



TVRLS

“The lamp of Knowledge constantly burning
and radiating light through knowledge and
experience sharing”



OUR PRIORITY...

“We are all born talented”...

This talent however, needs to be continuously explored, recognized, nurtured and developed.

TVRLS was founded on April 26th, 1996 with the primary intention of helping individuals and organizations discover, utilize and develop talent.

...“WE HELP DISCOVER YOU”

OUR PROPRIETARY

- Founded by Dr. T. V. Rao - Professor at IIM Ahmedabad for 25 years and Author of 57 books
- Pioneers in Leadership Development through 360 Degree Feedback, HRD Audit and PMS
- Our proprietary RSDQ © model of Leadership is the outcome of 15 years of research
- First Assessment Center in India was conducted by the Chairman, TVRLS in Gujarat
- Help corporations and managers build capability with in-house research based manuals, workbooks and publications
- Backed by a committed team of consultants with diverse backgrounds





OUR PRIME FOCUS

- Value-add through a range of Consulting Services
- Knowledge dissemination through
 - Advanced Learning Programs
 - Books and Publications
 - Magazine for Line Managers - “Perfect Professional”

TVRLS has made a difference to over 15,000 Line Managers and HR Professionals!!

CONSULTING SERVICES

- Help Organisations with **Performance Management Systems**
- Identifying and Establishing talent requirements through **Competency Mapping**
- Talent Discovery and Development through **Assessment and Development Centres (ADCs)**
- Leadership development through **360 degree feedback**
- Leadership development through **Coaching and Counselling** for CEOs
- Self-renewal and **Organisation Development**
- Managing oneself and Enhancing self-awareness through **Psychometric Testing**
- Diagnosing and enhancing HRD Maturity through **HRD Audit** and **HRD Score Card®**
- Talent Engagement and **Organisation Climate Surveys**
- Design, redesign and effective **implementation of HR systems**, processes and practices

LEADERSHIP DEVELOPMENT THOROUGH 360 DEGREE FEEDBACK

Our Expertise:

- In house developed multi-rater tool based on RSDQ model of leadership
- Designing customized feedback instruments to cater to customer requirements
- Feedback and Individual counseling to arrive at Individual Development Plans (IDPs)
- Training internal facilitators to anchor 360 Degree Feedback implementation internally (including inputs on counseling) in an effort to institutionalize 360 Degree Feedback

Our Experience:

- 8500 Leaders and Managers profiled using the RSDQ© model of leadership
- 360 Degree Feedback implemented for more than 150 companies.
- Industry wise benchmark data presented in percentiles
- A special “360 Degree Club” for individuals, first time users and young managers
- Tools exclusively for Marketing Managers and HR professionals

COMPETENCY MAPPING

Our Expertise:

- Identifying competencies required for managers at all levels
- Designing competency based Human Resource Management
- Enabling organizations develop in-house expertise in competency mapping

Our Experience:

- 15 certificate programs in Competency Mapping
- TVRLS has expertise in competency mapping in different industries like Insurance, IT, Services etc.

ASSESSMENT & DEVELOPMENT CENTERS (ADCs)

Our Expertise:

- Designing instruments and exercises for assessment
- Designing the complete ADC
- Implementing Assessment and Development Centers
- Development Dialogues and Identification of Individual Development Plans (IDPs)
- Developing internal assessors
- Psychometric tests (developed in house)

Our Experience:

- 212 Assessment Development Centers across organizations
- 3000 employees across all the levels have participated in the ADCs
- 20 Assessor Training workshops
- 10 certificate programs in Designing and Implementing ADCs covering 160 participants

Our Expertise

- Well researched and tested HRD Scorecard
- Use of specialized instruments and methods
- Providing detailed action plan to improve performance through HR processes
- Developing internal assessor capabilities
- Counseling and facilitating development action plans
- Psychometric tests (developed in house)

Our Experience:

