

# FRACTIONAL CHRO SERVICES

OUR BUSINESS IS TO GROW  
YOUR BUSINESS

[flipcarbon.com](https://flipcarbon.com)



# INTRODUCING CHRO



**TRANSFORMATIVE  
LEADER**



**VISIONARY  
APPROACH**



**DOMAIN EXPERTS**

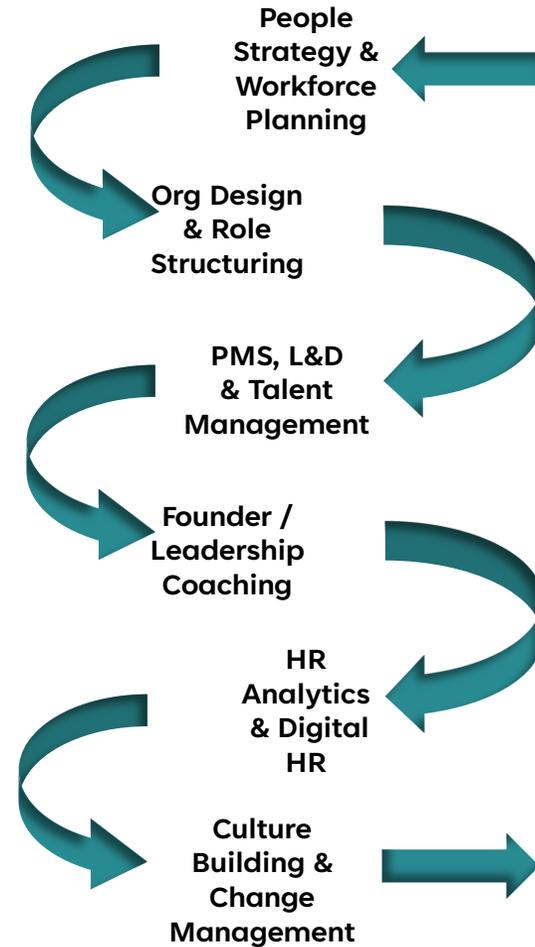


HR is not just another task—it's what keeps the business running smoothly, and the CHRO ensures this by helping the company grow through its people.

# Fractional CHRO – Driving People & Business Success

## Fractional CHRO Consulting Services

A senior HR leader engaged part-time / project-based delivering C-suite HR strategy at a fraction of full-time cost. Ideal for SMEs and scaling organisations needing immediate expertise.



## Responsibilities of CHRO



## Organizational Impact

# CHRO Priorities for Business Growth in 2026

## Workforce Planning & Future Skills



### Objectives

Build a talent pipeline aligned with business expansion and future capabilities.

### Focus Areas

Manpower planning aligned to revenue goals with future skills, succession depth, and flexible workforce.

## Leadership & Culture Building



### Objectives

Create a culture where managers drive performance, accountability, and collaboration.

### Focus Areas

Leadership development across all levels, supported by culture KPIs, manager scorecards and coaching, to build an accountable, transparent, conflict-free workplace.

## Defining and building the L&D framework



### Objectives

Develop a systematic learning ecosystem that improves workforce capability, leadership strength, and business performance.

### Focus Areas

Role-based upskilling through LMS, leadership development, and innovation—rooted in skill gap analysis.

## High-Performance Talent Ecosystem



### Objectives

Build a performance-driven workplace with measurable accountability and results

### Focus Areas

OKRs and KPIs aligned to business outcomes, supported by competency-based development plans, 9-box talent differentiation, and variable pay linked to contribution.

