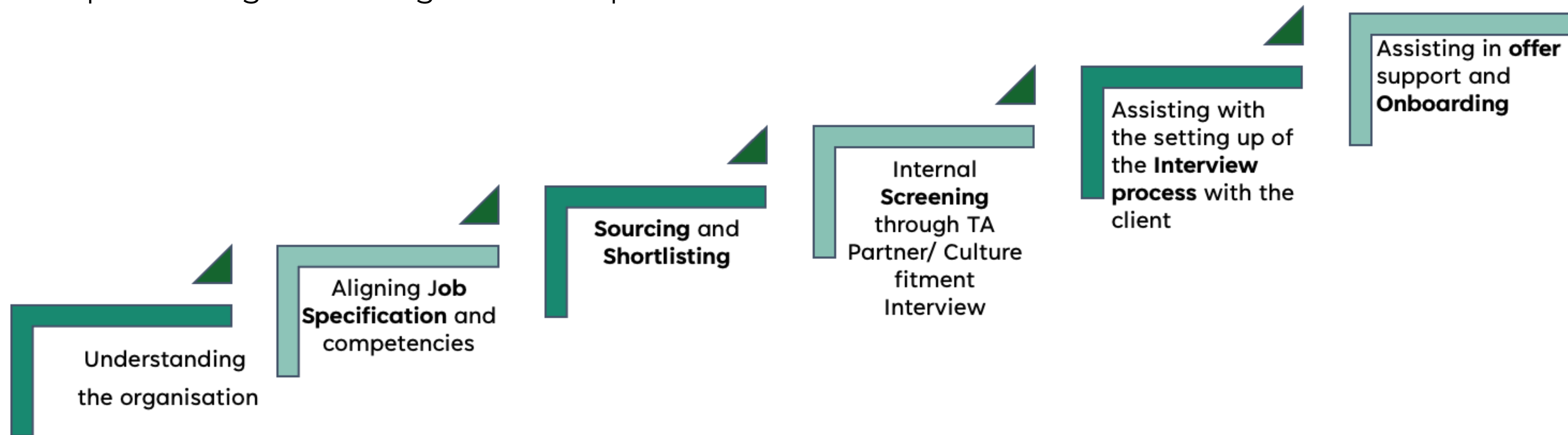
A Staff Level Search

- Staff-level search narrows its focus to the critical initial stages of the recruitment process, ensuring that only the most qualified individuals are presented for consideration.
- Flipcarbon can streamline its recruitment process, saving valuable time and resources while securing top talent.



B Mid-Sr. Management Search

- Mid to senior management search within the realm of contingency search involves a multifaceted approach that delves beyond conventional methodologies.
- It integrates personalized consultations with both clients and candidates to ensure a precise alignment of goals and expectations.



EA – Forbes India 200 Listed Event Management Company

Challenge

The overarching aim was to recruit a candidate who could lighten the CEO's load by skillfully organizing and schedule contributing to the company strategic objectives. For their perfect fit they needed a unique blend of calendar management expertise, strategic planning skills and executive presence enabling them to efficiently manage stakeholder relationships.

Action

With the given requirements, we faced the hurdle of budget disparity and the need for a candidate with exceptional skills. Further, we decided to navigate the recruitment process by conducting in-depth interviews and establishing a direct connection with the company's Management.

Result

Through a month and a half of diligent work, we successfully matched our client's specific needs with the qualifications of the ideal candidate, ensuring a mutually favorable outcome.

HR Manager- Global Masterbatch Manufacturer And Supplier

Challenge

There significant challenge in finding suitable talent for their manufacturing unit located in Daman. With the headquarters based in Mumbai, hiring employees from the same city was not a viable option due to the higher cost of living and salaries. However, finding qualified individuals with a strong understanding of HR practices within the reasonable salary bracket proved to be a daunting task.

Action

We embarked on a thorough screening and recruitment process to identify the ideal HR manager for their Daman unit. Leveraging various recruitment channels, including job portals, professional networks, and referrals. Screening criteria were carefully defined to assess candidates' expertise in HR practices, their understanding of manufacturing environments, and their salary expectations. Through rigorous interviews and assessments, the team narrowed down the pool of applicants to select the most suitable candidate.

