

AN ISO 9001- 2015 UNIT

Accuferrous

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Date : 17th March 2020

TESTIMONIAL

TO WHOMSOEVER IT MAY CONCERN

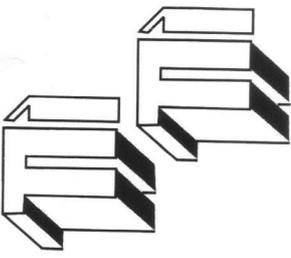
We are a manufacturing organization based in Pune, manufacturing Metal Bellows & Expansion Joints. We are a small scale establishment having an employee strength of around 50.

We were introduced to CATS Academy India Pvt. Ltd. and Mr. Atul Bapat through one of our acquaintance.

As we have come to know him through our association with him in the last few months, Mr. Bapat is a learned and competent authority and a highly experienced person in the field of HR management and has successfully implemented HR based initiatives in various big and small organizations. He introduced us to a plethora of various activities their organization does in the field of HR management and Leadership development.

We engaged CATS Academy to implement HR partnering for our organization. We must admit, it has been a very professional approach that they followed during the entire implementation. We were also very happy to receive inputs from Mr. Bapat on setting up Vision, Mission and Values for our organization and thereby have a growth and development plan for our organization for the next 3 years.

It was a very methodical way of introducing to all the steps of setting up of a HR culture in our organization. Ms. Ruhee Kaul & Ms. Vaidehi Deshpande have been instrumental in executing these steps right from the beginning. They interacted with our employees, always gave them a patient hearing and were equally patient while listening to and understanding the issues, we as management, were and are facing. Ms. Ruhee Kaul brings in a lot of experience with her and takes a balanced approach. Ms. Vaidehi Deshpande has been in the forefront to steer the activities and follow the timelines of implementation of all the activities. They were ably supported by Ms. Aishwarya Kahate and Ms. Ashwini Kenjale. All of them worked as a team and gave us valuable & good inputs. It has been good learning journey for us.



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We have now been able to set our own HR policy and related policies, procedures, Job descriptions, derive Key result areas and Key performance indicators for our employees based on our organizational goals. As a result of which, we have now started with Performance Management System for our employees. The team from CATS Academy also explained to us the significance and benefits of employee engagement. We were convinced and thus have started activities of engaging with our employees on regular basis. Weekly and quarterly events are held to engage with the employees and thereby educate them and elevate their understanding of various issues viz. social, economical, geographical etc. We intend to continue with such activities in future as well.

We would highly recommend CATS Academy India Pvt. Ltd. to anyone who is willing to implement HR management initiatives in their organization.

Thanking you,
Yours sincerely,

For ACCUFERROUS

Charudatta Bhide

Shrikrishna Malshe

Niranjana Bhide

