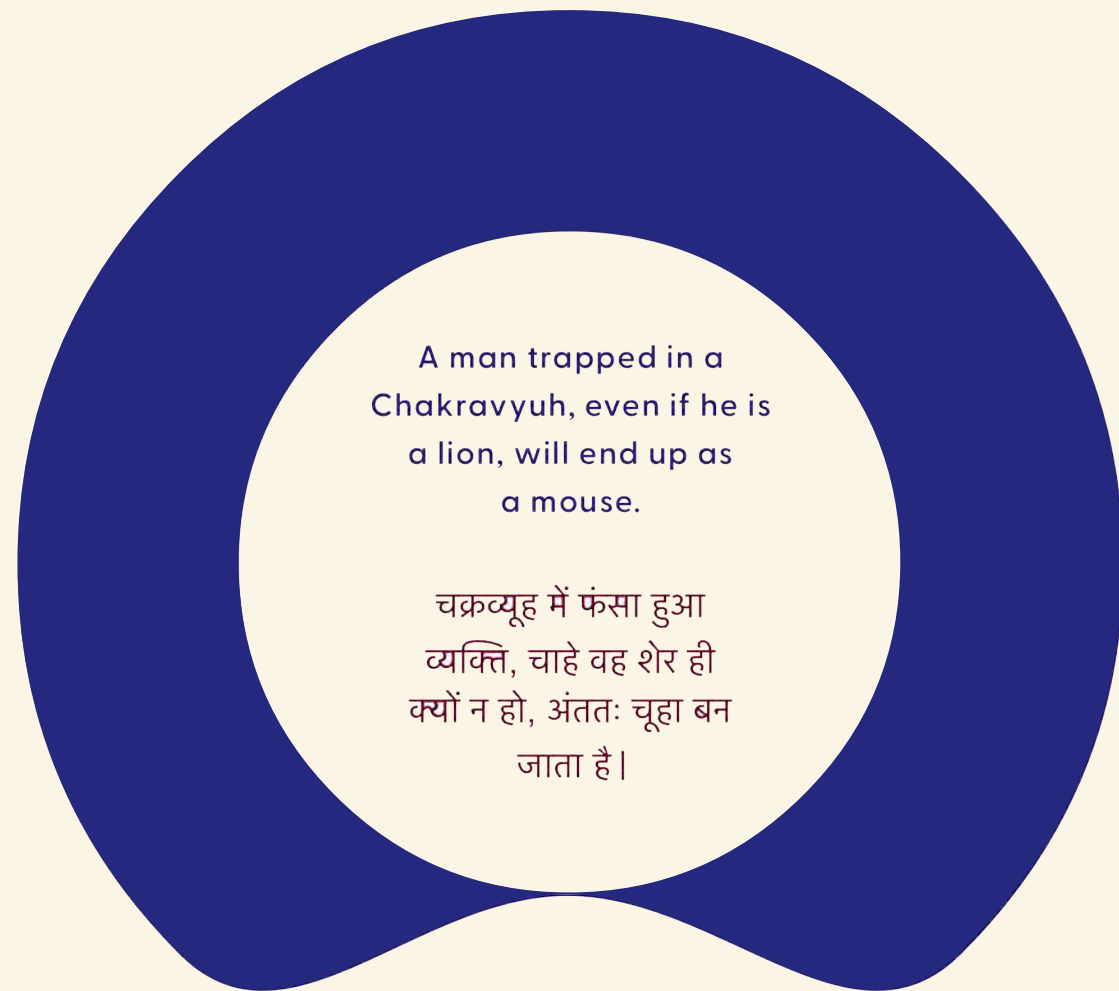




THINK OUT OF  
THE CIRCLE

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TRANSFORMING ORGANIZATIONS



## THINK OUT OF THE CIRCLE



अपनी सोच बदलो।  
चक्रव्यूह से बाहर आओ।

**The Chakravyuh** was a game-changer in the Kurukshetra war. Devised by Dronacharya - the master of strategic warfare, the Chakravyuh resembled a continuously evolving spinning wheel and a maze, with its layers in constant rotation. Those entering the Chakravyuh weren't navigating a maze; rather, the formation engulfed them, draining them physically and mentally and finally killing them.