Result

After a comprehensive screening process, we successfully identified and hired a qualified HR manager who met the specific requirements. The selected candidate brought a wealth of experience in HR practices tailored to the manufacturing industry, along with a strong understanding of cost-effective solutions. By recruiting locally in Daman, client not only addressed budget constraints but also tapped into the the pool of talent within the vicinity, contributing to the local economy.

Setting Up The Entire Sales Team South – **Alcobeve Company**

Challenge

A leading player in the Alcoholic Beverage (Alco-bev) industry recognized the untapped potential in the southern region of the country. With a strategic focus on expanding market share and increasing brand presence, they identified the imperative need to establish a robust and efficient sales team in the region.

Action

This initiative involved meticulous planning, job role definition, a multi-channel recruitment strategy, rigorous selection processes, and extensive training programs. Leveraging market analysis and industry networks, we identified top talent across various levels, from top management to field sales representatives, ensuring a diverse and skilled team to penetrate the market effectively.

Result

We successfully assembled a dynamic sales team poised for success in the South Region. with a comprehensive market coverage strategy and a customer-centric approach. The team effectively capitalized on growth opportunities, driving increased sales volumes and market share for the company. Grew from 0 to 17% of market. share in non-premium Karnataka. category in Karnataka.

© Recruitment Process Outsourcing



In this business model the management of the Recruitment function, sourcing, attracting and recruiting Talent in that organization is our responsibility.

RPO can transform the talent acquisition metrics across the board and deliver best practice outcomes for recruitment functions

RPO SERVICES

Fixed Fee + Success-based Fee



DRONE MANUFACTURING COMPANY'S RPO IMPLEMENTATION

Challenge

A rapidly manufacturing growing drone company faced a pivotal challenge in managing its expanding workforce. With the company experiencing exponential growth, the need for dedicated focus on hiring became evident. However, the internal HR team found it increasingly challenging to keep up with the demand for talent while also attending to their core responsibilities.

Action

Understanding the urgent need for a strategic hiring solution, the company decided to explore the option of implementing a Recruitment Process Outsourcing (RPO) model.

Swiftly recognizing the unique need, we swiftly curated a specialized team equipped with the knowledge and skills required to navigate the intricacies of the industry.

Result

The implementation of the RPO model yielded transformative results for the drone manufacturing company.

By entrusting their hiring needs to a dedicated team of recruitment experts, the company experienced significant improvements in their talent acquisition processes.

