



*Let us team up to succeed*



RESOURCE MANAGEMENT GROUP PLUS (P) LTD.

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# FIND THE RIGHT TALENT AND PLUS YOUR CHANCES OF SUCCESS

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**RESOURCE MANAGEMENT GROUP PLUS (P) LTD.**

*People to Better Organisations*



“COMING TOGETHER IS A BEGINNING;  
KEEPING TOGETHER IS PROGRESS;  
WORKING TOGETHER IS SUCCESS.”

- Henry Ford

TO LAUGH OFTEN AND MUCH;

TO WIN THE RESPECT OF  
INTELLIGENT PEOPLE AND THE  
AFFECTION OF CHILDREN:

TO EARN THE APPRECIATION OF  
HONEST CRITICS AND  
ENDURE THE BETRAYAL OF  
FALSE FRIENDS:

TO APPRECIATE BEAUTY,  
TO FIND THE BEST IN OTHERS:

TO LEAVE THE WORLD A BIT  
BETTER, WHETHER BY A  
HEALTHY CHILD, A GARDEN  
PATCH, OR A REDEEMED  
SOCIAL CONDITION;

TO KNOW EVEN ONE LIFE HAS  
BREATHED EASIER BECAUSE  
YOU HAVE LIVED.

THIS IS TO HAVE SUCCEEDED

- RALPH WALDO EMERSON

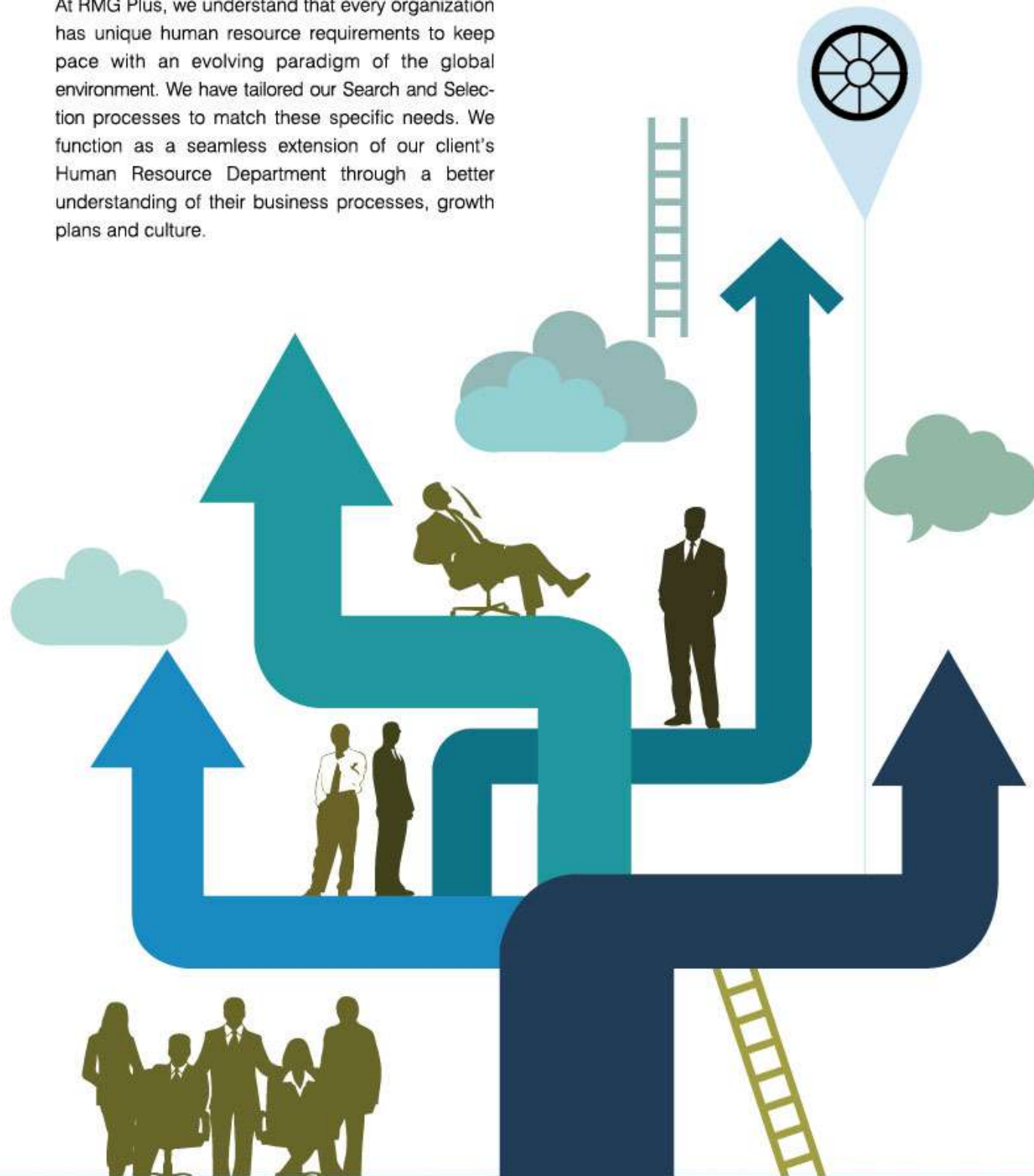
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## Exclusive Services to Meet Your Requirements

