



# Yellow Spark Solutions LLP

Our credentials for your consideration



# Our workplaces are changing...

What's changing?



# Millennials\* are moving into key roles!

The Gen X\*\* is on the cusp of retirement and with them the controlled way of working will also retire.

\*Millennials - born between 1980 - 1994

\*\*Gen X - born between 1965 - 1979



## **Subject matter expertise supersedes seniority!**

With so many new things emerging everyday, irrespective of your years of service continuous learning has become a priority.



# **Flexibility at workplaces is no longer optional!**

Rising infrastructure costs, growth of co-working spaces, need for adaptability to change, the gig-economy, tightening of the corporate law; make flexibility and agility key requirements for growth



## **AI and automation is not fiction anymore!**

To improve productivity we will all have to adapt to tech-human ways of working, making it imperative for us to invest in change management, upskilling, reskilling, upgrading work processes, updating employee policies etc.



# And these are only some of the changes...

What challenges can you anticipate?

# Challenges you might face along the way...

- Need for change in management style
- The old rule book does not work anymore
- Difficulty in measuring performance in a flexible work environment
- Spoilt for choices employee engagement toughens
- Driving continuous change, updating skills
- Keeping pace with the changing legal framework
- Most importantly, building a good work culture





# That's where Yellow Spark fits in...

We are a young organisation with vision to enable organisations to create a compelling ecosystem that people aspire to be a part of!

# Founded in 2015

- We are a team of management consultants with an expertise in the people side of business
- We work as an extended think tank to our clients and help build a high performance work place
- Our philosophy is that people make businesses successful, and high performance workplaces are about...

Focused  
People

+

Aligned  
Practice

=

Sustained  
High Performance

# Co-Founders

*"Successful organisations of tomorrow will not have an HR department, line managers will take over these roles. It's about time we rename Human Resource Management to Human Relationship Management"*

Reach me directly at  
[aparna@yellowspark.in](mailto:aparna@yellowspark.in)



**APARNA JOSHI**

**The peoples' person**

Expertise in people  
and performance management

Cross industry  
and Cross functional expertise

Graduate in Life Sciences,  
MBA - HR (Mumbai)

Certified Counsellor



**DEEPAM YOGI**

**The change maker**

Expertise in strategic planning,  
communication and branding

Non-executive director on the board of  
Social Access Communications Pvt Ltd.

BMS graduate,  
PG Diploma in Media & Advertising (Mumbai)

Certified Extended DISC practitioner

*"Any organisation can become a High Performance Workplace, but sustaining it requires deep conviction and commitment from employees; which has to be earned by the organisation"*

Reach me directly at  
[deepam@yellowspark.in](mailto:deepam@yellowspark.in)

# Our Team



Esha Agarwal  
Recruitment Manager



Arvind Ambekar  
Labour Law  
& Compliance Advisor



Deepa Krishnan  
Content Manager



Mandar Bapat  
Finance Advisory



Priyanka Sawant  
HR Projects Manager

# Our approach to strategic HR is rooted in our in-depth understanding of the employee lifecycle...





# Our HR Services

We enable our clients to define their company DNA (vision, mission, goals, and KPIs), to align their organisation structure & strategic HR functions like recruitment, reward, and retention to the company DNA. We also perform a variety of HR audits - Labour compliance audit, employee policy audit and POSH audit.

## Talent Planning

## Talent Acquisition

We assist our clients talent acquisition teams to find, acquire, assess and hire candidates. We work on exclusive mandates for strategic hires for the client.

## Talent Development

## Talent Management

We support our clients to develop leadership qualities in their teams powered by our proprietary workshops and also through a variety of customized trainings, mentoring and individual coaching

We help our clients strengthen their HR function by services like developing employee policies - statutory, must have and good to have policies; developing robust employee processes, developing strategies for employee communication and by conducting a variety of surveys - organisation climate surveys, compensation and benefits benchmarking, employee policy benchmarking

**We can help you with a part time HR implant in your organisations instead of a full time HR resource**

# Some of our off-the-shelf products



# Some of our Clients





# Our Past Assignments...

- We have worked across diverse industries such as Airlines, Hospitality, Logistics, Media & Entertainment, Architecture, Floral Décor, IT services, Apparel Manufacturing, Digital Printing, Social Enterprises and Non-profits
- Types of projects: Leadership engagement programs - one-on-ones and group sessions, Company culture mapping, HR toolkit development, Employee communication strategy, Developing HR processes, HR capacity building, Executive coaching, Strategic recruitment, Organizational surveys and a variety of other strategic HR assignments
- In training alone we have trained **2716 individuals** on varied subjects and completed **700+ hours** of training in the past 4 years

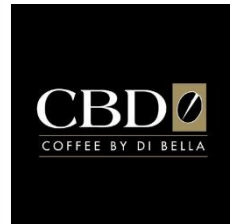
# Yellow Spark

Some of our industry contributions

# Our Industry Contributions



**FREIGHT  
TIGER**



Founders are external members on internal PoSH (Prevention of Sexual harassment) committees at various organisations.