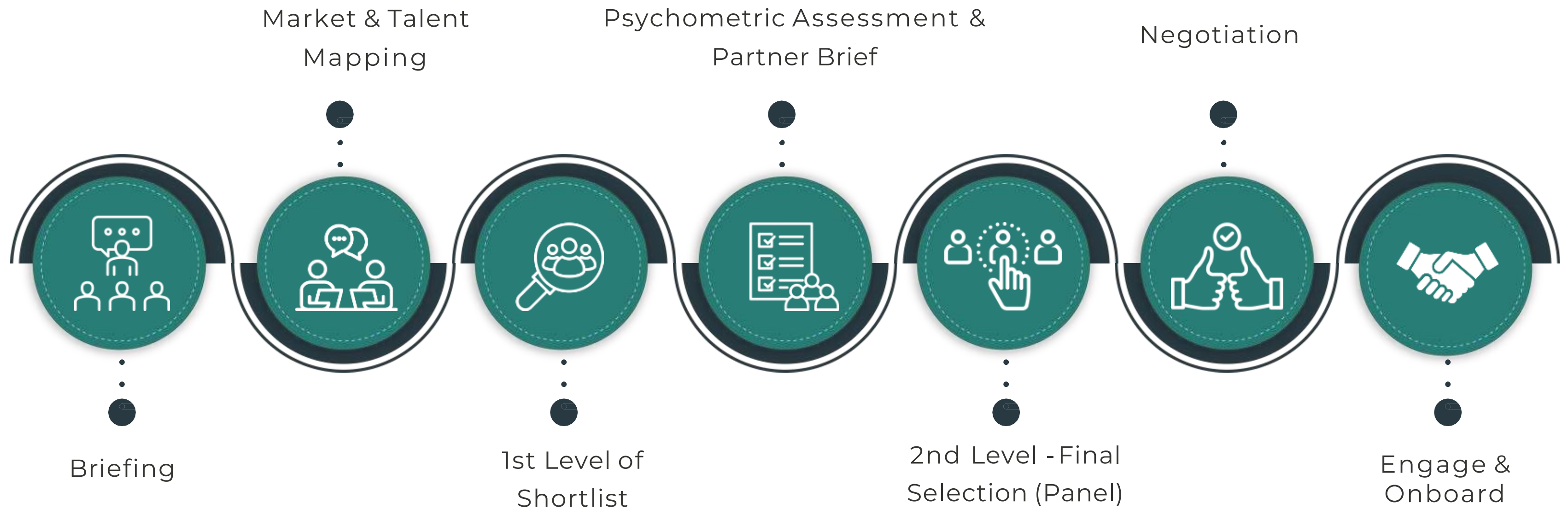
D Retained Executive Search

Search led by HR Professionals with over 2 decades of experience working as an extended leadership hiring arm to identify, attract and onboard the finest talent in our areas of specialization; namely –

1. Support Functions across all industries
2. Industry Focus (Retail, FMCG/CD, BFSI, IT/ITES, Automotive, Textile & Apparel)



E Excellence Lies In Execution



1

BRIEFING