- HRD SCORECARD 2500, an innovative tool developed in house to assess the maturity levels of HR systems with focus on culture, competency and capability audit
- TVRLS has conducted comprehensive audit for over 25 organizations
- Trained over 170 professionals through Certificate Course in HRD
- Certified HRD Auditors course held jointly with the University of Malaysia in Kuala Lumpur

PERFORMANCE MANAGEMENT SYSTEMS

Our Expertise:

- Designing development oriented Performance management systems
- Deployment of PMS through action oriented workshops for Line Managers
- Evaluating effectiveness of existing appraisal systems
- Designing performance monitoring systems
- Performance counseling, coaching, mentoring and feedback
- Conducting visioning workshop
- Integration of best practices

Our Experience:

- Over 100 action oriented workshops conducted on PMS
- Over 20 PMS Train the Trainer workshops conducted
- More than 1500 line managers covered across all levels.
- Wide variety of industries covered-IT, ITES, Public Sector, Manufacturing, Services etc.

TVRLS also offers open programs and certifies professionals in various Talent Management and Organization Development initiatives through its:

ADVANCED LEARNING PROGRAMS (ALPS)* in

- Competency Mapping
- Certified HRD Auditors Course (Using the HRD Audit 2500 points)
- Performance Management Systems
- Designing & Implementing Assessment Development enters
- Basics of HR (Online Advanced Learning program for Line Managers)
- Organizational Development
- Leadership Development through 360 Degree Feedback

We have recently initiated the Advanced Learning Program for **Business School** students.

*For detailed brochures, please visit www.tvlrs.com



OUR PUBLICATION

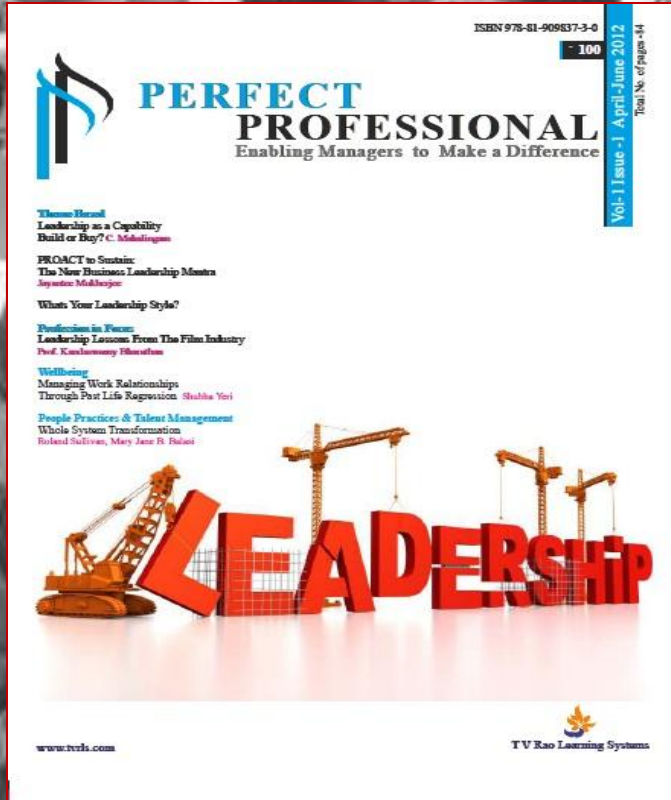
TVRLS has its own workbooks, books and publications in the areas of:

- Performance Management Systems
- Competency Mapping
- HRD Audit
- 360 Degree Feedback
- Organization Development

While these form a part of the advanced learning programs, they are also available for purchase through our website

For a detailed listing of our books and publications, visit www.tvrls.com

OUR PERIODICAL



We have also launched an exclusive magazine for managers!

Perfect Professional from the house of TVRLS was conceived with the primary purpose of creating a larger community for knowledge sharing and learning!!

MANY MORE HAVE PARTNERED WITH US



16 years of consulting and
more than 160 clients!



OUR PRESENCE

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