



STRATAGYN INC

Introduction



Stratagyn Inc
Partners in People Management



The Dimensions We Work With...

People. **Culture**. Performance...

...**Mindset**. Attitude. **Aspirations**

Attitude. **Dynamics**. Capability...

...**Engagement**. Change. **Collaborate**

Rules. **Productivity**. 8-Hours...

...**History**. Future. **Growth**





ABOUT STRATAGYN

Stratagyn Inc. is an HR consulting firm founded in 2004, with a mission to partner with its clients in the growth process by providing integrated solutions to their HR needs.

It is said that an organisation is only as good as the people who work there. Irrespective of size, geography, and industry, all organisations realise the value of having high-performance teams in place. Though each organisation has its own dynamics, people-related situations and problems still show commonality.

Stratagyn caters to a broad spectrum of clients across industries, handling/ supporting the HR function. With 20+ years of experience spearheading HR initiatives through significant organisational transformation, we have partnered with mid-sized, start-up, family-run businesses in managing the most important resource: Human Capital.

We complement your depth of knowledge in your industry with our breadth of experience in managing human capital effectively and efficiently.

Our Offices: Mumbai -India | UAE

THE STRATAGYN EDGE

Our Philosophy in Action



No 'us' and 'them' syndrome

We believe in a collaborative partnership that drives organisational growth and development. We work seamlessly with you, functioning as an extension of your team



Organisational Alignment

Our approach is hands-on and grassroots, supporting the daily HR agenda while aligning with long-term goals. We start by understanding your business, market, culture, and aspirations to ensure suitable solutions.



Implementation Focus

With a strong bias for action and implementation, we ensure strategies move beyond paper into practice by building buy-in from employees, decision-makers, and key influencers, making change sustainable

OUR EXPERTISE

A: Performance Management System

A well-defined Performance Management System that aligns with organisational goals is one of the significant challenges that many organisations face today. Often, the disconnect between individual performance targets and overall business objectives renders this process mechanical and merely formal.

A Performance Management System is essential to the success of every organisation because it influences the efforts expended by employees, which, in turn, drives bottom-line business results. A robust Performance Management System fosters consistent and transparent communication within the organisation.



OUR EXPERTISE

B. Creation of HR Handbook and Policies

Standardisation begins with a common understanding of all key policies and processes that impact the functioning of the organisation. Therefore, clear and straightforward documentation is essential.

HR policies and the Employee Handbook are crucial documents that any business must have. The HR policy manual helps employees navigate through the organisation while understanding the “do’s and don’ts” in the organisation. A well-crafted policy manual helps the organisation in setting the right expectations among its employees.

Creating HR policies and guidelines encompasses the entire lifecycle of an employee within the organization:

- Recruitment Process and Selection Guide
- Joining formalities and Probation period
- Working guidelines to clarify working days, timings, attendance system, dress code, IT etc
- Compensation and Benefits
- Leave Policy
- Documenting existing Performance Appraisal Policy
- Business Reimbursement Policies
- Prevention of Sexual Harassment at the workplace
- Code of Conduct: Outlines dos and don'ts such as confidentiality, dual employment, misconduct etc
- Exit Policy



OUR EXPERTISE



C: HR Outsourcing

Organisations often face many challenges during expansion or transitional phases. While it is crucial to focus on business goals and plans, it is equally important not to lose sight of “People”.

Without proper HR support, organizations struggle to balance their core business with operational people issues. We bridge this gap by providing comprehensive HR Outsourcing solutions, allowing organizations to concentrate on their core competencies.

In the outsourcing model, we act as an extended arm of the organization to manage the full HR function. We assign our consultants on-site at your locations to oversee and support HR tasks as internal HR.

