



UTTARAYAN

ELEVATING CAPABILITY.
ENABLING GROWTH.

AI-Powered Talent Intelligence &
Workforce Transformation Platform

Transforming talent decisions into
sustainable business growth.



RECRUIT

ASSESS

DEVELOP

ENGAGE

GROW

THE CHALLENGE

TALENT DECISIONS ARE BECOMING MORE COMPLEX

Organizations today face unprecedented challenges in attracting, assessing, developing and retaining talent at scale.



TALENT SHORTAGE

Critical skills becoming harder to find



HIRING PRESSURE

Faster hiring with higher quality expectations



LIMITED VISIBILITY

Lack of data-driven talent insights



SUCCESSION GAPS

Insufficient readiness for future leadership



SKILL EVOLUTION

Rapidly changing capability requirements



ASSESSMENT BIAS

Inconsistent and subjective evaluations



THE TALENT DECISION GAP

“Organizations have data, processes and people — but often lack integrated intelligence.”

THE CONSEQUENCES



LONGER
Hiring Cycles



POOR
Quality of Hire



LOW
Internal Mobility



HIGHER
Attrition



INCREASED
Talent Cost



The challenge is no longer finding talent.

The challenge is making **better talent decisions.**

COMPREHENSIVE SOLUTIONS FOR THE ENTIRE TALENT JOURNEY

Six integrated solution pillars. One unified platform.



• **ONE INTEGRATED PLATFORM** •

Unified Data • AI-Powered Insights • Seamless Experience • Scalable Solutions • Secure & Compliant



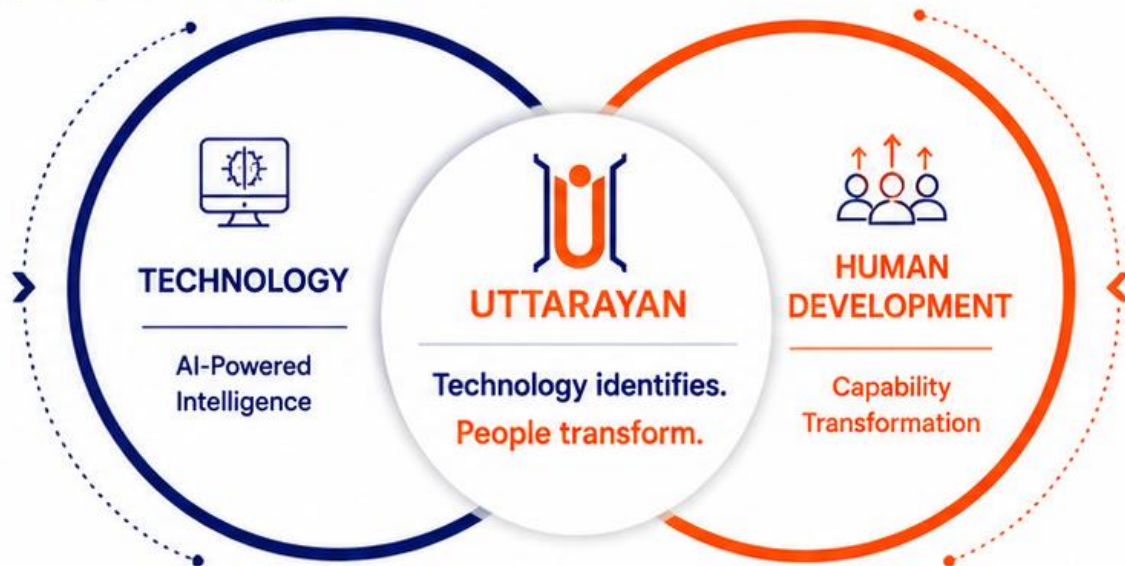
TECHNOLOGY + HUMAN DEVELOPMENT

Beyond Assessment

Most platforms generate data. Uttarayan transforms data into capability through structured development interventions, coaching, mentoring and experiential learning.

TECHNOLOGY LAYER

- AI**
Intelligent algorithms that assess, predict and recommend.
- Analytics**
Data-driven talent insights and decision support.
- Assessment**
Scientific evaluation of competencies, skills and potential.
- Dashboards**
Real-time visibility into workforce capability.
- Automation**
Streamlined workflows and scalable execution.



WHAT CLIENTS GAIN

- Better Talent Visibility
- Better Decisions
- Faster Capability Building
- Stronger Leadership Pipelines
- Improved Performance
- Sustainable Growth

HUMAN DEVELOPMENT LAYER

- Facilitation**
Structured learning experiences that enable growth.
- Coaching**
Personalized development focused on performance and potential.
- Mentoring**
Experience-led guidance that accelerates learning.
- Reflection**
Self-awareness and insight generation.
- Experiential Learning**
Learning through simulation, application and practice.