In a modern business context, the challenges faced by an organization are akin to the Chakravyuh – a continuously evolving market place, changing customer demands, strong governance and compliance requirements; the owners seeking new avenues to improve performance, productivity and profit and employees trapped in a comfort zone, becoming complacent and struggling to rise to the needs of the management. This is an all too familiar scenario in most MSME's.

So what's the solution. The answer simply is: **THINK OUT OF THE CIRCLE.**

**Welcome to Ensigns Consultancy.**



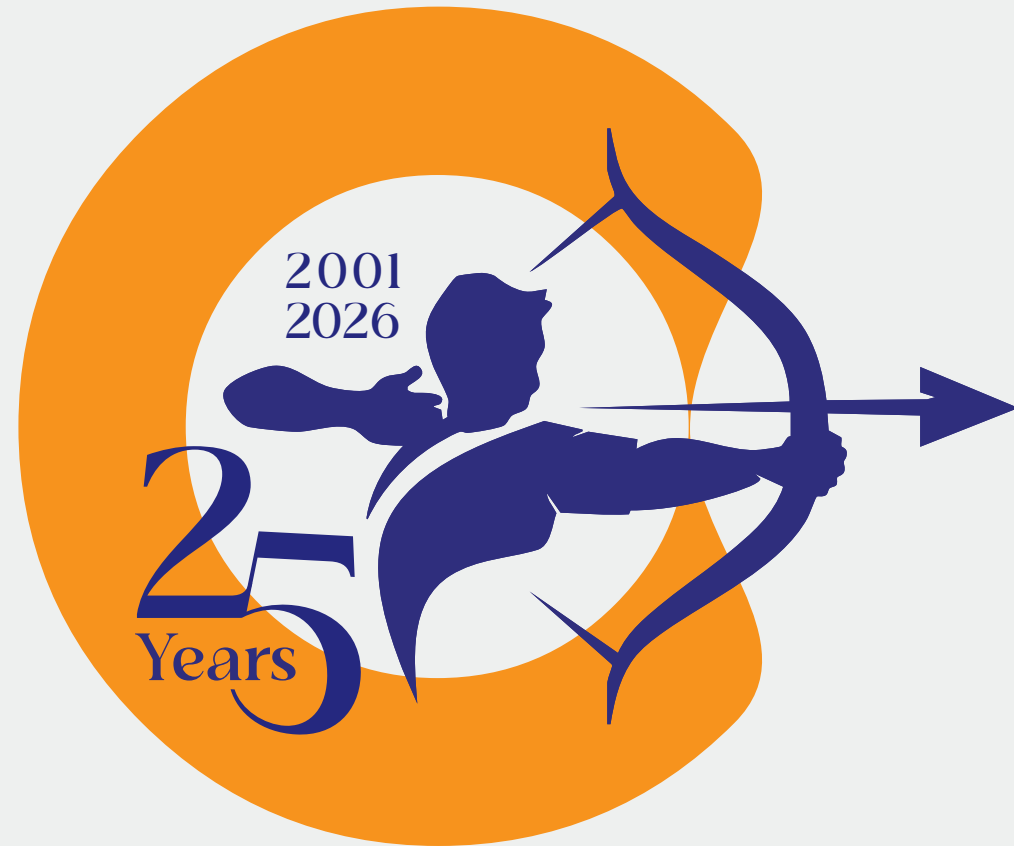
Ensigns will be celebrating its 25th anniversary in 2026. In this eventful, exciting and immensely satisfying journey of **working with MSME's as a co-creation partner**, Ensigns is helping them scale and transform themselves into a more robust and responsive organization with strong business fundamentals. Ensigns is a success story with valued testimonials.

