TPPWORLD
Total People Productivity

FOR BUSINESS GROWTH AND INDIVIDUAL SUCCESS

Working Since 1987
36 GLORIOUS YEARS

1	2	5	50,000	200	1000
MODEL	PLATFORMS	PRODUCTS	PEOPLE DEVELOPED	CLIENTS	SUCCESS STORIES

TOTAL PEOPLE PRODUCTIVITY FOR BUSINESS GROWTH & INDIVIDUAL SUCCESS

Total People Productivity -TPP

- Total People Productivity is the People-Centric Approach. People add higher value to the growth of the Nation, Society, Organization, Family, and Self.

- People productivity is for Business growth and Individual success.

- Business growth contributes to the Economic Growth of the Nation.

- Individuals are looking for success - making today's life better than yesterday and tomorrow better than today. They are earning money to meet their own and their family's needs.

Business Growth:

Elevate your business with over 20% growth, ensuring sustainability, positive change, and improved quality of life for individuals across all organizational levels.

- Unlocking Organic Business Growth through 3Ts: Target, Team, and Trust

- Improving the top line and bottom line of the balance sheet, more than 20% CAGR

- Higher revenue from sales for top-line

- Cost reduction, expense control, material consumption, reducing inventories for profitability and growth

TPP Works Aims for Achieving

- Aspiration Fulfillment
- Exponential Growth
- 4x value add instead of just 1x or 2x
- Holistic Well-being
- Continuous Improvement Culture
- Satisfaction and

- Happiness
- Ducation and Skill Development
- Community Support and Networking
- Legacy Building
- Measurable Success Metrics

Individual Success

- Make today better than yesterday & tomorrow better than today
- Shaping the SMART People, Good Work approach.

> **Success in Life**
>
> " *Today is better than yesterday and tomorrow better than today Developing the Ordinary People for Extra-Ordinary Work* "
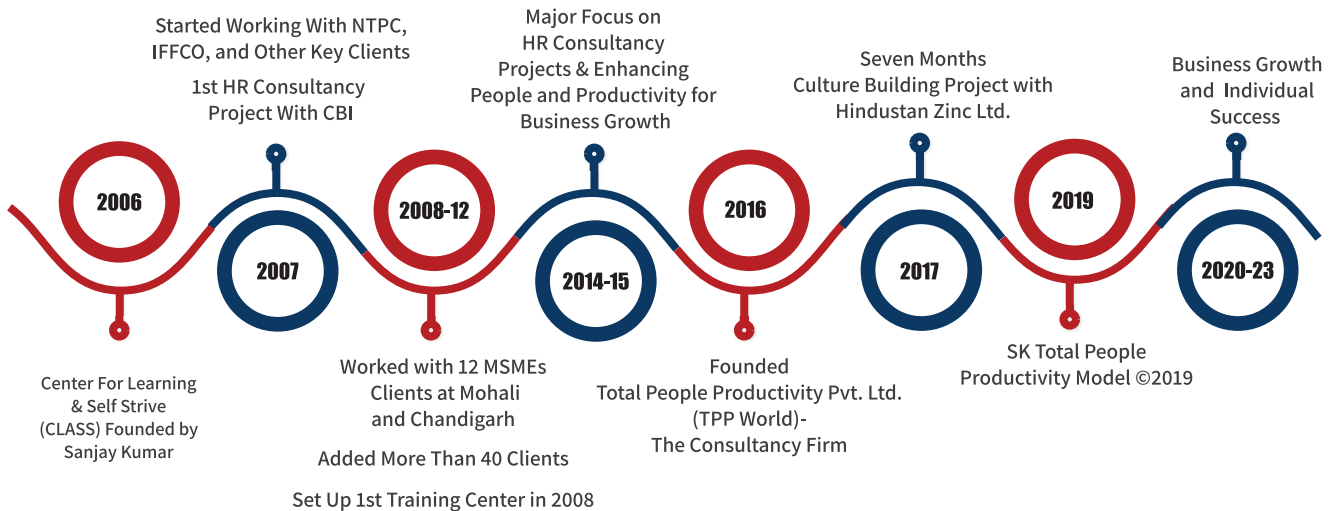
TOTAL PEOPLE PRODUCTIVITY PVT. LIMITED (TPP WORLD)

