

MPOWER

FOSTERING JOYFUL
TRANSFORMATIONS

COACHING. TRAINING. OD.





Mpower is a vibrant and dynamic Human Resources (HR) consultancy committed to make a strong, positive difference in the HR space. We strive to offer end-to-end HR services with the help of customized intervention programs, **Talent Acquisition, HR consultancy, Coaching** and **much more**. Our team with a combined experience of **100+ years** has delivered beyond expectations across **Indian, multinational, SME's, educational and development sectors**.

We create engaging learning journeys and work towards establishing concrete foundations to future learning outcomes. Our application-oriented content, designed with real-life examples of India-centric work culture is ideal for today's professionals.



Our expert and dedicated team, rich and customized intervention methodology and personal touch make us stand out. Join us as we build a community that aspires to make a meaningful change and sustainable growth for individuals and corporates.

Recruitment

The thin line of difference between a recruit and the right one lies in the fine balance of skills and attitude that is needed for the job profile. We bridge that gap by identifying the right **talent at the right place and right time** to fit the opportunity using headhunting, networks, skill assessment and more. This decreases attrition, ensures that individual potential is efficiently directed, reduces training time and also improves the culture of the organization.



Training

Consistent upskilling is as important as picking the right recruit and can make a huge impact when done right!

- Helps employees match the various changes in the industry
- Positively affects the productivity of workers, which can increase the profits and efficiency of an organization



- It satisfies the recommendations of performance appraisals.
- It prepares employees for higher responsibilities.
- It shows employees they are valued

We help you bring this to reality and customize bespoke training interventions that ensure measurable outcomes, and are facilitated by a faculty of experienced and specialized trainers alongside regular mentoring support. Basis the business objective the trainings of innovative learning and development workshops range from two-hour programs to year round interventions.



Coaching

With a motive to achieve a balanced analysis of employees' or individual's development needs, we as a coach help to explore their strengths to overcome challenges. Coaching in a business environment is a training method in which a more experienced or skilled individual provides an employee with advice and guidance intended to help develop the individual's skills, performance and career. So, whether the need of the hour is employee motivation or retention or if it's a making leader as coaches and culture changes, Coaching is the next step. All our coaches are ICF certified and are trained to have sessions in groups or one on one. Our ongoing coaching and mentoring support will help employees evolve, find their feet and produce consistent results.

Psychometric Assessment

Psychometric assessments are standard and scientific methods designed to help an individual understand his personality type, attitude, skills and cognitive abilities. We solidify our training programs by using extensive psychometric tools as an essential part of identifying the core strengths and gaps for your team members.

These assessments help with:

- Information on an individual's preferred communication style
- Assist in psychological assessment of individuals, their professional development
- Accurately testing general intelligence of candidates
- A better understanding of what motivates them as an individual
- Helpful in order to maximize engagement and ambition levels among team members
- Identifying leadership potential in different individuals
- Interpreting candidate emotions and their ability to stay calm under pressure
- Assist in the assessment and transformation of organization culture

Some Psychometric instrumentTs

- Thomas Killman Conflict Mode
- Extended Disc
- MBTI
- FIRO – B
- Time Management Styles
- Stress Analysis
- Transactional Analysis
- Aptitude Test

HR Projects

We work closely with HR teams and respective stakeholders to come up with robust OD interventions. Right from curating tailor-made solutions, to watching over the efficient implementation and drawing feedbacks and competency mapping, we do it all for you!

Our success can be credited to our intricate focus on the following fronts:

- Job analysis: Job description and job specifications
- Developing different policies and redefining organizational structure
- Benchmarking projects
- Performance Management System
- Designing and implementing HR sub-systems and developmental plans such as:
 - Individual Development Plans
 - Management Development Plans
 - Competency mapping and assessments



Flagship programs

Our highly rated programs have helped organizations achieve transformative success and drive peak performance time and again. Following is the list of our flagship programs that can help your business by seamlessly integrating learning with application.



Evolve – Aspire to Inspire

A self-development programme designed to help senior management acquire leadership skills that ensures consistent growth. The program evolves and curates customized intervention programs to achieve transformative behavioral outcomes for senior leaders of today and tomorrow



Bounce – Resilience, The Need of the Hour

A program to help make transitions seamless and ensure that your team can easily and smoothly adapt to the one constant – CHANGE. Bounce works on building resilience and establishing healthy coping behaviors to work through the troughs and ridges of the corporate world.



Transform – Embracing Change

A program to unlearn, undo and unravel. Transform helps you discover new horizons for your potential. It gives you the space to accommodate new belief systems, ideas and attitudes and evolve as a competent player in the VUCA world.





Impressions- Impactful Communications

Our powerful communication skills workshop is designed to help your team master the art of expression. Impressions helps you communicate with impact as you learn to articulate key ideas and structure information into coherent narratives. Our flagship program is designed to be all inclusive and the duration can be customized to cater to the needs of different tiers of management.



A comprehensive workshop on leadership

A workshop on leadership essentials to build the skills needed for future. APEX is a self-development intervention which works on core competencies of a good leader like influencing audiences, dealing with crisis situations, leading the teams, and building a strong legacy. The duration of the program can be customized to suit your needs as required.



Excellency – Excel in English fluency

English is the language of international communication the media and the internet, so learning English is important for socializing, networking as well as work! Gain higher competency, productivity and respect by working on different forms of language expression with the help of movie and book reviews, grammar exercises, practicing email etiquette and working on conversational skills.



LEAP- Learn, Experience, Adapt and Perform

Our flagship outbound program is held away from civilization, in the heart of nature. Through LEAP participants indulge in a combination of engaging and innovative activities that offers them the opportunities to bond and establish better inter and intra-department relationships.



Our Story

Our founder, Hiral Matalia, laid the roots of the company two decades ago and took up her role as Chief Inspirer & Chief Warrior at MPower. She is a behavioral facilitator, soft skills trainer, a coach and leads an all women team at Mpower. She is also the recipient of the award for 'Outstanding Woman Entrepreneur' by FGI which was presented by Smt Maneka Gandhi. Spirituality is at the heart of everything she does.



Awarded the FGI Outstanding Woman Entrepreneur award – 2018 by Hon'ble Minister of Women and Child Development Smt. Maneka Gandhi.

Her Certifications

- PCC Certified Coach by ICF, ACTC
- Accountability and Leadership Builder by Partners in Leadership
- A certified corporate trainer by American TESOL
- Diploma in Training and development from Oscar Murphy – A Singapore based training and development organization
- Certification for Extended DISC and 16 other psychometric assessments
- Neuro Linguistic Programming from ANLP by Dr. David Lincoln
- Positive Psychology by Dr. Martin Seligman

OUR SQUAD



Ms. Divya Sud

Change Evangelist and DEI Specialist

22+ years of experience



Ms. Pooja Dhruv

Leadership Transformationist, Team Builder, Practical Spiritualist

15+ years of experience



Mr. Amap Jaiswal

Versatile Innovator, Growth Contributor, Connection Builder

Chancellor's Gold Medalist - MHRM, MSU Baroda



Ms. Urjita Falnikar

People's Person, Evolving Spiritualist, Compassionate

L&D Specialist

Some of Our Clients



Get in Touch

Ms. Hiral Matalia

+91 9879511219

18, Ajitnagar Society, Urmi Cross Roads,
Akota, Vadodara.



✉ hiral@mpower.net.in

🌐 www.mpower.net.in