All stakeholders are to attend a full briefing session to fully define the competencies, responsibilities, objectives and required industry experience for the position.

We will agree on the timelines, scope, scale and parameters of the search and importantly the Employee Value Proposition, to take a clear and exciting message to this talent pool.



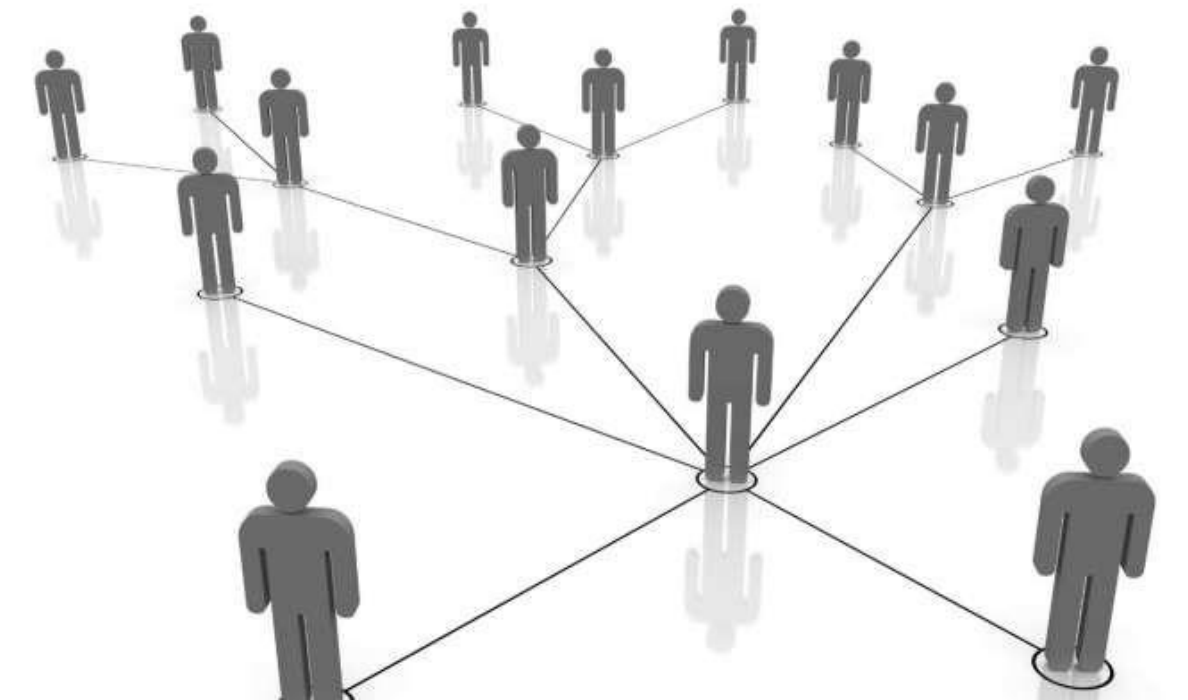
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MARKET & TALENT MAPPING