Unlocking Extraordinary Business Growth and Individual Success

- A Delhi-based firm unlocking extraordinary growth by placing people at the heart of our approach.
- Since 1987, TPP World has been dedicated to Total People Productivity, offering Consulting and Training services.
- Founded by Sanjay Kumar, a visionary leader committed to people-centric strategies.
- Over 36 years of field research-based products and services.
- Worked with 200+ organizations and trained 50,000+ professionals globally.
- Developed One Model, Two Platforms, and Six Products based on Total People Productivity.
- Elevate your business with over 20% organic growth, ensuring good governance, sustainability, positive change, and improved quality of life for everyone in the organization.
- Witness exponential growth by channeling resources effectively, leading to a remarkable value addition of 4x.
- Making today's life better than yesterday and tomorrow better than today

── TPP Key Milestones: ──

Started Working With NTPC, IFFCO, and Other Key Clients
1st HR Consultancy Project With CBI

2006

2007

Center For Learning & Self Strive (CLASS) Founded by Sanjay Kumar

2008-12

Worked with 12 MSMEs Clients at Mohali and Chandigarh

Added More Than 40 Clients

Set Up 1st Training Center in 2008

Major Focus on HR Consultancy Projects & Enhancing People and Productivity for Business Growth

2014-15

Founded
Total People Productivity Pvt. Ltd.
(TPP World)-
The Consultancy Firm

2016

Seven Months Culture Building Project with Hindustan Zinc Ltd.

2017

2019

SK Total People Productivity Model ©2019

Business Growth and Individual Success

2020-23

VISION	MISSION	CORE VALUES
Developing the Business and Individuals to add higher value to the Nation, Society, Organizations, Family & Self	Provide Sustainable growth to our Client Organizations and Individuals by enhancing Productivity, Performance, Profitability, and success in personal life.	• Business Ethics • Customer Focus • Honesty and Integrity • Creativity and Innovativeness

OUR ESTEEMED CLIENTS:
More than 200 and 50000 satisfied customers

MEGA LARGE
NTPC Limited - Dadri and Badarpur
IFFCO - H .O. and 5 Plants
Hindustan Zinc Ltd.
UltraTech Cement Ltd.

LARGE
Insecticides (India) Ltd.
International Tobacco Co. Limited (InTC)
Nilkamal Limited
JCB
Mahindra and Mahindra
Cooper Standard Automotive
Sterling Tools Ltd.
Asian Paints
Yamaha Motors Pvt. Ltd.
Continental Carbon India Limited

Hero Motors
Sandhar Technologies Ltd.
Samvardhana Motherson
Jubilant Industries
Shahi Exports
Minda Sai
NBC Bearings / NEI
Kajaria Ceramics Ltd.
India Glycols Limited
Uniparts India Limited
KRBL Limited
Bright Autoplast Pvt. Ltd.
Nidec India Pvt. Limited
Continental Engines Ltd.
Cheema Boilers Limited
Elin Electronics
Roto Pumps
Starwire Limited
Donaldson India Filter System (P)Ltd

Gilard Electronics Pvt. Limited
Monomark Engg. India
Tynor Orthotics Limited*
Oscar Leathers Pvt. Limited
Micromatic Grinding
Jupiter Aqua Lines Limited (JAL)
Diplast Plastics Limited
M S Bhogal N Sons
Radiant Polymers Limited
Progressive Tools & Components
Ghaziabad Precision Products
* President Award Winner
R.B.Forging
IVY Hospital, Mohali
Lider Sanitations
Atul Fasteners Ltd.
Bharat Group
Zeta Industrial Corporation Pvt. Limited

Disgnostic Controls
P K Industries
Nature Proteins Pvt. Limited
Akar Impex Pvt. Ltd.
Thermadyne Pvt. Ltd.