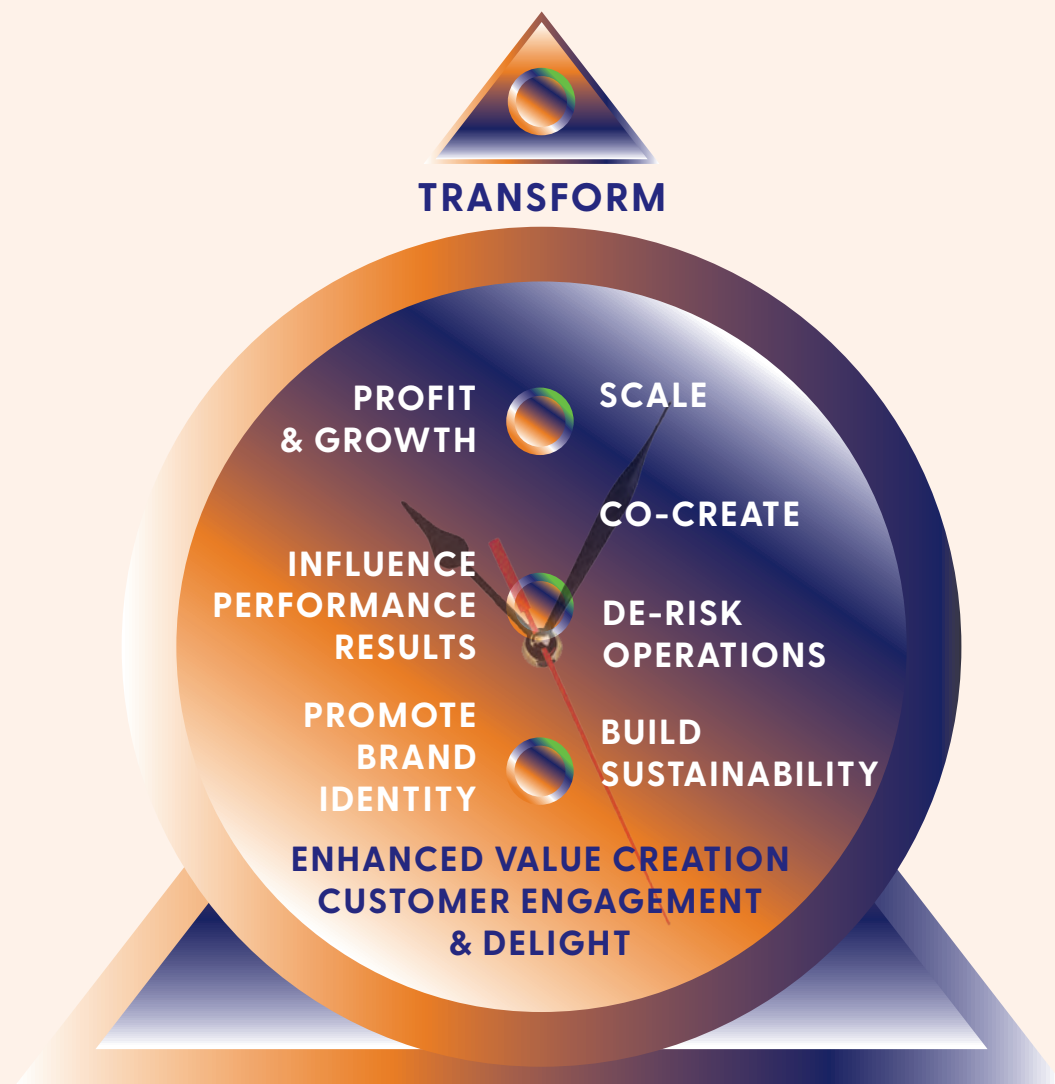
Today, as we continue this journey, Ensigns itself is undergoing a transformational change. A new brand identity, new business verticals, integrated service offerings and a larger band-width of business enterprises; Ensigns is moving beyond established horizons to offer clients **Consultancy, Training and Brand Equity Development solutions for business scalability and organization transformation.**

We sincerely thank all our clients and well-wishers for their support.

Mohan Nair  
Managing Director







**ENSIGNS CONSULTANTS**

## ENSIGNS FOR MSME

The Micro, Small, and Medium Enterprises (MSME) sector in India is a vital component of the country's economic landscape, contributing significantly to employment generation, industrial production, and export growth. Recognized for its resilience and adaptability, this sector plays a pivotal role in fostering entrepreneurship, promoting innovation, and facilitating inclusive economic development.