## Employee Experience & Retention



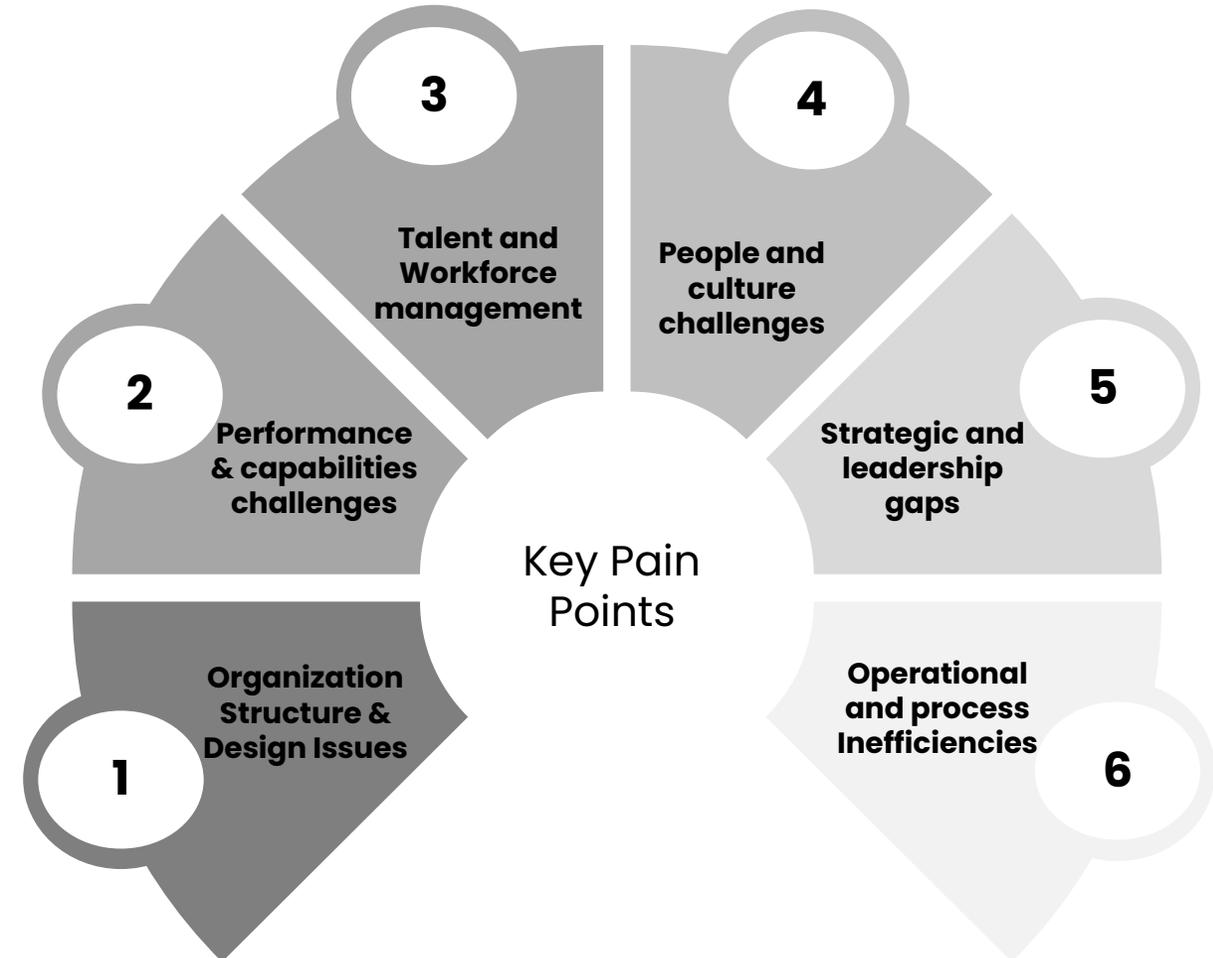
### Objectives

Create a workplace where employees feel valued, supported, and invested.

### Focus Areas

Structured 90-day onboarding with role clarity, real-time sentiment tracking through eNPS, career development pathways, and flexible benefits with wellness and family-centric initiatives.

# The business growth challenges



We have seen over 200+ organizations face these types of challenges — and helped them turn HR into a **growth engine**.

Companies that invest in understanding their people, gain a competitive that drives Productivity-Innovation- Profit.



## Productivity

Empowered people,  
exceptional performance



## Innovation

Creative minds driving  
business growth



## Profit

Efficiency turned into  
sustainable success





- The Modern CHRO – From HR Leader to **Business Enabler**
- Empowering **growth** through smart, agile **HR practices**
- Transforming people strategy through digital HR innovation
- Measuring Impact – **HR Metrics & ROI**
- Purpose-Driven **Leadership Developer**
- Strategic HR Alignment

# The CHRO as Growth Enabler

# Why Partner with Flipcarbon



Improved Productivity



Fortified Recruitment Process



Enhanced Accountability across the Organization



Strengthened Succession Planning



Elevated Organisation Performance



Greater Leadership Bandwidth



Facilitated Change Management



High Employee Engagement



Optimized people-driven business growth



Talent Management & Culture



Flipcarbon has generated ₹3500+ crore in revenue impact for 200+ organizations 40+ industries throughout India in the last 36–48 months.