INSTITUTES
ITS, Ghaziabad
IMS ,Ghaziabad
IIPM , Ghaziabad
BBSIT ,Nawasahar (Punjab)
SRM University
RKGIT, Ghaziabad
InMANTEC , Ghaziabad
Mewar Institute , Ghaziabad
Advance Institute of Mgt.
VSM , Chittorgarh

SK TOTAL PEOPLE PRODUCTIVITY MODEL @ 2019

Based on 36 years of work experience with more than 200 organisations and 50,000 professionals, SK Total People Productivity ©2019 was developed.

The model is based on developing a Responsible Organization and accountable team.

The Organization is Responsible for:

- Business sustainability and long-term growth
- Drawing short-term and long-term plans
- Building a culture of innovation, participation, customer focus, and performance
- Defining vision, mission, and long-term goals
- Winning customer trust through ethical practices
- Adapting technology for efficiency
- Balancing human resources and technology
- Automating repetitive tasks
- Upholding business ethics and values
- Developing people and optimising resources
- Improving overall efficiency and effectiveness

The Team is Accountable for:

- Taking ownership: See it, do it, solve it, and own it
- Implementing top management strategies and plans
- Focusing on business sustainability and growth
- Working for continual improvement: retention, improvement, breakthrough
- Addressing strategic, tactical, and operational issues
- Evolving from receivers to givers, transformers, and entrepreneurs
- Engaging in a constant improvement process
- Optimally utilising all resources
- Cultivating an innovative culture

PLATFORM – ORGANIZATIONAL ALIGNMENT FOR PRODUCT TO PROFITABILITY

TPP World has developed two platforms

- Organizational Alignment for Product to Profitability
- People Programming for Leadership Development and Individual Success

Organizational alignment is the approach for Product to Profitability. Achieving business growth through Z Concept and DDAMAIR Approach.

Product includes New Product Development, Product Manufacturing, and Product Sales.

Based on organizations' short-term and long-term, the organizational alignment is to be done.

Factors

- Vision , mission. Values and goals
- Products, customers, markets,
- 4M – Man, Machine, Method, Material, technology
- Business plan and annual operating plan
- Organisation structure
- Culture and ethics

Functions

All 14 functions
- Departmental objectives
- Input - process -output
- Cross-functional teams

Processes

- Process and sub-processes
- Criticality and difficulty level of each process
- 4M analysis – Man- machine- method – material
- Removing non-value-added activity
- Process-based role matrix

People

All five levels of the organization
- Business leaders
- Functional leaders
- Section leaders
- Front-line team leaders
- Front-line team members

ORGANIZATIONAL ALIGNMENT

Define
Vision , Mission , Goals and targets of the organization

Develop
- It has to be developed and communicated to all employees
- Prepare Business Plan and Annual Operative Plan
- Departmental objective, each department prepares the Departmental Objective considering its operations.
- Organization Structure

Align
- Align the Factors – Functions – Processes and People
- Factors – Functions – Process – People – follow Z concept
- One has to ensure that
- Business Plan, Departmental objective and KRAs to be aligned

Measure
- The performance and results on a Daily, Weekly, Monthly, Quarterly, half-yearly, and annual basis
- Analyse

- Analyse the factors for the gap and work for the measures
- The overall analysis is done based on available data and information. While doing the analysis – people and processes are identified, and corrective and preventive actions are suggested.

Improve the factors
- The improvement plan is prepared.
- People improvement
- Work through Team - CFT for improvement projects.
- Reward
- Rewards and recognition of the people.
- The organization grows at the desired level with a proper reward & recognition system. This helps in employees' motivation & retention.

Digitisation of Processes
ERP, CRM, Task Management, Learning Management, Power BI, AI, and Robotics Process Automation (RPA) are followed

PEOPLE PROGRAMMING FOR LEADERSHIP AND SUCCESS IN LIFE

- People programming is an approach for connecting Hand with Heart- Head and Habit 4Hs. This is the soul programming approach.

- We are all born with two hands; we must connect the hand with the heart rather than head first.

- By connecting the hand with the head, we try to achieve the result.