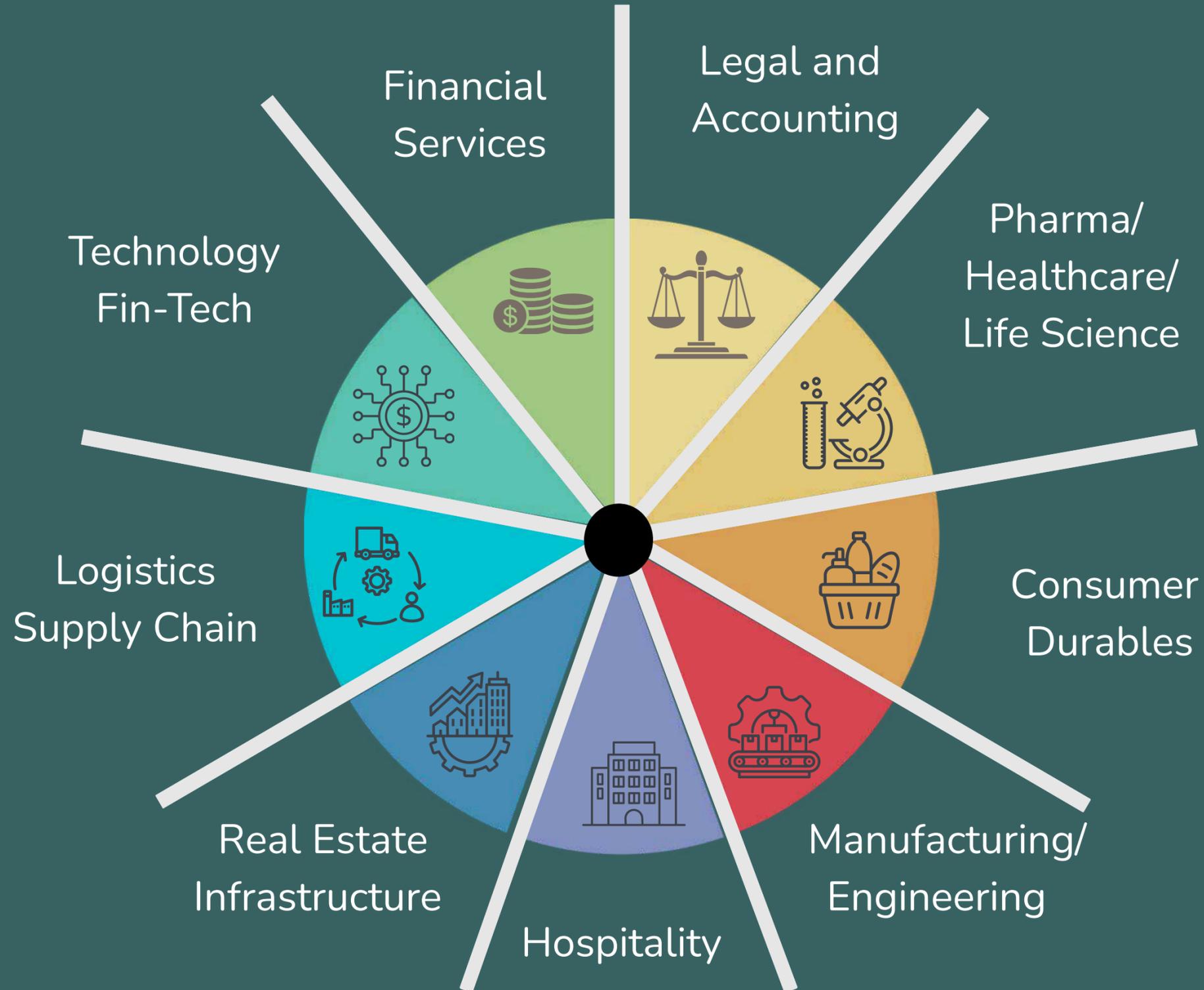
In HR Outsourcing, we cover the entire range of HR activities, from hiring through to the exit stages of employment.

D: Executive Search

The entire recruitment and selection process involves many factors such as position requirements, candidates, expectations, and experience. The goal is to create synergy among all these elements. We act as a catalyst in this process.

We assist you in finding the right candidate by understanding the technical requirements and experience needed for each role through our customised search methods. With a strong databank, an extensive network, and the right expertise, we are equipped to identify the best candidates.

Sectors We Serve



EXTENSION OF YOUR TEAM



Priya Sawant | India

Priya is a Chemical Engineer with a postgraduate degree in Human Resources. She began her career as an HR generalist with Mahindra & Mahindra and Ambit - RSM - ELP, a leading financial services firm.

In 2004, she co-founded Stratagyn and now leads its HR Consulting Practice, covering outsourcing, organization structuring, policy, performance, and engagement. She has led diverse client projects, including international organisations, start-ups, and Indian corporates, aligning people strategies with business needs for successful transformation and growth. Her ability to align people strategy with business needs makes her a trusted partner in transformation and growth.



Sushil Sawant | India

Sushil has a Master's in Human Resources and over 20 years of experience in talent acquisition and HR. Before co-founding Stratagyn in 2004, he spent 9 years in HR roles at Tata Motors, Mahindra & Mahindra, and DHL Express.

At Stratagyn, he plays a key role in the Executive Search Practice, focusing on mid to senior-level hiring across sectors. His understanding of business needs helps him deliver tailored talent solutions. He also supports HR consulting initiatives, leveraging his industry experience for clients in performance management and organizational design.



Sonal Shukla | UAE

Sonal is a seasoned HR professional with over 15 years of experience in executive search, headhunting, and leadership hiring. She has successfully led CXO and senior-level mandates for a wide spectrum of Indian and global clients across industries.

At Stratagyn, Sonal anchors the Executive Search practice—spearheading client engagement, business development, and delivery of strategic, high-impact talent solutions. Known for her sharp business acumen, instinctive grasp of leadership fit, and a deeply relationship-driven approach, she brings both precision and partnership to every search.



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