**Ensigns Consultants** is a recognised and acknowledged name in the Micro, Small and Medium Enterprise (MSME) Sector. For the past quarter of a century, Ensigns has successfully worked with Business entrepreneurs in the MSME Sector helping transform Businesses into Institutions while achieving excellence in Scalability, Compliance and Brand identity.





## ARE YOU READY TO TRANSFORM:

Create an ecosystem of corporate and individual excellence, of initiating change and dynamic evolution?



Organizations inadvertently get caught in the “Chakravyuh” of thought redundancy. Complacency becomes a culture. Success becomes a comfort zone. The unfortunate casualty in every such case is innovation and growth. As a result, over a period of time, organizations face the hard reality of missed opportunities.

**ENSIGNS is a great value addition** in today’s business world.

Ensigns offers intrinsic solutions for businesses to adopt and adapt to new practices, sustain change, excel in growth and deliver better long-term results: Better performance, qualified productivity and increased profits. The way forward for MSME’s is to develop and sustain an **ORGANIZATIONAL CULTURE of good governance, disciplined compliance and competitive spirit** that manifests an ecosystem of **excellence, innovation and rewards.**





## WHAT IS ORGANIZATION CULTURE?

Culture is often described as “**the way we do things around here**” It is far more than that. It is “**Why we do things this way, around here**”. The addition of ‘Why’ adds both meaning and motivation to the understanding and engagement of the people (who work with and for you) and their behaviour in a culture context. Culture holds eight times more impact on performance variance than strategy. Organisations and Management should re-think their prioritization of time and effort spent on the two: culture/strategy. **It’s important to transform and scale your business to the next level.**





Na Gadha Bano  
Na Ghoda

NEITHER A DONKEY. NOR A HORSE - BE!

## WHY SHOULD **ORGANIZATIONS** SCALE UP AND TRANSFORM OPERATIONS?

Scaling a business is a strategic approach that focuses on leveraging existing resources and processes to achieve exponential growth. It's about thinking smarter, working smarter and growing smarter, not just working harder or bigger. **For MSMEs, scaling and transformation is not just a luxury – it's often a necessity for long-term survival and success.** Understanding and implementing effective transformation strategies can be the difference between stagnation and success.

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> V

SHIFT TO  
EXCELLENCE

PROFIT WITH PROFIT

PROFIT  
MSME

PROGRAM FOR RE-ENGINEERING ORGANISATION  
FOCUS, INNOVATION AND TRANSFORMATION

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## TRANSFORMATION & GROWTH

### ENSIGNS: YOUR CO-CREATION GROWTH PARTNER

In today's globalized economy, businesses that can scale effectively gain a significant competitive edge. They can respond more quickly to market changes, seize new opportunities, and out-manoeuvre slower-moving competitors. **The key focus areas for Organizational transformation and scaling include; Promoting the Brand, De-risking Operations and Influencing performance based results.**

#### Stay True to Your Core Values

As you scale, don't lose sight of the values and mission that made your business successful in the first place. Ensure that your scaling efforts align with your company's core identity.

#### Embrace Data-Driven Decision Making

Use data analytics to inform your scaling decisions. Track key performance indicators (KPIs) and use insights to guide your strategy and operations.



# LEADERSHIP & INNOVATION



## ENSIGNS: FUTUREPROOFING MSME

### Foster a Culture of Innovation

Encourage creativity and continuous improvement within your organization. This will help you stay agile and adapt to changing market conditions as you **TRANSFORM**.

### Build Strategic Partnerships & Prioritize Customer Experience

Look for opportunities to partner with other businesses and maintain a strong focus on operational excellence and customer delight. Regularly gather market feedback and make continuous improvements in policy and processes to ensure **SCALABILITY**.

### Invest in Your Brand

A strong brand can be a powerful asset when scaling. Invest in brand development activities to increase brand awareness and integrity. Build **BRAND EQUITY**.





