

**FROM START-UP
STRAIN TO SMOOTH
OPERATIONS**

**Transforming HR in the
Renewable Energy Sector**



The company faced several critical challenges that **Challenged** its sustainable growth



Overburdened Founders

The founders were wearing multiple hats taking on various responsibilities across functions leading to exhaustion and burn out eventually defocusing from business critical operations and growth



HR Policy gap

- Absence of key HR policies resulted in inconsistent employee guidelines and increased risk of non-compliance
- Poor employee experience contributed to high turnover among employees



Low Employee Motivation

- There was a noticeable decline in employee motivation directly impacting productivity and performance also making it difficult to attract and retain talent
- Addressing these challenges were crucial for the company's future success and sustainable growth



ZEAL'S APPROACH



Performance Enhancement

We aided in setting up KPI, KPR, and PDCA methodology to drive performance and success



Policy Development

We developed customized HR policies that aligned precisely with your organization's unique needs and strategic objectives



Onboarding

We developed an onboarding strategy with a presentation of the organization to seamlessly integrate new joiners and monitored their progress through probation



Exit

We established a comprehensive employee exit/separation protocol, systematically recording feedback to inform and enhance future HR practices



Healthy Environment

We deployed employee engagement initiatives, fostering a positive work environment and enhancing employee satisfaction



Setting Measurable Targets

We set measurable targets for a results-driven workforce



SOLUTIONS IMPLEMENTED



HR Policies

Created various HR policies, including leave, assets, and a code of conduct



Onboarding and Exit Process

Seamlessly integrated new employees with thorough training and monitoring during probation, and implemented a structured exit process with interviews and feedback for ongoing improvement



Communication Training

Designed targeted training programs that enhanced communication, technical skills, and soft skills among your employees



Salary Structure

Aligned salaries by mapping current salary, market research, and candidates' skills



Issue Resolution

Addressed employee issues with a defined escalation matrix



IMPACT



Operational Efficiency

Founders were dedicated towards their efforts to strategic growth while we were handling HR complexities



Employee Engagement

Boosted motivation and participation with our tailored rewards platform



Seamless Onboarding

Ensured smooth and efficient integration for new hires through our structured onboarding process



Defined Roles

We clarified roles and responsibilities across the customer's organization, ensuring accountability and transparency



Proactive Feedback

Conducted regular one-on-one feedback sessions to enhance employee satisfaction and retention





READY TO TRANSFORM YOUR HR OPERATIONS?

Contact Zeal today to discover how our tailored solutions can drive efficiency and foster growth in your renewable energy company!



Contact Us

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