Talent mapping is a strategic approach to help businesses anticipate and meet long-term hiring goals.

We will use this tool to develop programs to ensure your talent pool has the skills needed to give you a competitive advantage through market analysis.

Further, we will be debriefing, our approach, creating a list , curated of top candidates to streamline your talent acquisition process and find the perfect fit for you.



3

1st LEVEL OF LONGLIST

A comprehensive collection of all eligible candidates for an extensive discussion with the client to arrive at the short list.

INTERESTED CANDIDATES

A



DISINTERESTED CANDIDATES

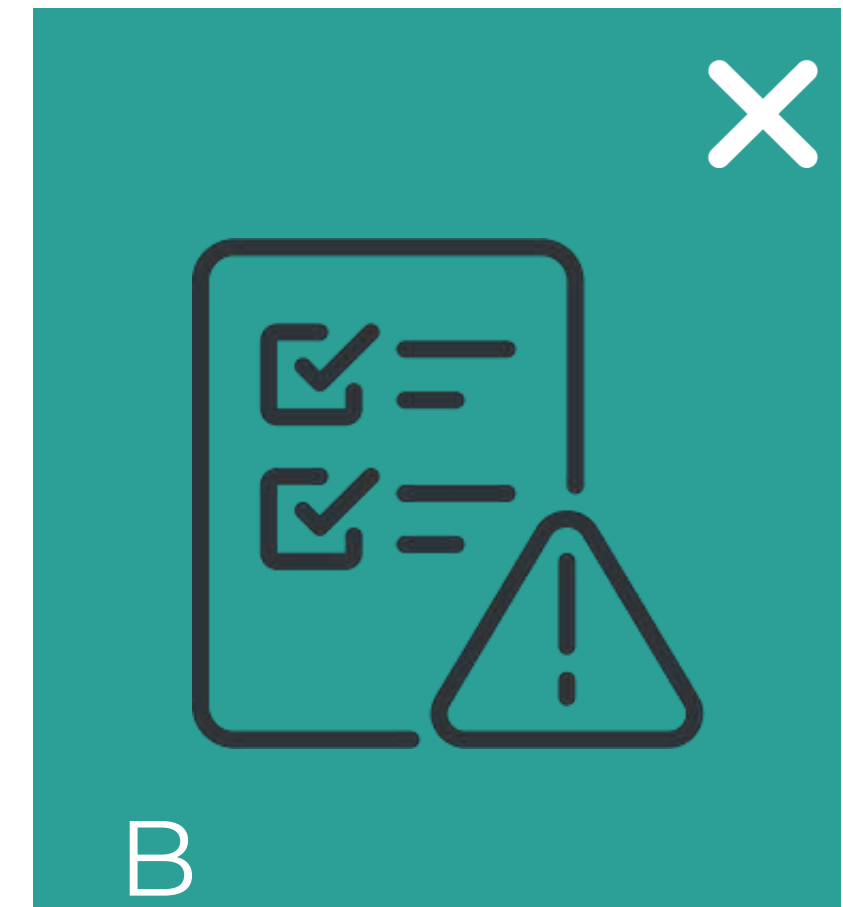
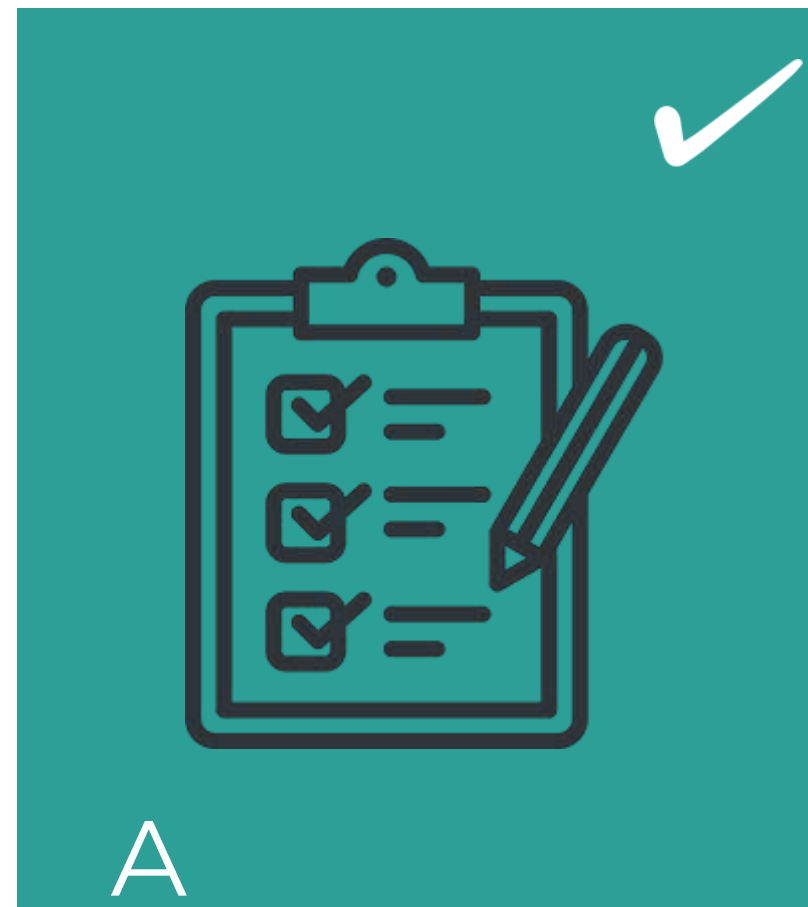
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4