THE DIFFERENCE THAT DELIVERS RESULTS

TRADITIONAL ASSESSMENT PLATFORMS		UTTARAYAN
Assess	Assess	Assess + Develop
Reports	Reports	Reports + Action
Dashboards	Dashboards	Dashboards + Capability Building
Insights	Insights	Insights + Transformation
Technology	Technology	Technology + Human Expertise

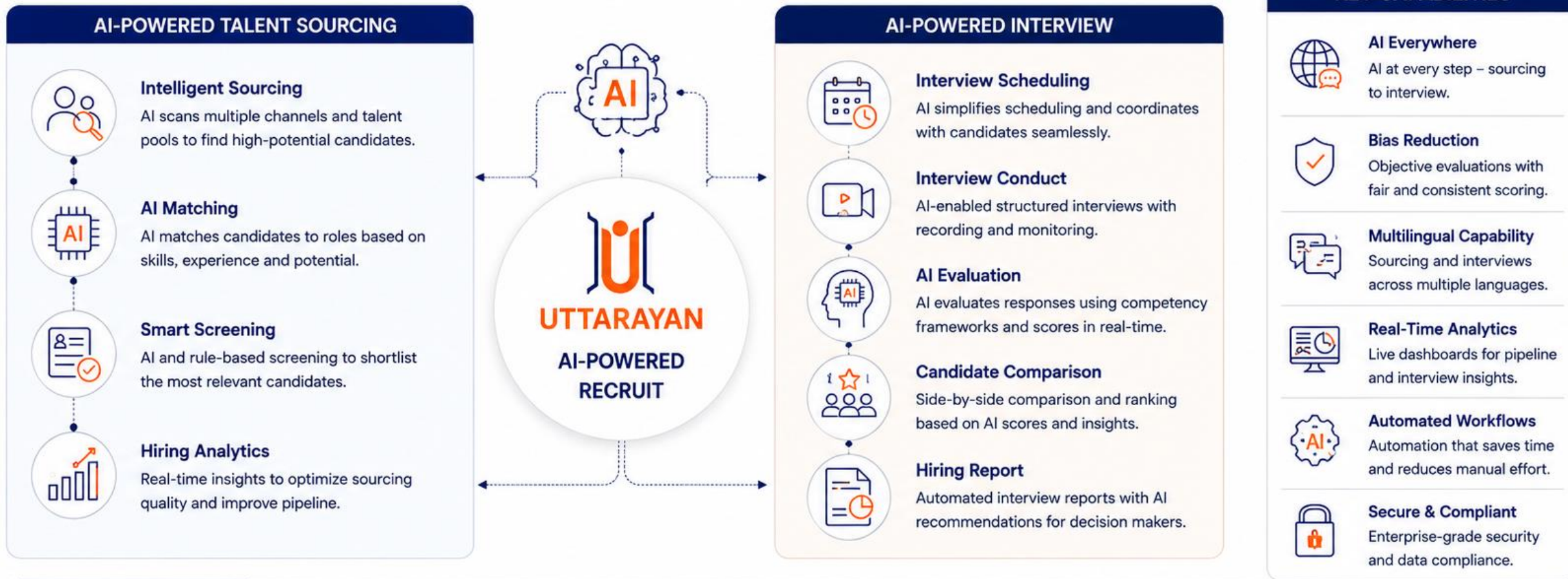
THE UTTARAYAN ADVANTAGE

AI-Powered Intelligence • Human-Centered Development • Sustainable Transformation.



RECRUIT – INTELLIGENTLY ATTRACT AND EVALUATE

AI-powered sourcing and interviews. Better candidates. Faster hires.



BUSINESS IMPACT

Faster Time to Hire

Higher Quality of Hire

Better Candidate Experience

Stronger Talent Pipeline

Lower Cost per Hire

AI + INSIGHT + AUTOMATION = SMARTER HIRING

Intelligent Sourcing. AI Interviews. Confident Decisions.

COMPETENCY ASSESSMENT

Leadership & Behavioral Capability Mapping

AI-enabled competency assessment framework that objectively evaluates leadership, behavioural and organizational capabilities to support talent decisions, succession planning and workforce development.

ASSESSMENT FRAMEWORK	
	Leadership Evaluate leadership behaviours and decision-making effectiveness.
	Communication Measure influence, stakeholder management and clarity.
	Influencing Assess persuasion and organizational impact.
	Collaboration Evaluate teamwork and cross-functional effectiveness.
	Strategic Thinking Measure future orientation and business acumen.
	Execution Excellence Assess accountability and delivery capability.
	People Development Evaluate coaching, mentoring and talent building.
	Innovation Measure adaptability, creativity and change orientation.



KEY DELIVERABLES	
	Competency Heat Map Visual competency-wise capability benchmarking.
	Potential Assessment Identification of future growth potential.
	HiPo Identification Objective recognition of high-potential talent.
	Leadership Readiness Readiness assessment for next-level roles.
	Individual Development Insights Targeted capability enhancement recommendations.
	Talent Risk Indicators Identification of succession and capability gaps.