### Recruitment Services

At RMG Plus, we understand that every organization has unique human resource requirements to keep pace with an evolving paradigm of the global environment. We have tailored our Search and Selection processes to match these specific needs. We function as a seamless extension of our client's Human Resource Department through a better understanding of their business processes, growth plans and culture.



## RMG Commitment to Candidates

### Protection of interest

- Maintaining confidentiality of personal and professional information, list of references etc.
- Providing comprehensive and accurate information of the position, job role and of the client organization
- Respecting the candidate's schedules, to the extent possible, at the time of fixing interviews with clients

### Proactive communication

- Prompt intimation of the job profile, realities impacting the position and industry
- Elaborate information to the short-listed candidates on the client interview process

### Partners in Career Management

- Assist in arriving at a career decision, in line with the professional expectations and aspirations of the candidate
- Pro-active support to ensure the right career fit within the organization in terms of technical, functional skills and work culture
- 'Keeping in touch' to track the candidate's actual job experience post selection, thus acting as facilitators to resolve mismatch of expectations, if any





## The RMG Plus Advantage

### Relevant expertise

Our consultants have rich industry experience and a proven record in the field of strategic planning, search and selection. By virtue of their strong technical and functional knowledge, they facilitate a comprehensive search and selection process.

### Industry Specific approach

Our consultants bring a consultative industry focus to the talent search. Their knowledge of specific industry dynamics enables an exact search and selection with a faster turnaround time.

### Flexible range of services

We believe that each client is unique and so are its human resource requirements. We carefully design our search and selection process to meet their specific talent requirements in terms of levels, volumes and time frames.

### Client Satisfaction

Our identity is defined by the clients we serve. We ensure better client satisfaction through regular feedback.

### Commitment

We are committed to build client organizations through consistent delivery of quality services in a cost-effective and timely manner.



## RMG Proven Methodology

RMG Plus firmly believes that a purpose loses its meaning without a method. Our proven methodology weeds out ambiguities and assumptions from the search and selection process making it as scientific and as exact as possible.

### Defining Assignment

We go about understanding the client's organization better by knowing more about the nature of its business, its operational needs and culture. Our approach revolves around the sensitivity of client requirements.

### Determining Selection Parameters

We define the scope and selection criteria based on the job description. This involves preparing a brief reflecting the client's requirements for the given mandates.

### Sourcing and Short-listing

Following the initial research, we source candidates using the RMG online database accessible across all our branches and offices. We also initiate direct sourcing for passive search candidates.

### Evaluating Candidates

We seek approvals from clients on a few benchmark candidate profiles who are screened through the RMG interview process.

The candidate assessment and comment sheet detailing our observations and feedback are sent to the client for evaluation before facilitating interviews based on suitability.

We also authenticate the candidate's current compensation structure.

### Facilitating Final Selection

We brief clients on the shortlisted candidate profiles, co-ordinate and arrange for personal interviews followed by reference checks and salary negotiations.

### Mentoring and Beyond

We proactively co-ordinate for a smooth post-selection transitioning in what marks the beginning of a professional relationship between the client and the candidate.