PSYCHOMETRIC ASSESSMENT & PARTNER BRIEF

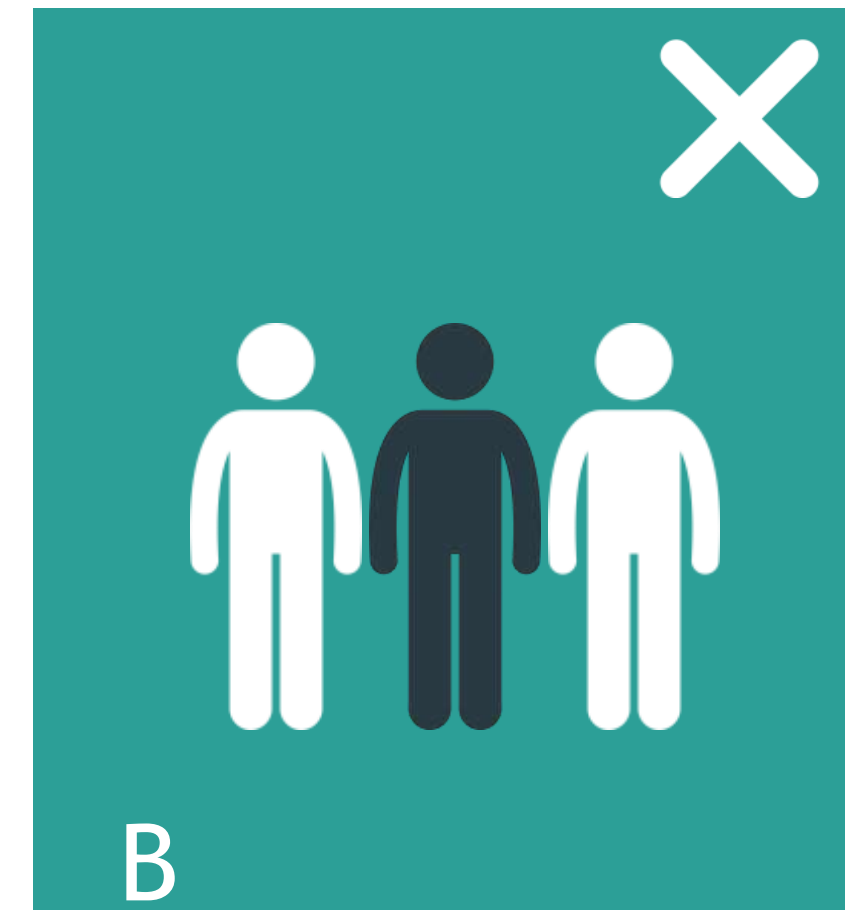
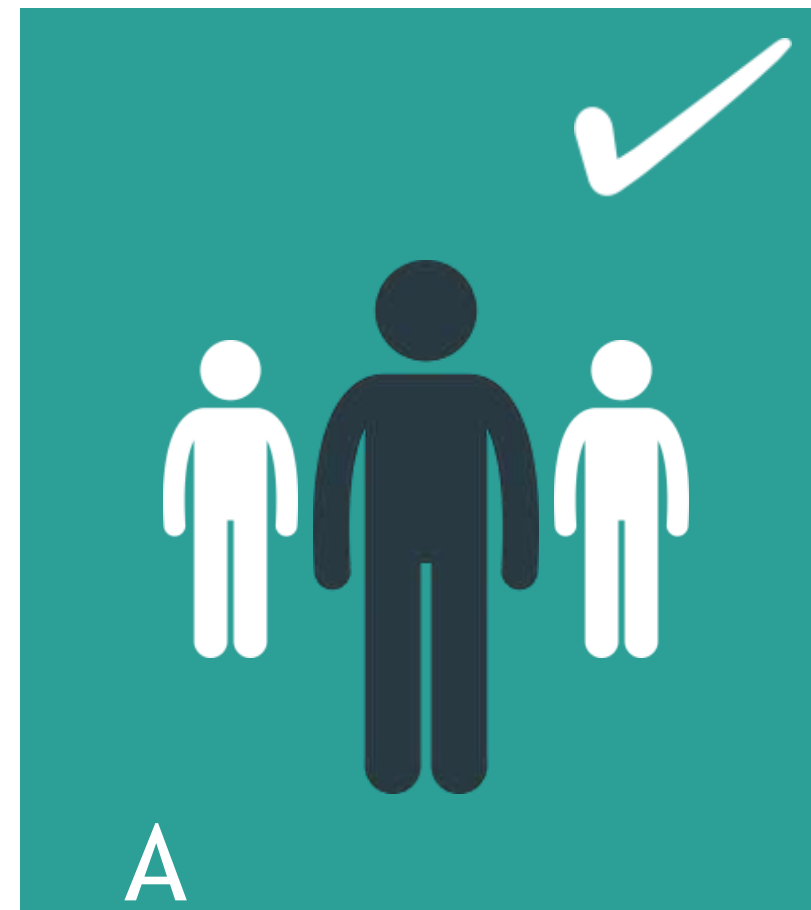
Using partner assessments, and psychometric tests for personal interviews, with the shortlist candidates against the core functional and behavioural requirements.



5

2ND LEVEL SELECTION (PANEL)

Client panel meets with the closest match candidates to arrive at the best candidate for the job. Flipsearch is also keen to have a backup for the role as well.