HR USE CASES											
	Talent Management Data-driven talent segmentation.		Succession Planning Build leadership pipelines.		Leadership Development Targeted development interventions.		Internal Mobility Role-fit and career path decisions.		Career Development Personalized growth journeys.		Learning Strategy Capability-based L&D roadmap creation.

OUTCOMES



Better Talent Visibility



Stronger Leadership Pipeline



Objective Talent Decisions



Accelerated Readiness



Improved Internal Mobility



Data-Driven Succession Planning

SKILL ASSESSMENT

Functional & Technical Capability Evaluation

AI-enabled skill assessment framework that evaluates functional, technical and role-specific capabilities to identify skill gaps, improve workforce readiness and support future talent development strategies.

ASSESSMENT FRAMEWORK

- Current Skill Assessment**
Evaluate existing technical and functional proficiency.
- Skill Gap Identification**
Measure capability gaps against role requirements.
- Role Readiness Evaluation**
Assess readiness for current and future roles.
- Development Planning**
Generate targeted development recommendations.



CAPABILITY HEAT MAP (EXAMPLE)

CAPABILITY	CURRENT PROFICIENCY	TARGET PROFICIENCY
Functional Expertise	● ● ● ● ○	● ● ● ● ●
Technical Skills	● ● ● ○ ○	● ● ● ● ○
Digital Capability	● ● ○ ○ ○	● ● ● ● ○
Business Acumen	● ● ● ○ ○	● ● ● ● ○
Problem Solving	● ● ● ● ○	● ● ● ● ●

KEY DELIVERABLES

- Skill Matrix**
Role-wise capability visibility.
- Skill Gap Analysis**
Current vs required capability assessment.
- Role Readiness**
Readiness scores for critical positions.
- Career Path Insights**
Potential progression opportunities.
- Development Recommendations**
Targeted learning priorities.
- Capability Benchmarking**
Individual and team comparison.

BUSINESS APPLICATIONS

- Workforce Planning**
Understand future capability requirements.
- Career Development**
Enable employee growth pathways.
- Reskilling**
Prepare talent for emerging business needs.
- Internal Talent Marketplace**
Identify internal talent for opportunities and projects.

OUTCOMES

- Enhanced Skill Visibility
- Better Workforce Planning
- Accelerated Capability Development
- Stronger Internal Mobility
- Improved Productivity
- Future-Ready Workforce

SKILL + INSIGHT + DEVELOPMENT = WORKFORCE READINESS

One Platform. Skill Visibility. Capability Growth. Organizational Success.

TALENT MANAGEMENT & SUCCESSION PLANNING

Building Future Leaders

AI-enabled talent intelligence framework that identifies high-potential talent, builds leadership pipelines, strengthens succession readiness and ensures sustainable organizational growth.



TALENT + POTENTIAL + DEVELOPMENT = FUTURE LEADERS

One Platform. Leadership Visibility. Succession Readiness. Sustainable Growth.

STRATEGIC ADVISORS

Strategic Guidance. Lasting Impact.

Seasoned leaders bringing deep expertise in human capital, leadership development, organizational transformation and strategic growth.



Meenakshi Narain

STRATEGIC ADVISOR

Senior HR Leader & CHRO with 30+ years of experience across IT, Petroleum, Chemical and Construction sectors.

Key Experience



Ambuja Cements Ltd.
Chief HR Officer
(Aug 2006 – Jul 2020)



VVF (India) Ltd.
General Manager HR
(Dec 2004 – Jul 2006)



ICICI Infotech Ltd.
Vice President HR
(Feb 2000 – Aug 2004)



Bharat Petroleum Corp. Ltd.
HR Manager
(Jul 1984 – Feb 2000)



Organization Transformation Expert

Led culture building, organization restructuring, change management and high-performance initiatives.



Talent & Culture Catalyst

Expert in talent management, succession planning, leadership development and employee engagement.



Digital HR Advocate

Leveraging HRIS, AI and digital tools to modernize HR practices and drive workforce effectiveness.



Guiding Leaders.
Shaping Futures.



Dr. Ravindra Dey

STRATEGIC ADVISOR

HR Strategist & Thought Leader with 25+ years of experience in Strategic HR, OD, Talent Management and Leadership Development.



People Development Expert

Specialist in competency mapping, performance management, training & development and change enablement.



Academician & Mentor

Professor – Head of OB at XIMR and Founder Member, Enneagram Academy of India.



Change & Capability Builder

Proven track record of designing and implementing transformational HR interventions.