# MSME



# TRAINING

## PROGRAMS

## ENSIGNS TRAINING PROGRAM FOR MSME

The Ensigns Training Program for MSME's is designed to equip organizations with requisite skills and knowledge needed for business transformation and scalability. The portfolio of training programs helps increase business efficiency and productivity as well as open opportunities to expand their networks and access regional and global markets.

The training programs are a value addition to Ensigns Consultancy and addresses the core issues of upskilling employees and providing management with strategic tools for business **TRANSFORMATION** and **SCALABILITY**.

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# **give**

**GOOD GOVERNANCE,  
INTEGRITY, VALUES  
AND ETHICS**

INTRODUCTION

GOOD  
GOVERNANCE

VALUES &  
ETHICS

LEADERSHIP  
& TEAM BUILDING

ORGANIZATION  
CULTURE & PoSH

CONFLICT  
RESOLUTION

INTEGRITY &  
ETHICAL MGMT

COMPLIANCE  
& AUDIT

ADOPT  
CODE OF CONDUCT

## **ENSIGNS - THE <GIVE> ADVANTAGE**

A organization's governance measures, values and ethics determines its reputation. Good business ethics is the cornerstone for the long-term success of an organization. An organization which applies the core principles of good corporate governance: fairness, accountability, responsibility, transparency, equality; and steadfastly implements an ethical program, fosters a cohesive and responsible organization culture. This will assuredly lead to increased profitability and better brand equity. **The Ensigns GIVE - Good Governance, Integrity, Values and Ethics program** is a long-term initiative, but implementing this program will ensure compliance and assuredly lead to increased profitability and better **BRAND EQUITY**.

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# QITO

QUALITY  
CONTINUOUS  
IMPROVEMENT  
TRAINING

PERFORMANCE  
MEASURES  
MANAGEMENT  
PURPOSES

PROCESS  
MAPPING  
PROCESS  
ANALYSIS



COMPELLING  
AWARENESS  
SHARED GOALS

VISION,  
MISSION  
DELIVERABLES

# 360°

VALUE CREATION

## Key Aspects :

### HOLISTIC APPROACH AND NEW DIMENSION

Ensigns moves beyond the 360-Degree orbit to offer a holistic perspective to value creation by considering the absolute interconnectedness of various business functions, stakeholders, and offering a new dimension to sustainability.

### STAKEHOLDER FOCUS

Ensigns encourages organizations to embrace value creation objectively with greater understanding and acceptance that it is not just for shareholders but also for customers, employees, communities, and the environment.

### LONG-TERM SUSTAINABILITY

The long-term impact of business decisions is imperative to the understanding and value creation affecting the business health of the organizations and all stakeholders and the environment.

### INTEGRATION OF DIGITAL TECHNOLOGIES

Understanding and effective application of Digital technologies are fundamental to creating value across the entire ecosystem, improving efficiency, and fostering innovation.

### FOCUS ON INCLUSION AND DIVERSITY

A diverse and inclusive environment where all individuals have opportunities to contribute and grow is a corner-stone of developing and sustaining organization culture.

### MEASUREMENT AND REPORTING

Continuous monitoring and reporting on value creation across multiple dimensions: financial health, organization culture, talent retention, employee engagement and customer delight is the right approach to organization growth and success.