- Self-Programming - The Journey Within
- Team Programming - Leading from the Front
- Legacy Building - Set an Example for Others

SELF-PROGRAMMING - THE JOURNEY WITHIN

Pehchan
(Know Self)

Lakshya
(Set the Target)

Manthan
(Get to the Root)

Jeet
(Connect with Others)

Mala
(Lead from the Front)

S. No.	Programme areas	Programme Title
1	Pahchan (Legacy)	**Purpose of Life** - Know self Live, Love, Learn & Legacy (4L)
2		**Motivation, Attitude & Success**
3	Lakshya	**Target and Goal Setting**
4		**Time Management** - Planning & Control.
5	Manthan	**Analytical Skill -** Get to the Root Quickly.
6		**Creativity and Innovation**
7	Jeet	**Communication Skills – Approach**
8		**Interpersonal Skills**
9	Mala	**Team Work**
10		**Leadership Development**

For People Programming, we do five steps
APPROACH

1   Profiling

2   Analysis

3   Development

4   Review & Implementation

5   Habit Formation

PRODUCTS FOR BUSINESS GROWTH AND INDIVIDUAL SUCCESS

Business Growth

Target, Team, and Trust: Achieve growth through set targets, committed teams, and a culture of accountability.

Target Setting and Review
- Business plan, departmental objectives, and individual KRAs.
- Three-tiered approach: Organization, Department, Individual.
- SMART targets - Specific, Measurable, Achievable, Realistic, Time-bound.

Culture of Accountability
- Cultivating a culture of accountability.
- Hierarchical, function-specific, age-specific, and trait-specific teams.
- Development through hard and soft elements.

Trust Building
- Winning trust from stakeholders: Employees, Customers, Investors, Vendors.
- Based on business ethics, values, and long-term relationships.

Leadership and Individual Success

Parivartan – Leadership Development: A flagship six-month program centred around People Programming.
- A transformative program for leaders at all levels.
- Focus on commitment, improvement, and leadership.
- Three modules: Win-Win, Manthan, and Mala.

NDNU – Nai Disha, Nai Umang: Targets front-line team members, instilling accountability and customer-centricity.

MSK- Mehnat Safalta and Kamyabi: A decade-long program impacting over 10,000 participants.

TUK – Taiyari Uddan ki: A career development program for youth with over 2000 beneficiaries.
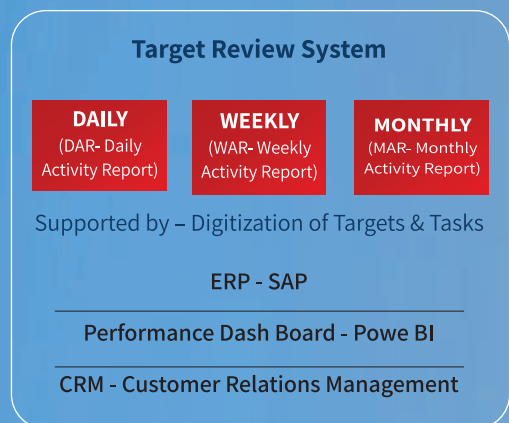
TARGET, TEAM & TRUST (3TS)

For business growth, TPP World works to set up short-term and long-term business plans, goals, and targets.

Target setting – business plan, departmental objectives, and individual KRAs

a. The target setting and review are the first significant processes.
b. The target setting is done at three levels
c. Organization level – business plan
d. Departmental level – department objectives
e. KRA (Key Result Areas) – individual level

• The business plan includes 8-10 parameters, including short- and long-term goals and objectives—mainly sales, profit and loss and related to factors including technology. The long-term plan is drawn & addressed.

The business leaders and functional leaders are accountable for achieving the targets and goals.

• The department's objectives are important ones. For one department, there are 10-12 objectives. Everyone in the department works to achieve the departmental goals and targets.Individual Key result areas are equally essential to measure individual performances. There are 5-6 KRAs for each level. For the front-line team members, the targets and objectives could be a team.
• The review and appraisal are done monthly, quarterly, half-yearly and annually.
• Target setting and review – daily – weekly – monthly

Aligning Business Plan, Departmental Objectives and Individual KRAs

Synergy and resources aligned for business sustainability & growth

Performance indicators clearly defined & measured periodically

Periodic review and feedback given for development

Overall following
DDAMAIR approach

Business Plan
↓
Departmental Objectives
↓
Individual KRAs

Target Review System

DAILY	WEEKLY	MONTHLY
(DAR- Daily Activity Report)	(WAR- Weekly Activity Report)	(MAR- Monthly Activity Report)

Supported by – Digitization of Targets & Tasks

ERP - SAP

Performance Dash Board - Powe BI

CRM - Customer Relations Management

CULTURE OF ACCOUNTABILITY (CoA)

Employees across all levels are accountable for delivering the result. Accountability is defined as "See it, do it, solve it and own it". From business leaders to front-line team members are accountable for business sustainability and growth by meeting the customer requirements and business growth plan.