In the article “Performance management that puts people first”, [McKinsey](#) states that companies that focus on their people’s performance were “4.2 times more likely to outperform their peers, realizing an average ~30% higher revenue growth and lower attrition.

A Deloitte report states that organizations with [highly engaged workforces](#) outperform their peers by 21% in profitability.

Companies and organizations with greater-than-average levels of employee engagement reported [27% higher earnings](#) and [38% higher productivity](#).

# Strategic CHRO Services



**Strategy Articulation  
& Integration**



**Aligning Organization  
Structure & Role  
Expectations**



**Performance  
Management**



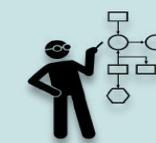
**Compensation  
Structure**



**Talent Engagement  
strategy**



**Talent Acquisition  
Transformation**



**Defining and building  
the L&D framework**



**Standardization of HR  
Process & System**

**We OWN it END to END to drive your Vision and Dreams**



**Discovery-** Uncovering the actual problem and delivering a baseline assessment.



**Diagnostic-** To understand your perceived problem statement.



**Design-** This will have the details on the solution we are going to deliver over the course of 90 days. Our execution is driven by our series of evolving 90-day plans.



**Deliver-** Working alongside your HR team, engaging in strategy implementation through monitoring, weekly engagements, and training sessions.



## Our 4D Framework

What Execution looks like

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# Executing strategy to drive growth acceleration



- We are **NOT an HR consultancy**. The outcome of our interaction will NOT be a glorified document with a to- do list
- We are **action-oriented** with a priority to **drive growth in your organization**
- We take an **execution approach** focused on implementing positive change in your organization.

## USP #1

**We specialize in taking you from Strategy to Execution.**

# Best Value for Money (By Far!)

- You pay a fraction for top HR Professionals
- Gain multifold organizational growth, with **3x to 300x returns**
- Partner with us for the **best people strategy**
- Achieve sustainable high **performance**
- Implement **budget-friendly** solutions.

## USP #2

**Engage Flipcarbon at 10% of the cost of a top-level CHRO, obtain the same expertise and achieve a 10x improvement in your people agenda.**



# Bespoke Solutions

- When it comes to HR services tailored for SMBs, we stand head and shoulders above the rest
- Our HR leaders have **diverse experience** across industries, **growth paths**, and challenges. They adeptly navigate various environments and understand business complexities
- Our solutions are **custom-made** & implemented based on **YOUR needs** and **aspirations**.

## USP # 3

**Solution that is specially crafted for YOU**

# Build Culture

Culture is the **DNA** of an organization. It defines how things get done and shapes **employee behaviour**. A strong culture fosters engagement, productivity, and innovation. We help you Discover how to unlock the full potential of your team.

We try and understand

**USP # 4**  
**We work on your strength**

## Unique Identity



Both DNA and company culture are unique and specific to each entity, defining its identity and characteristics.

## Hereditary Transmission



Both Culture & DNA are passed down through generations, shaping the entity's traits and behavior.

## Stability & Growth



Both DNA & Culture improve Stability for growth and fostering an environment to thrive.

## Wellbeing



Both DNA & Culture impacts individuals well-being & Satisfaction

# Further deep-dive into our offerings



## Translating

Translating strategy into a robust cascading model and integrating it with the people process.

## Applying

Applying a scientific approach to assess the feasibility of organizational structure and refining Job Descriptions aligned with business strategy.

## Implementing

Implementing a performance management tool tailored to drive business success.

## Designing

Designing a legally compliant, tax-friendly, and future-oriented compensation structure that aligns with organizational aspirations, including a variable pay structure to incentivize desired behaviour.

## Redesigning

Redesigning the Selection and Hiring process to create an effective onboarding framework, enhancing the success of new joiners.

## Developing

Developing legally compliant processes and policies that attract and engage top talent.

## Creating

Creating a dynamic and strategic talent engagement approach to maximize the potential of your workforce, fostering organizational excellence and driving growth.

## Establishing

Crafting and establishing a comprehensive leadership framework that empowers and guides organizational success.

# What you experience?



Comprehensive People Strategy

(by Very Senior HR professionals & Board members)



In Fractional time investment

(1 day in week)



And at Fractional Cost

(@10% cost of CHRO)



# \$ 8.8 Trillion

is the cost to the Global Economy due to  
productivity loss of disengaged  
employees.

India has nurtured countless TALENTED professionals who have excelled in their respective fields.

