

## Concentrate on Good Client Servicing, Rest will follow ~ Career Shapers

**W**ith virtue of the ability to dream big and translate it into reality through the strength of tenacity and perseverance, two young and highly enthusiastic HR Professionals Pankaj Minglani and Jivan Pant, after having experience of corporate Human Resources function started their Venture at Delhi in the year 2000. They could realize immense opportunity for their HR Consulting business when HR was still evolving in India, the tenth-largest economy in the world. At that young age they did not have the answer of HOW but yes they did know that they will make it big. Though thinking of leaving a comfortable corporate job and getting into entrepreneurship was a tough decision but still they believed that at the end of the day, King of an even small kingdom is a King. They started venture without any capital base and business background.

### Overcoming Initial Challenges

The idea behind the venture was to achieve financial, intellectual and emotional rewards and create a legacy. Unfortunately, they faced biggest economic slowdown in their first financial year and slipped from zero to negative. After that there was a tremendous pressure from family and society to switch back to corporate world. However the passion was intact. They started again without staff and burdened with huge debts. Now the challenge was to turn it around. Like any other SME the biggest challenge was operating funds as they had already lost all their savings. As no financial institution provided any assistance to HR Consulting companies, the only option left with them was to provide best in class service to client and generate revenues through that. By the year 2002 they could generate some revenues. Finally in the year 2003 company was in

positive and fast growth path. Later even during economic slowdown in 2008-2009 the company registered a positive growth. Now company's average turnover growth is +60%

After achieving financial stability and

### Pankaj Minglani

*Pankaj Minglani, a well qualified Engineer has to his credit more than 19 years of HR experience thereby making him a well versed Industry Expert in this domain.*

*His mentorship skills and strong beliefs are instrumental in making Career Shapers a well known name in the Human Resource sector.*



### Jivan Pant

*Jivan Pant, a Post Graduate in Personnel Management and Human Resource Management brings with him a plethora of experience and understanding of the*

*HR Industry. Jivan with his knowledge and expertise has laid the foundation of Career Shapers in the year 2000. With over 15 years of experience, today Career Shapers is India's top HR / Recruitment consulting company with backs of over 15,000 successful closures and multi-Industry clientage.*

sufficient fund reserves for expansion, Career Shapers HR Consulting Pvt Ltd focused on 360 degree up gradation. It acquired ISO certification, competent team at leadership level, best system and processes, high end technology and capacity building to run RPOs and Turnkey Recruitment Projects effectively.

### On an upward swing

The objective of this upgradation was to deliver the unmatched solutions to clients and providing the right alignment of HR in business. Also to add value by providing analytical

survey, market intelligence and mapping, build predictability in hiring, increase productivity, controlling attrition and supporting clients to make right business decisions. Presently the company is serving to 100+ clients and has already reached the milestone of 15000 +successful searches at lateral and leadership level. Company is wisely utilizing business potential emerging from lot of multinational companies, who are launching their products and opening their offices in India. In scenario where the entire Recruitment Industry is going through a major consolidation phase, Career Shapers is well placed and staying ahead of trends. The company is now recognized as expert service providers of talent within their particular niche sectors having mile deep in terms of focus and knowledge.

### Future Plans

Understanding the fact that greatest challenge for any new venture is human resource; Career Shapers have started a divisions specifically caters to start ups and SMEs. The company has been able to grow purely on their service delivery and continuing to expand base through positive recommendation from existing clients.

Future plan of company is to increase present strength of 70+ HR professionals to 300+ in next two years.

In the coming years, they plan to expand extensively in the areas of executive search, recruitment process outsourcing (RPOs) and HR advisory. Apart from increasing headcount and turnover, future growth plan is to become India's most respected, trustworthy, reliable, client centric and leading provider of HR solutions. They also envision becoming the most preferred employer who provides best workplace environment and opportunities to learn and grow.