Key Experience



Xavier Institute of Management Studies & Research (XIMR)
Professor – Head of OB Area
(Jan 2011 – Present)



Entertainment World Developers (EWDPL)
V.P – HR & Admin
(Oct 2009 – Dec 2010)



The Chatterjee Group Real Estate (TCGRE)
GM – HR
(Feb 2008 – Oct 2009)



Wockhardt Limited
DGM – HR
(2006 – 2008)



Ion Exchange (India) Ltd.
Deputy Manager
(Feb 1998 – Aug 2003)



Leadership Excellence



Talent Development



Organizational Growth



Executive Coaching



Transformation Leadership



Governance & Strategic Advisory

WHAT THEY BRING TO CLIENTS



EXPERIENCE THAT GUIDES. INSIGHT THAT BUILDS. IMPACT THAT LASTS.

Helping organizations build stronger leaders, stronger cultures and sustainable growth.



OUR CONSULTANTS

Expertise. Insight. Impact.

A team of experienced consultants, coaches and facilitators bringing deep expertise in talent development, leadership growth and behavioral transformation.



Ravikant Maurya
CONSULTANT



HR Consultant | Trainer | Coach

Over 25 years of experience in HR management, training, coaching and organizational development.



Certified ICF PCC Level Coach

International Coaching Federation (ICF) Professional Certified Coach (PCC) with proven expertise in executive coaching, leadership development and performance transformation.



Areas of Expertise

Learning Facilitation, Executive Coaching, Training & Development, Competency Mapping, Assessment Centres, Counseling and OD Interventions.



What He Delivers

Experiential programs that help individuals and organizations unlock potential, drive performance and achieve sustainable results.



Guiding
Leaders.
Shaping
Futures.



Naresh Shivani
CONSULTANT



Learning Consultant | Trainer | Facilitator

Over 30 years of corporate experience and 5+ years as a Soft Skills & Behavioral Skills Trainer.



Areas of Expertise

Communication, Public Speaking, Creativity & Innovation, Mind Mapping, Team Building, Stress Management, Laughter Yoga and more.



What He Delivers

Experiential and engaging programs that inspire learning, build confidence and drive behavioral change.



Approach

Customization, interactivity and real-life application delivering measurable impact and lasting value.

• WHAT THEY BRING TO CLIENTS •



Leadership
Development



Talent
Enablement



Performance
Improvement



Behavioral
Excellence



Transformation
Leadership



People & Culture
Strengthening

OUR CO-FOUNDERS

Leadership. Expertise. Impact.

Seasoned leaders bringing deep expertise in finance excellence and people leadership to drive sustainable growth and organizational transformation.



Anjanikumar Sharma

CO-FOUNDER, UTTARAYAN

GLOBAL FINANCE LEADER



Global Finance Leadership

Senior finance executive across Mining, FMCG, Infrastructure, EPC, Retail, Real Estate and E-Commerce sectors.



Fundraising & Capital Markets

IPO, debt syndication, venture capital, NBFC and sovereign funding expertise.



M&A & Business Transformation

Post-merger integration, restructuring and value engineering.



Risk Governance

IFRS, Indian GAAP and US GAAP governance expertise.



Technology-Driven Finance

ERP, fintech, automation and analytics enabled finance transformation.

CO-FOUNDERS OF UTTARAYAN



Guiding Leaders. Shaping Futures.



Ashutosh Sharma

CO-FOUNDER, UTTARAYAN

CHRO & STRATEGIC HR LEADER



CHRO & Strategic HR Leader

Experience across the HR spectrum with leadership roles at Plant, Regional, and Corporate levels in organizations such as Reliance, Ambuja Cement Limited, Holcim, Ruchi Soya - Patanjali, IL&FS, and BN Group, spanning Cement, FMCG, Insurance, and Finance sectors.



Transformation & M&A Specialist

Proven expertise in business expansion, mergers & acquisitions, and organizational restructuring.



Board-Level HR Advisor

Experience working with Board and Board Committees (Nomination & Remuneration, Risk Management), contributing to leadership appointments, governance, and strategic HR decisions.



Talent & Culture Builder

Strong capabilities in talent management, succession planning, leadership development, and employee engagement, driving performance-oriented cultures.



Technology-Driven HR Practitioner

Experienced in leveraging HRIS, AI, and digital tools to modernize talent acquisition, learning & development, and workforce engagement.

WHAT THEY BRING TO CLIENTS



Strategic Leadership



Financial Excellence



Business Transformation



Talent & Culture Development



Operational Efficiency



Governance & Risk Management

EXPERIENCE THAT GUIDES. INSIGHT THAT BUILDS. **IMPACT THAT LASTS.**
Helping organizations build stronger leaders, stronger cultures and sustainable growth.

UTTARAYAN



UTTARAYAN

THANK YOU

**Elevating Capability.
Enabling Growth.**

The Right Insights.
The Right Development.
The Right Impact.

Together, We Elevate Capability and Enable Growth.