See, do and solve is part of responsibility; however, ownership is the part of accountability.

As the organisation is responsible for setting the target and meeting the business requirements, the team is accountable for delivering the result. Accountability cannot be shared or delegated.

The business leader is accountable for meeting all stakeholders' needs—the long-term and short-term business objectives to be completed.

The functional leader- HoDs are accountable for meeting profitability and business growth.

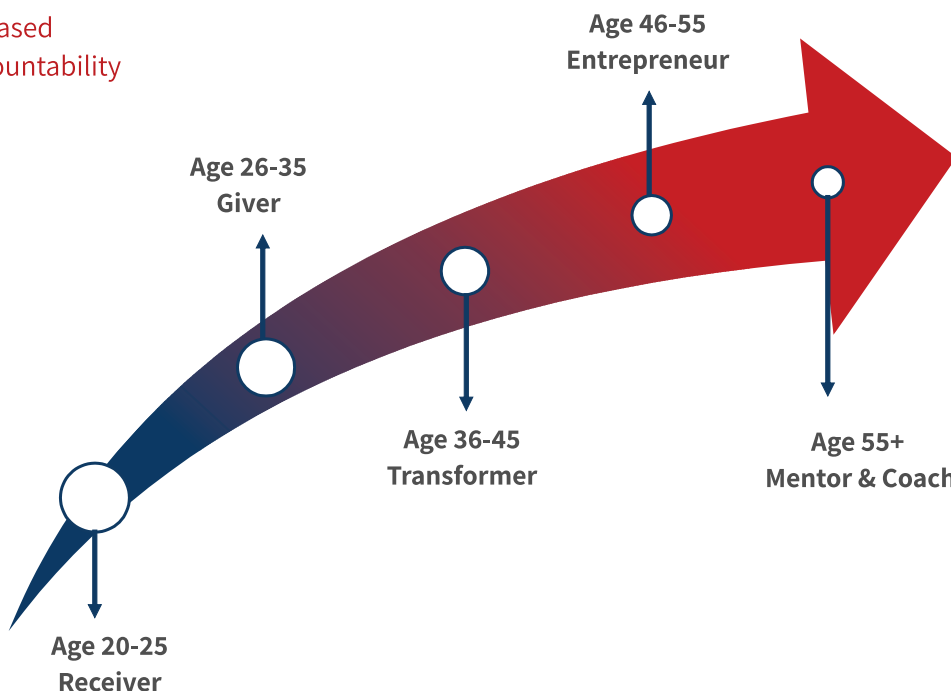Section In charge of winning the customer trust long-term.

The front-line team leaders are accountable for meeting customer demand. Quality, cost, delivery, safety and environment must be completed the first time.

The front-line team members are accountable for meeting the product quality standard and operative cost—the safety and 5s to be followed at the workplace.

AGE BASED ACCOUNTABILITY

We have also defined accountability based on maturity level/age factor; this is our research work. We found that the level of accountability developed as we improved our wisdom and focused approach. Receivers, givers, transformers, entrepreneurs, mentors, and coaches exist.

