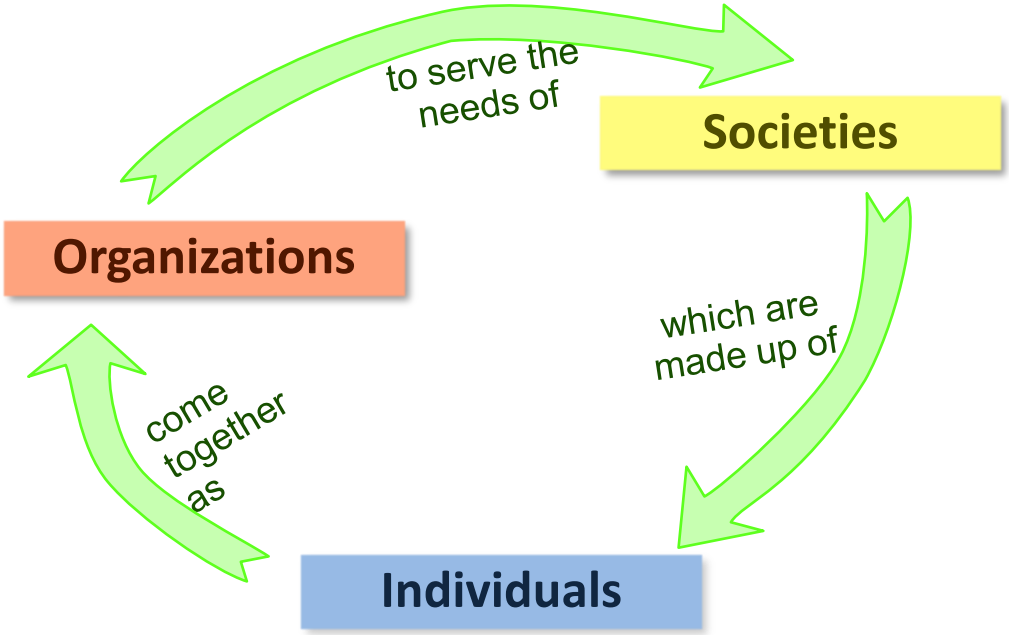
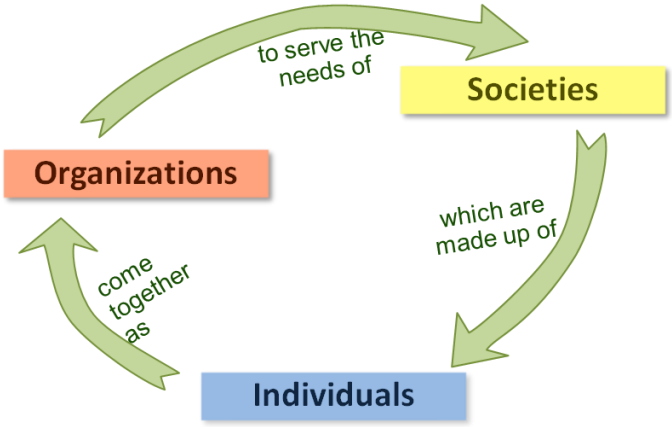
Medha Jananam: Premise

Organizations are not mere economic or legal entities.



Organizations are a mechanism for people to come together and to serve the society by providing products and services.

Medha Jananam: The Model



Employers who understand this broader context and tune their organizational structures and processes accordingly, will get the most out of their workforce and get ahead of the competition.

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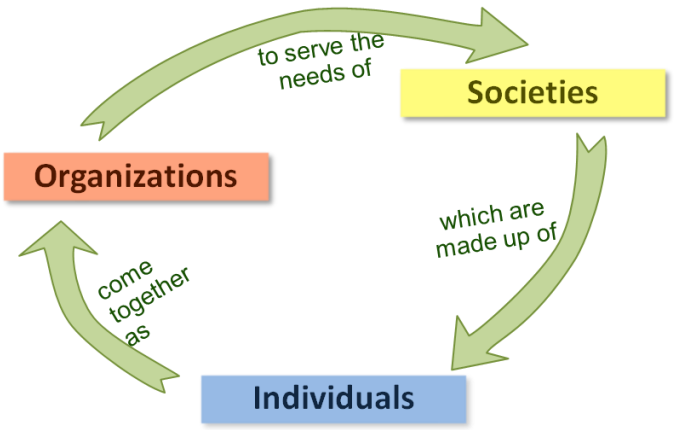
Medha Jananam: The Model



Medha Jananam provides
Employer Services and Employee Services
To help organizations make this critical transformation.

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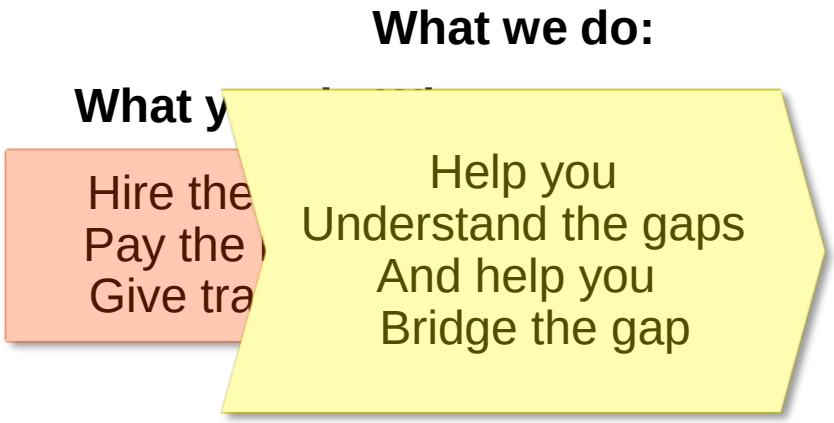
2.5 years of history.. 25 years of vision