Members of a community forum 'Host & Dost' an initiative of PoSH at Work that collectively builds the narrative about prevention of sexual harassment at workplace.

# Our Industry Contributions



July 2022 : Was part of a panel ‘SHE LEADS - Business & Beyond’ at the first Women Entrepreneurs Business Summit at Goa, hosted by WEBN - Women Entrepreneurship Business Network



November 2021: Invited for a talk about “Visual Thinking” to a enthusiastic women entrepreneurs

# Our Industry Contributions



October 2020 : Was part of a global panel discussion on 'building for people' at the Hult Prize 2020-21, also called the Nobel Prize for students.



June 2020 : Invited to a podcast to share practical tips about managing people & productivity.



# Our Industry Contributions



Yellow Spark  
People | Practice | Performance



in conversation with  
CONTINUUM  
PHYSIOTHERAPY AND REHAB

ARE YOU FEELING PRODUCTIVE WHILE WORKING FROM HOME?



**WELLNESS DURING LOCKDOWN**

DON'T IGNORE THE LITTLE THINGS,  
SIGN UP NOW!

ERGONOMICS. POSTURES. PAIN PREVENTION. FITNESS FOCUS.

DATE: 22ND MAY 2020, FRIDAY  
TIME: 4:00 PM TO 5:00 PM  
PLATFORM: ZOOM



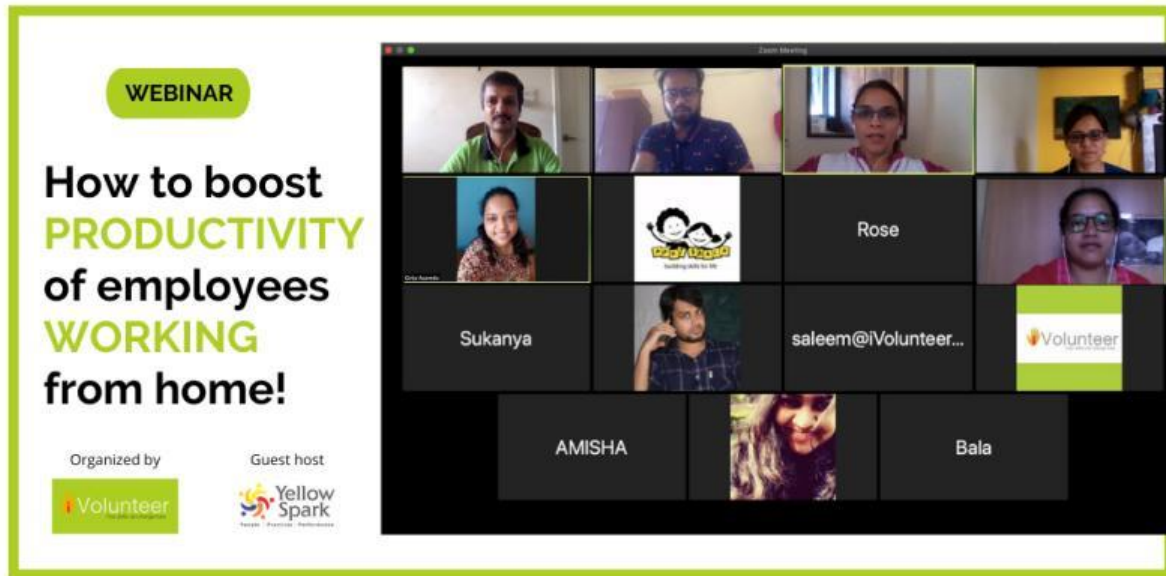
May 2020: Going beyond borders!

Aparna Joshi led a power-packed 'introduction to HR' for social entrepreneurs from Nepal, during a Bootcamp organised by Blincventures.com

May 2020 : Conducted a wellness webinars to enable employees across industries to work from home with ease during the COVID-19 lockdown.

We are proud to have hosted participants from 3 countries.

# Our Industry Contributions



April 2020: Contributed time to address NGOs queries about managing productive during COVID-19 times.