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SHIFT TO  
SUCCESS

O

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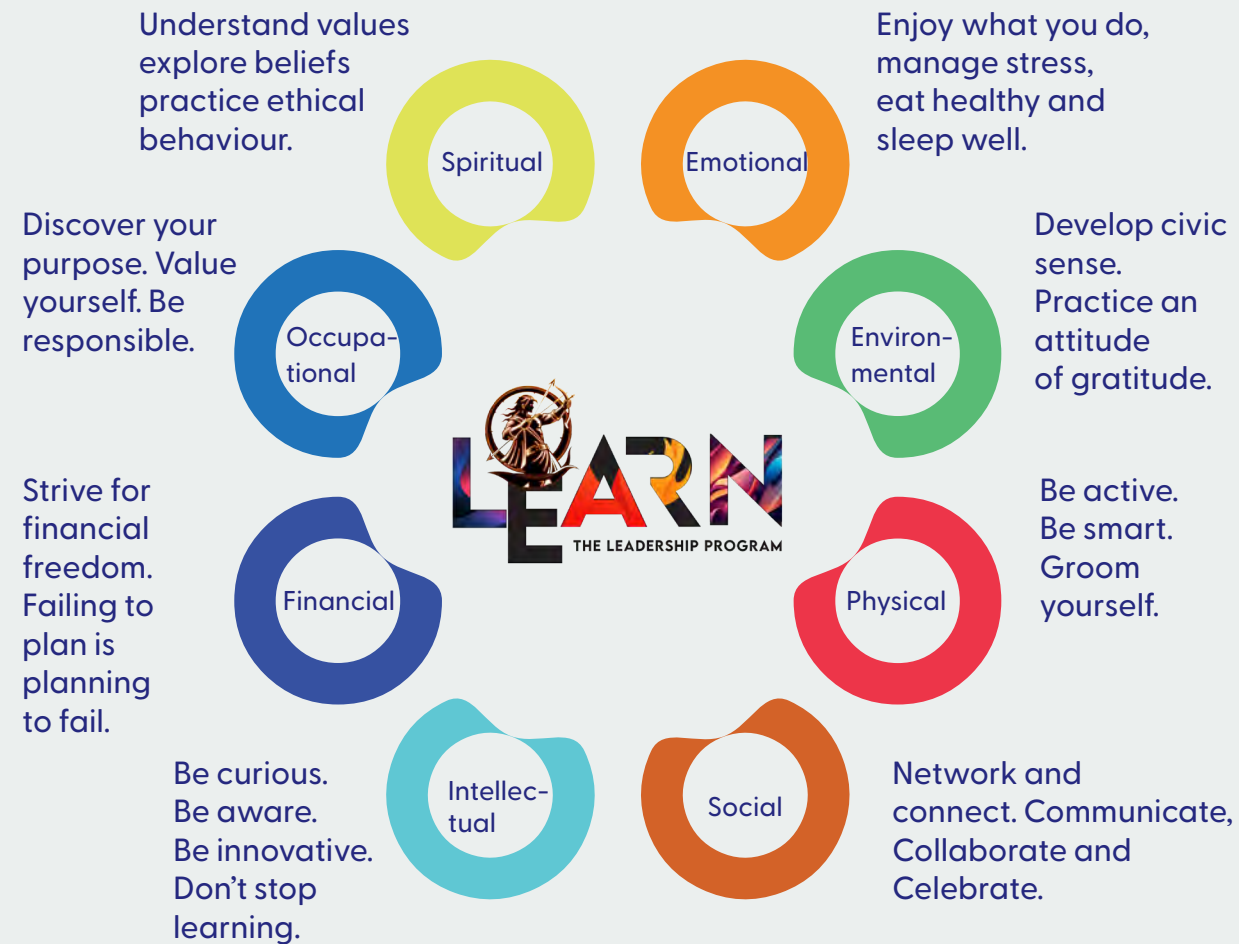
INDIVIDUAL EMPOWERMENT

ASPIRING PROFESSIONALS NEED UPSKILLING



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An empowered and enabled employee can make the difference between growth and stagnation, between success and failure.



## LEARN FOR CAREER DEVELOPMENT

**LEARN is a leadership and holistic lifestyle development program for aspiring professionals.** People are the key to the success of any business. Unfortunately people are also creatures of habit and more often than not, are averse to change. The challenge then is to help individuals develop requisite leadership and business skills, understand the change management principles and help them discover their potential for higher performance levels:

- L** : **LEADERSHIP: DISCOVER YOUR PURPOSE**
- E** : **EMBRACE EXCELLENCE AS A WAY OF LIFE**
- A** : **APPRECIATE. ACT. ACCEPT**
- R** : **RESPONSIBLE. RESOLUTE AND RESOURCEFUL**
- N** : **NAVIGATE TO THE NEXT LEVEL**





BEGIN A NEW JOURNEY OF SELF-DISCOVERY



THINK. ENGAGE. APPROACH. COLLABORATE. HEAL







## REDISCOVER YOUR **PASSION** FOR LIFE

A sedentary personal lifestyle compounded by the stress of professional work pressure is the root cause of most lifestyle diseases and premature ageing. An annual rejuvenative holiday is therefore a necessity and helps in detoxifying and de-stressing the body and empowering the mind.