6

NEGOTIATION

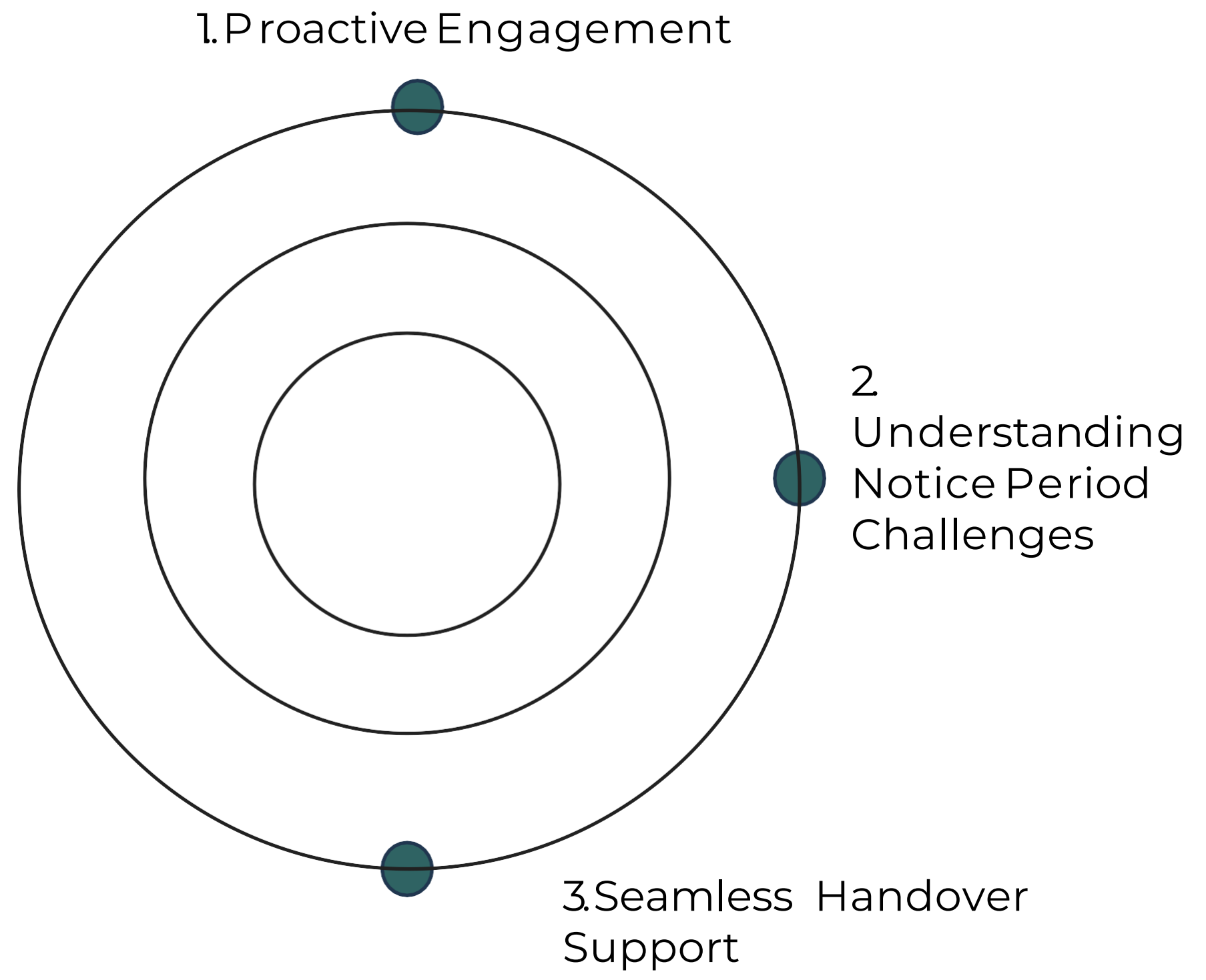
Client can use our office to shield themselves in the negotiation process. Our partner with prior CHRO experience can navigate the negotiation process to arrive at a win-win situation.



7

ENGAGE & ONBOARD

The often-lengthy notice period for C-level hires can be a double-edged sword. While it allows for a smooth handover at their current company, it also presents an engagement gap.



8

COMMERCIAL BASED ON MILESTONES

Fees are based on **1/4th of the of total gross annual remuneration** and are payable upon completion of each of the following performance milestones.

- ✓ **Milestone 1: 30% upon commissioning the search**
- ✓ **Milestone 2: 30% upon successful offer acceptance from the candidate**
- ✓ **Milestone 3: 40% on joining of the candidate**

***Note** -6 months replacement clause. If Flipcarbon fails to replace the candidate in 6 months, we will be returning the realised fees after reducing 1 lakh for operational expenses.