- **Has been offering workshops for Individuals since July 2009**
  - *17 workshops conducted in India and US*
  - *120+ people graduated, Testimonials from 50+ people are on the website acknowledging: Professional, Personal and also Spiritual enrichment*
  - *Diverse participants across social spectrum:*
    - USA: Physicians, IT Directors, Professors, Ph.D. students, Program Managers, Housewives and College students
    - India: Marketing directors, Engineering college principals, Real Estate professionals, Medical shop owners, Housewives and Farmers
- **Informal advice provided to Organizations during 2010-1011**
  - *Motivating school teachers to help disadvantaged children*
  - *Recruiting and retaining in a technology company in Hyderabad*
- **Formal engagements with Organizations beginning 2012**
  - *Employer Services*
  - *Employee Services*
- **Formal Research center will be operational in 5 years**
- **Become the No.1 in 'Integrated Human Development' in 20 years**

Bridging the gap between Real and Ideal



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How we do ?

Our Mantra

Put the ‘human’
back in human resources

Our services

Employer Services
Employee Services

Our services are based on unique concepts
developed from classical and modern wisdom
that get to the heart of

individual, organizational
and social behavior

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Our concepts

1. Organisms	Organism is a generic term that represents humans, departments, divisions and businesses, which have uncanny common properties and characteristics.
2. Colors	Colors represent the four fundamental energies in nature that drive all organisms: individuals, departments, divisions and businesses.
3. Layers	All organisms including individuals and organizations have a five layered structure spanning inside out .. from the mission statement to daily operations.
4. Fractals	Organizations are not just hierarchical, but are fractal in nature. Fractally structured organizations will be able to scale up and down as needed, like Hanuman.
5. Cycles	Organisms , whether individuals, or departments or products, have cycles that dictate their effectiveness in various phases.
6. Balance	There are only four fundamental activities that an organism involves in. If they are all cared with proper attention, organisms will be balanced and keep shining.
7. Growth	Growth occurs in spurts for any organism. It is an art to recognize the growth spurts and foment growth around them.

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Employer Services

Recruiting	• We help you improve your organization's ability to write better job descriptions to attract the right talent, using the Colors concept. • We help you improve your managers' abilities to interview the candidates using the Colors concept.
People Management	• We help your management recognize various types of personalities, based on the colors concepts. • We help your management with techniques to manage employees of diverse personalities.
Divisional Structures	• We help you improve the structure of your departments by balancing the mix of skills using the Colors concept. • We help you balance the resources in your departments and use innovative possibilities to reorganize divisions for maximum effectiveness using the concepts of Colors and Fractals.
Product Development	• We help your product development teams to recognize the characteristics of your customer base and develop products customized to them, from the get go.
Market Segmentation	• We help your marketing departments recognize the characteristics of your customer base and segment them properly, for effective campaign management and relationship management.

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Employee Services

3-D Workshop

- This is our flagship service. It is offered in the form of a workshop.
- It is a variation of the 'Introduction to Life' workshop (which has been offered since inception of Medha Jananam, in the Individual market 17 times) with focus on professional development.
- It helps people understand the role of work in their life. It boosts their work ethic and increase their ability to see work in a positive way.
- It helps them see the relationship between the three dimensions of their being: Professional , Personal and Spiritual, which is critical for enjoying work and enjoying their lives.

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Why Medha Jananam ?

- **Mature model of concepts**
  - *The concepts evolved over a 30 year period of unbiased research*
  - *They are harvested from multiple sources, classical and modern*
  - *The concepts are focused on the larger context*
  - *They delve deep into the behavior of individuals and organizations*
- **Employee Services**
  - *Proven experience in enriching individuals*
  - *Experience in working with people from diverse backgrounds*
  - *Concepts of Medha Jananam are proven to stick with people for years*
  - *People apply the concepts of Medha Jananam from day one in multiple ways*
- **Employer Services**
  - *Conceptual framework for employer services is very mature*
  - *It is shared with professionals in India and USA and the services are being offered based on their support and enthusiasm*
  - *Medha Jananam customizes the services to various employers – of different sizes and sectors*
  - *Medha Jananam services can be tried at a small level – department or team level, before deploying them enterprise wide*

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Our Sample Assessment Questionnaire

- **What processes does your organization has to promote innovation, from the top, from the bottom and from the middle?**
- **What are the capabilities in your organization for providing a top-down / big picture view for non-managers?**
- **Do you have an understanding of the types of training required by employees of various personality types and roles?**
- **Are you providing expensive 'management' type of training for non-managers?**
- **Ideas**
  - *Are you asking everyone to contribute ideas?*
  - *Are you shutting down everyone from contributing ideas?*
- **Process**
  - *Do you have process police or process coaches?*
  - *How are they defined? How are they perceived? How are they measured?*
- **What is the chief barrier to effective communication in your organization?**
  - *Lack of **context**? Language? .. ?*

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Contact us

For a free consulting session
Or for one of our free seminars,
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