

# How did NamanHR help a prominent industrial gear and material handling equipment manufacturer in fostering a performance-driven culture?

## The Need

To heighten 1100+ employees potential, the company aimed to:



Establish a mechanism to identify business objectives



Develop a robust accountability framework tied to departmental needs



Ensure goal alignment across all individual-organizational levels



Implement a fair and transparent performance-based reward system

## The Approach

Our certified experts executed **3-year long performance culture building intervention** divided into **3 phases**:



Conducted **senior leadership interactions** to understand business and growth strategy

Utilized **focus group discussions** with mid-junior management to capture goals and hurdles



Analyzed **collated data** from **documents** and **practices** to identify challenges and expectations, ensuring alignment with client's needs



Recommended a robust **performance management system** tailored to current business requirements

Provided support via **PPW workshops, Individual KRAs, Review meetings, Appraisers Workshop**, and more

## The Impact

Through this intervention, the company was able to witness:

Clarity to individuals across levels, aligning **own goals** with the **overarching org. objectives**

A sense of **fairness** and **transparency** through **performance-linked rewards**, igniting heightened motivation and dedication

Cemented robust processes identifying and capturing **key focus areas**

A **performance driven culture** taking shape within the individual-organizational domain

NHR takes immense pride in elevating their **performance culture** to unprecedented heights, transcending boundaries for lasting success.