# RMG Commitment to Clients

## Accurate scoping

Before we take on a search assignment, we ensure clarity on the following:

- Job definition – the primary and secondary requirements through the Profile of the Preferred Candidate
- Roles and responsibility matrix – prompt information to the RMG team initiating the search process
- Timelines – as desired by the client in line with the complexities of the search

## Code of Ethics

RMG Plus adheres to the code of ethics and practices followed by executive search firms world-wide. We demonstrate the highest level of professionalism and integrity in all our recruitment and consultancy services. We strive hard to be the partner you can always trust and bank upon by strictly following a set of professional ethics:

- Abide by the mutually agreed terms and conditions
- Maintain total confidentiality of client information
- Search based on relevant and thorough industry research
- Ethical and transparent process in the best interests of clients

## Due Diligence

- Prompt intimation of market realities and expectations impacting the search
- Stringent validation of potential candidates for optimizing the short-listing process
- Thorough research on all available sources of talent tracking

## Partners in Talent Management

- Thorough reference checks – for an unprejudiced validation of the short-listed talent
- Pro-active support for the holistic fitment of the selected talent – in terms of behavioural, technical, functional skills and work culture
- Tracking client feedback and the candidate's actual job experience post selection, thus acting as facilitators to resolve mismatch of expectations, if any



We have earned a reputation for excellence in the following recruitment services:

## Executive Search

Effective in sourcing senior and key positions for organizations. This requires a thorough understanding of the company background, business processes, strategies, future plans, work culture and profiles of preferred candidates including business, personal and professional expertise.

## Executive Selection

Relevant for junior and middle management positions where the available databank / network is sourced for candidates, in accordance with the given mandates and profiles of preferred candidates.

## Advertisement Process

Recommended for multiple positions and specific technical / functional profiles required by organizations spread over many locations.

## Recruitment Process Outsource

This exclusive, customized offering is undertaken for start-up organizations or those opting for a 'talent re-engineering' exercise. We adopt a consultative approach based on a detailed understanding of the core business and manpower structure. This enables us to design timely and cost-effective recruitment solutions, functioning as a seamless extension of their HR department.

## Consulting Services

We provide candidates with challenging work environments that are commensurate with their core competencies and meet their career aspirations. This is at the core of the RMG philosophy. As an integral part of this commitment, we also offer consulting services in the following areas to the SME/SMB, the progressive enterprise striving to compete and meet global standards:

- Human Resource Management Systems
- Training : Leadership / Customer Centric Skill Enhancement
- Profiling : Psychometric / Aptitude Testing
- Organization Development

This service typically involves a diagnostic study of current procedures and organizational needs, to tap into areas of improvement. This research helps us devise an effective HR solution, to meet the objectives either through a new HR management system, innovative training programmes, profiling of individuals or organizational development initiatives.



## The RMG Footprint

Industry specialization is the hallmark of RMG Plus. We have a highly experienced and multi-disciplinary team specializing across industries and functional domains, catering to multiple positions therein.

### Consumer Services including:

- Shipping, Logistics & Freight Forwarding
- Pharmaceuticals & Chemicals
- FMCG & Consumer Durables & Retailing
- Information Technology, Office Automation & Telecommunications
- Hospitality and Travel
- Engineering & Manufacturing
- Banking, Financial & Insurance Services
- Real Estate and Property Management Services
- Media & Advertising



## “Positions We Have Peopled” across levels and functions

- Sales & Marketing
- Finance, Accounts & Legal
- HR, Administration & Secretarial Support
- Manufacturing and Technical Services
- Purchase, Supply Chain & Logistics
- Customer Care

## What drives us at RMG

Resource Management Group was conceived by a team of Management and Search Consultants in 1994, to provide organizations with customized recruitment solutions and other HR Consulting Services that align business strategy with human capital to enhance efficiency and stay competitive.

## Vision

To be the *most effective*, and hence, the *preferred* Executive Search Consultancy providing key talent to organizations committed to continued excellence and growth.

## Values

- Select our clients with care and serve them with dedication and loyalty
- Identify with client goals, provide them with the best executive resource and change agents to better business performance
- Ensure client satisfaction through consistent result-oriented performance
- Build long-term relations with our clients
- Provide candidates with quality career options and counseling
- Continually enhance our skills and capabilities to serve our clients better