Head Hr – Forbes India 200 Listed Event Management Company

Challenge

The task at hand is to recruit an experienced HR Head for a fast-growing organization. The ideal candidate needed to grow the team by 100% within 365 days and ensure robustness of implementation of all Pillars of Talent Management.

Action

We went outside the industry to hire someone who was a tenured employee in an organization which had grown from startup to enterprise size in Travel ecommerce space.

Result

We were able to hire someone who had worked for 10 years in a startup while it grew from 1 employee to 500 employees. This individual understood the art of scaling businesses sustainably but aggressively. We were able to close this position with just the one CV.

Senior Director - Drone Manufacturing

Challenge

The company faced a critical need to hire a Senior Director for its drone-focused operations. The objective was to bring on board an individual with extensive experience in the drone industry who was actively engaged in technology-related roles. The company manages all aspects of research and development in-house and has not yet transitioned to project management roles.

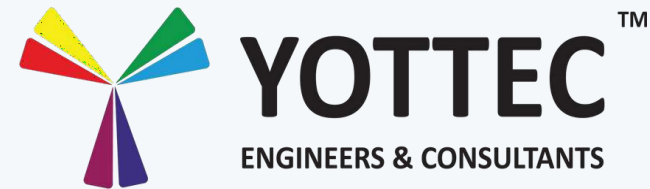
Action

The industry was relatively nascent, having experienced significant growth only in the past 5-7 years. Secondly, many individuals with relevant experience have transitioned from technical roles to managerial positions. This necessitated a re-evaluation of the criteria for the ideal candidate. The focus shifted towards individuals with expertise in small components of drone technology. However, reconciling this criterion with the demands of the role presented its own set of challenges.

Result

After an exhaustive search, the company finally identified a suitable candidate. This individual was an alumnus of the Indian Institute of Technology (IIT) and had a background entirely rooted in technology had specialized in developing small components and held a number of valuable patents in their name. To secure this exceptional candidate, the company extended its budget, ensuring that it secured the best fit for the senior Director Role.

CLIENTS TO WHOM WE DELIVERED



Our Leadership



ALOK RANJAN
Chief Executive Officer
Business Transformation & Resilience Expert
Ex - People Director Anheuser - Busch InBev



PRABHASH NIRBHAY
Partner & Founder
Business Transformation & Resilience Expert
Ex - Head HR - SAB Miller



ABHIMANYU KUMAR
Partner
Organisation & People Strategy Expert
Ex - Head HR IDFC First, Bajaj Finserv,
AB - InBev, Dabur



DEEPAK KEWALRAMANI
Partner & Co-Founder
Corporate Finance & Strategy Expert
Ex - Reliance, Pepsi



RAJESH SAHAY
Partner
Business Transformation & Resilience Expert
Ex - CHRO WIPRO



SURANJAN DASS
Associate Partner
Manufacturing, Supply & Operations Expert
Ex - Operations Director, Abinbev
India, Marico, Olam

Our Leadership



MOHAMED MASOOD
Delivery Operations Head
Flipsearch



PARTHA ROY
Principal Consultant
Organization & People Strategy
Ex - General Manager - Tapasya ,
Genex Infosys Limited , Reliance Jio ,
Microsoft



SONIYA MITTAL
Principal Consultant
Organization & People Strategy
Ex- Head HR Consultant, Reserve Bank
Innovation Hub and TCS



MANALI GODAMBE
Principal Consultant
Organization & People Strategy
EX - HRBP , MAC - CHEM PRODUCTS ,
INTERNATIONAL SOS SERVICES, Vodafone , TCS



SUPRIYA KAMBLE
Principal Consultant
Organization & People Strategy
Ex - Corporate HR - OD Writer 's
Corporation



NIYATI RAO
Business Head – Western India
Organization & People Strategy Expert
Ex - Consultant, Tata Capital,
Rain maker Solutions, Meru Cabs, Willis Limited

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REACH US