SK Research based approach Accountability Levels

Age 46-55
Entrepreneur

Age 26-35
Giver

Age 36-45
Transformer

Age 55+
Mentor & Coach

Age 20-25
Receiver

PARIVARTAN: BUSINESS LEADERS DEVELOPMENT PROGRAM

Programme for Section and Functional Heads
- To optimum use of all resources to meet business targets and goals
- To get the best from subordinate and give back to the organization with higher value add
- Meet all stakeholders need

Objective
- To mentor, coach and develop the employees for leadership role
- To develop the existing team members and leaders to take up the present and future business challenges and ensure that the business growth achieved as per plan
- To develop the team to focus on the continual improvement process
- To demand and deliver the results from subordinates and team members

Based 3 Modules
- Win-Win: 3Cs : Connect, Communicate and Commitment
- Manthan- 3 Is- Involve, Improve and Impact
- Mala – 3Ls – Lead –Led-Learnt

NDNU : Nai Disha, Nai Umang for the front-line team leaders
- To meet customer requirements through Quality, Cost, and Delivery
- Supervisors to get more from subordinates and give back to the organization

Objective
To Train, Mentor, Coach, and Develop all participants to improve operational efficiency by
- Taking ownership and pride in the workplace
- Support to next operation/production section as a team
- Focus on waste control and cost saving in the form of **rework and rejection**
- Improve **machine and manpower productivity** and performance
- Giving ideas and suggestions for improvement

Based 2 Modules
- Win-Win: 3Cs : Connect, Communicate and Commitment
- Manthan- 3 Is- Involve, Improve and Impact

INDIVIDUAL DEVELOPMENT

MSK

Programme for all levels of employees
Developing a willingness to give more to organization and family

Objective
- To develop a purpose of life to add higher value to the self, family and organization. Develop a sense of commitment among people.
- To build up a participative and innovative culture in the organization
- Working through a team and focusing on targets and goals
- Strive to win customer trust through higher quality, low cost, on-time delivery and total safety

Based on 5 Elements
- Connect with Others - 3 Cs – connect – communicate- commitment
- Develop purpose of life
- The fire within – the potential
- The self-satisfaction – SMART People, Good Work
- Team Work

TUK – Taiyari Uddan Ki

Need of the Programme:
The need is to build a career that provides financial support and satisfaction. TUK offers professional guidance to help individuals understand their potential, value, & long-term career development.
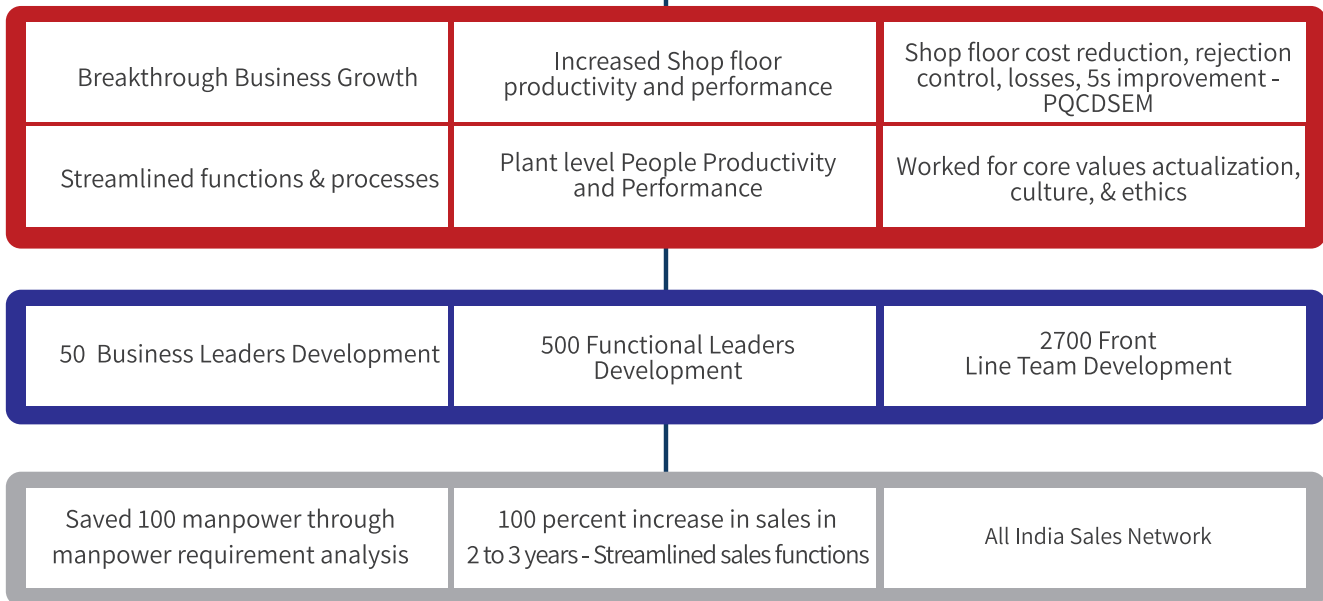
Objective of the Programme:
- Connect Heart, Head, and Habit
- Enable young professionals to reach greater heights with guidance and support
- Develop Leadership Skills
- Enhance Technical Skills
- Move Toward Financial Independence