A significant number of these exceptional individuals either work for multinational corporations worth billions of dollars or seek opportunities abroad.

As a result, many small and medium-sized businesses (SMBs) in India face challenges in accessing and leveraging top-notch talent to realize their aspirations.



# OUR DREAM

Our leadership - some of the best leaders in the HR space came together with the dream to help India and its citizens like YOU, fulfil their dreams.

**OUR BUSINESS IS TO  
GROW YOUR BUSINESS**

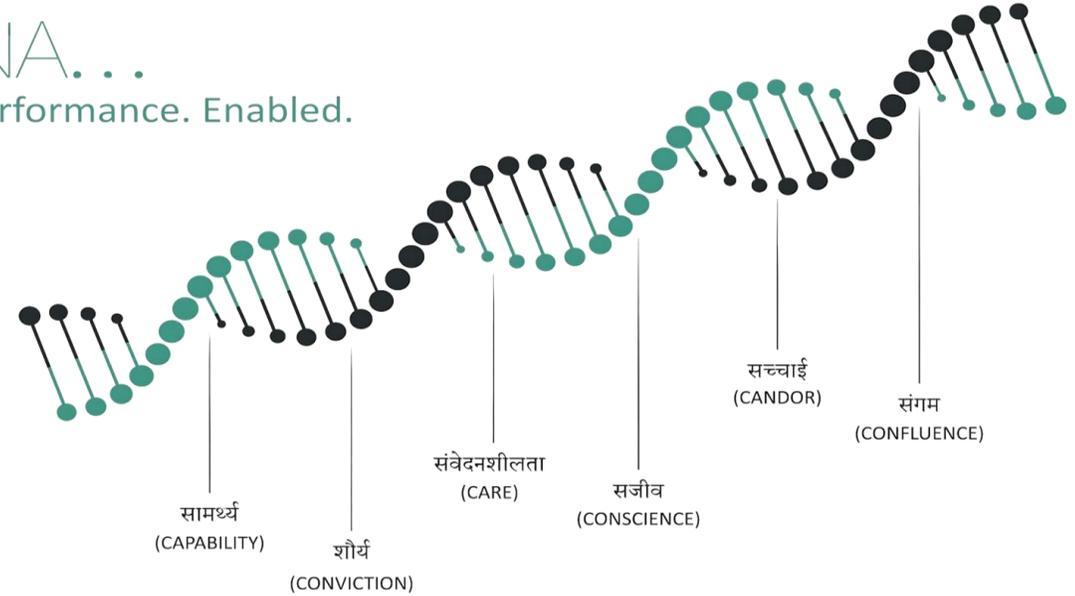
# About Us

Founded in **2014**

**200+** Happy Clients (42 unique industries)

**700+** years of Management Experience

Our DNA...  
Sustainable Performance. Enabled.



## Consulting Partner to

**Start-ups**

**SME**

**Enterprise**



**UniverCT**



**Flipcarbon Consulting**



**CHRO Services**



**CSO Service**



**CFO Services**



**Manufacturing Services**

**Change-The-Business**

**Run-The-Business**

# Our Leadership



**Alok Ranjan**   
CEO



**Prabhash Nirbhay**   
Founder & Partner



**Rajesh Sahay**   
Partner



**Deepak Kewalramani**   
Partner



**Abhimanyu Kumar**   
Partner



**Muthukumar Vemban**   
Partner



**HINA AGARWAL**  
Regional Head  
*Corporate Finance & Strategy*



**PARTHA ROY**  
Principal Consultant  
*Organization & People Strategy*



**JIRIL JOSEPH**  
Principal Consultant  
*Organization & People Strategy*



**MANALI GODAMBE**  
Principal Consultant  
*Organization & People Strategy*



**SUPRIYA KAMBLE**  
Principal Consultant  
*Organization & People Strategy*



**Ajay Pasricha**  
Principal Consultant  
*Organization & People Strategy*

**“Human Resources isn't a thing you do  
It's the thing that runs your business.”**

**STEVE WYNN**



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A close-up photograph of a piece of aged, yellowed paper with deckled edges, resting on a dark wooden surface. The words "Thank you" are written in a black, elegant cursive script in the center of the paper. Scattered around the paper are several dried rose petals in shades of brown and tan. In the bottom right corner, the tip and part of a dark fountain pen with gold-colored accents are visible. The lighting is warm and directional, creating soft shadows and highlighting the textures of the paper and wood.

*Thank you*