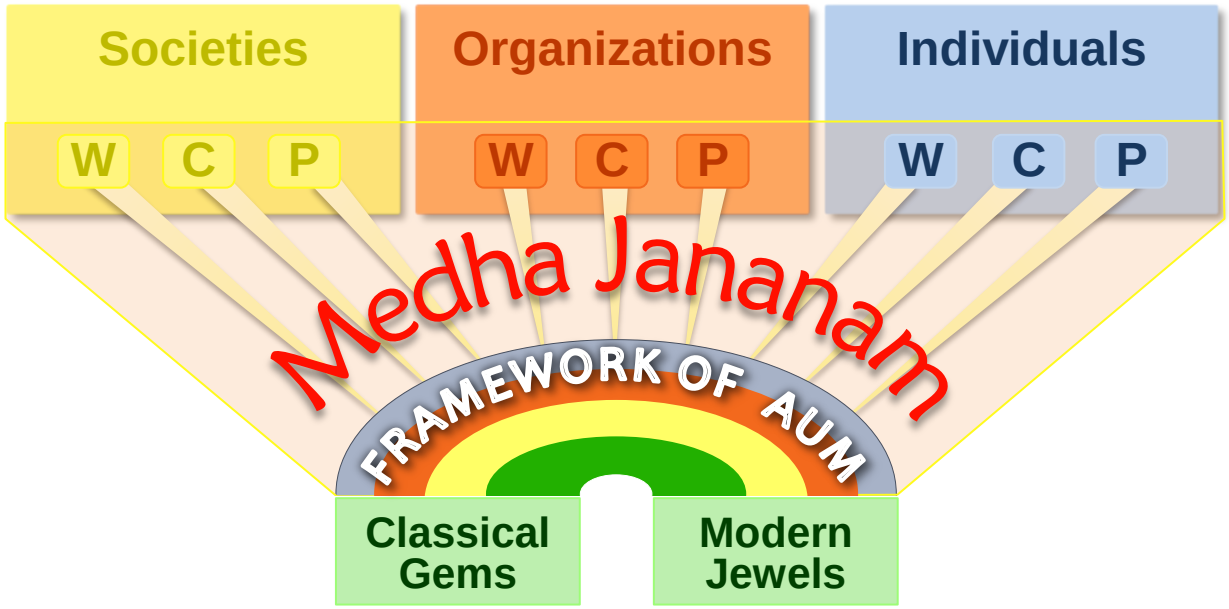
Putting 'Human' back in Human Resources™

Medha Jananam Organizational Services

Medha Jananam Framework



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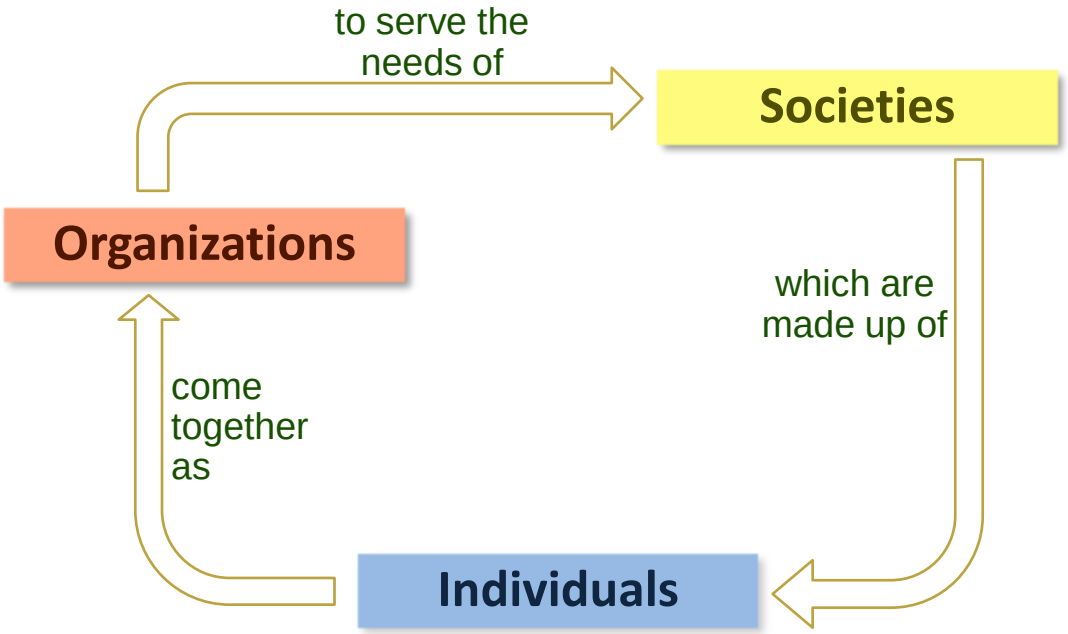
Medha Jananam: Premise



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.

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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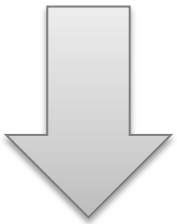
Our Services

Put the ‘human’
back in human resources



Employer Services

Employee Services

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Our concepts

Our services are based on concepts that get to the heart of individual, organizational and social behavior

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	• Fine tune all steps of your recruitment cycle from writing job descriptions to interviewing the candidates for maximum efficiency using the concept of Colors.
People Management	• People are diverse and therefore no single technique is adequate to motivate, incentivize and reward people. Use the colors concept to understand the four types of motivational and rewarding techniques, to improve the efficiency and morale of the workforce.
Divisional Structures	• Get beyond the traditional methods of reorganizations and realignments based on functional division of work. Set up the right mix of processes and structures based on the colors and fractals concepts, that leverage the human potential better.
Market Segmentation	• Recognize the characteristics of your customer base and segment them properly, for effective campaign management and relationship management, using the colors concept.
Product Development	• Train and educate product development teams with easy techniques to understand the characteristics of customer base and develop products customized to them from the get go.

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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 in the Individual market 18 times in USA and India.
- This takes the employees through the deep relationships among the Professional, Personal and Spiritual dimensions of their personality.
- It gives numerous tips, insights and techniques to align the Professional , Personal and Spiritual dimensions, for maximizing productivity and enjoyment at work, reducing stress, and improving relationships.

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Contact us

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