TPP SUCCESS STORIES

Examples of Excellence

Breakthrough Business Growth	Increased Shop floor productivity and performance	Shop floor cost reduction, rejection control, losses, 5s improvement - PQCDSEM
Streamlined functions & processes	Plant level People Productivity and Performance	Worked for core values actualization, culture, & ethics

50 Business Leaders Development	500 Functional Leaders Development	2700 Front Line Team Development

Saved 100 manpower through manpower requirement analysis	100 percent increase in sales in 2 to 3 years - Streamlined sales functions	All India Sales Network

The Evolution (1987-2023)

1987-2006 (18 Years)
Understanding Challenges:
- TPP World delved into fundamental industry challenges, actively contributing to the winds of change.
- Developed in-house products & services for people & organizational development, cultural change, & performance culture.

Integration Journey:
- Pioneered the integration of Product, Processes, & People.
- Integrated TPM & TQM practices with TPP methodologies.

2006-2008
Individual Development:
- Introduced tailored individual development programs.
- Implemented impactful HR interventions.
- Contributed to significant Business Growth.

2009-2012
SME Collaboration:

- Collaborated with more than 20 SME industries, focusing on organizational alignment and people programming.
- Launched Training and Development Programs.

2013-2016
Leadership Programs:
- Implemented the Parivartan Leadership Development Program.
- Rolled out the MSK Program and NDNU Program.

2017-2019
Expansion and Growth:
- Scaled the MSK Program's impact.
- Contributed to Business Growth Programs.

2020-2023
Strategic Collaboration:
- Worked with large organizations for business growth, emphasizing team, target, and trust. Continued
- Leadership Development Programs.

TPP TEAM & COMMITMENT TO EXCEL MEET THE DRIVING FORCE

Key Features of TPP Team:
- Dedication and Commitment
- Winning and retaining customer trust
- Focused Solutions
- Collaborative Approach
- Focus on Individual Success
- Long-Term Partnerships

The Team's Role in Research:
TPP Team plays a crucial role in conducting field research, collecting valuable data, and gathering insightful information. This dedication to continuous improvement forms the foundation of our success.

Our Motto:
Continual Improvement: Our Mantra of Success Building for Tomorrow, Today

MEET SANJAY KUMAR: VISIONARY FOUNDER & CEO

Educational Foundation:
Sanjay Kumar is an alumnus of Tata Institute of Social Sciences (TISS) Mumbai, setting the stage for a path of excellence.

Career Beginnings:
Initiated his career as an HR Professional with an MNC, laying the foundation for an 18-year journey in the corporate realm.

Expertise and Specialization:
- Worked extensively in leading auto and engineering industries, contributing insights into people & processes.
- Specialized in Quality Systems, TPM, and TQM, showcasing a commitment to excellence in both people and processes.
- Travelled to Japan to learn and implement people-oriented programs, adding a global perspective to his expertise.

Entrepreneurial Journey (2006 Onwards)
- Founded CLASS in 2006, embarking on a journey as a Trainer and HR consultant.
- Gained profound business insights, evolving into a Business Consultant.
- Conducted thousands of training workshops and seminars, impacting numerous professionals.

The Birth of TPP (Total People Productivity)- From Vision to Reality
- Creation of SK People Productivity Model©2019
- Dedicated 36 years to People's Productivity and Performance, with a global vision for TPP models, platforms, and products.

TPP's Future Vision- Setting New Horizons
- Working towards establishing development centers in each district of India.
- Expanding TPP models, platforms, and products globally, aiming for a widespread impact.

TPPWORLD
Total People Productivity

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