September 2018 & May 2019: Facilitator at GYAN+ - a 5 days workshop for NGOs to equip the second line of leadership with management skills

# Our Industry Contributions



Parle Tilak Vidyalaya Association's  
**M. L. DAHANUKAR COLLEGE OF COMMERCE**

(Affiliated to University of Mumbai)  
Accredited with 'A' Grade by NAAC

Dixit Road, Vile Parle (East),  
Mumbai - 400 057.  
E-mail : mldc@rediffmail.com  
Website : www.mldcc.com



Tel : 2617 5580 (Degree College)  
26136748 (S.F.C.)  
26183614 (Jr. College)  
mldcc App

Ref. No.

Date: 30/7/18

To,  
Aparna Joshi Khandwala,  
Co-founder,  
Yellow Spark.

Dear Madam,

We wanted to express our appreciation to you for the session on "Sexual Harassment at Workplace" held on 30<sup>th</sup> July 2018 as a part of short - term course in Human Resource Management (Batch I). It was extremely informative and we are sure the knowledge imparted will help students in their future endeavors.

Once again, thank you for making the session successful and we look forward for your continued support.

Regards,

  
Parveen Nagpal  
Co-ordinator



July 30, 2018: Delivered a lecture on POSH (Prevention of Sexual Harassment at Workplace) at M. L. Dahanukar College of Commerce, Mumbai



2016-17 & 2017-18: Developed and delivered HR capacity building process for Compliance Complete Certification program initiated by Center For Advancement of Philanthropy's (a non-profit supported by Tata Trusts)



# Our Industry Contributions



August 15 2017: Panelist at The Acceptance Meet organised by Yarriyan, a youth initiative of Hamsafar Trust supported by Consulate of Canada among others

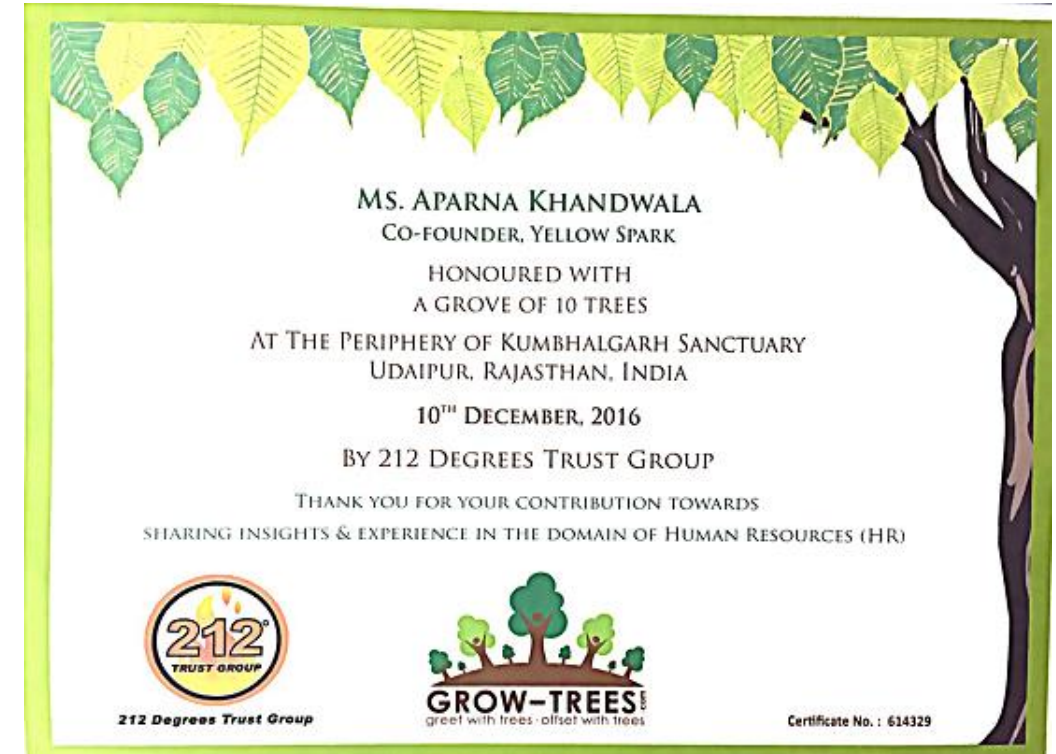


March 08, 2017: Panelist at HR Dialogue, an initiative of Mahindra Group Companies to demystify challenges of blue collared employees

# Our Industry Contributions



June 13, 2017: Featured as the Startup of the day by SutraHR



December 10, 2016 : Delivered session as an HR ‘Knowledge Guru’ for 212 Degrees Trust Group, part of Ascent Foundation (an initiative for Entrepreneurs by Harsh Mariwala, Chairman Marico Industries)

# Thank You

*‘The smallest of spark ignites the fire that lies deep within you  
and suddenly everything is possible’*

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