**TEACH: THINK. ENGAGE. APPROACH. COMMUNICATE. HEAL,** is a holistic, rejuvenative and empowerment lifestyle program for executives. TEACH focuses on providing participants the most powerful and enriching mind power transformation experience for personal and professional growth.

**A 5-day TEACH program can thus make a 365-day difference**

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**THE LAW OF AERODYNAMICS, SAYS:**  
**“THE BUMBLEBEE SHOULDN’T BE ABLE TO FLY.”**  
**THANKFULLY NOBODY SAID THIS TO THE**  
**BUMBLEBEE - AND IT CONTINUES**  
**TO FLY!!!**

**ENSIGNS: BELIEVE IN YOURSELF**



**Begin your BUMBLEBEE journey, today!**



## VINITA NAIR - CONSULTANT



Vinita is an HR professional with 20 years of rich experience in Human Resources with a Masters in the same field. Her core strength is building relationships and developing the human resource as the greatest asset of any company

Vinita has worked as a Consultant with MSME's and understands the challenges of the MSME sector. She has been working in this domain as a strategic partner and catalyst, bringing about an overall change in the company focusing on people development at all levels. Organizations achieve transformational scalability and growth.

## MANOJ GOSKE - CONSULTANT



Manoj is our most experienced Operations and Supply Chain Management Consultant with over 30 years of experience in the Manufacturing Industry. Manoj is a grass-roots change agent with a passion for individual and team engagement and empowerment.

Manoj has in-depth domain expertise within the MSME Industry and understands the challenges of the sector. He holds a Masters degree in Operations & Supply Chain Management, and has built a track record in helping organizations address transformation challenges.



## MOHAN NAIR - MANAGING DIRECTOR



Mohan is the founder and MD of Ensigns Consultants. An entrepreneur by design and an institution builder by passion, Mohan's journey of more than 40 years spans the entire bandwidth of the MSME sector and his exceptional leadership skill is a key factor in Ensigns success as a boutique consultancy.

Mohan has devoted his career to the cause of organization transformation and individual empowerment, mentoring CEOs and board members of several leading organizations and coaching more than 3000 management professionals for upward trajectory professional and personal skills development and growth. His energetic, interactive and unique teaching methodology has earned him top ranking as a much-sought-after professional management speaker and MSME domain expert.

Mohan has contributed immensely to the field of Supply Chain Management across India and is acknowledged for positively and gainfully transforming small and medium enterprises through strategic re-engineering, re-structuring and enabling total organization transformation. Mohan was the Chairman of the Indian Institute of Materials Management (IIMM) Pune branch from 2011 to 2014. Presently he is the National Councillor at IIMM. He is also associated with several professional and business organisations like CII, MCCIA, QCFI, IoFC (Global Organizations for Values / Ethics).

Mohan is actively involved in various social initiatives and presently he is the President of the Sai Health Foundation an NGO dedicated to community welfare and Preventive Health Strategies among the masses.



## LT. COL. ALLAN BURBY - ADVISOR



In co-creating a culture for values-based people centered businesses, Allan promotes the embedding of strong Ethics and Compliance (E&C) processes, practices, and measures as a **'competitive business differentiator'**.

A Tata veteran (2015-1999), Allan has designed and facilitated E&C programs across industry sectors such as - Materials, Automotive, Aerospace, EdTech, Retail, Energy, Beverages, IT & ITes, Infrastructure, Financial services, Airlines and Hospitality. **He was a member of the core team at Tata Sons Ltd., (2015-2007) in renovating the design and content for the existing version of the Tata Code of Conduct.** As visiting faculty to the Tata Management Training Center (till 2019), he designed associated training interventions on Code of Conduct, compliance implementation, Respectful Workplaces, Gender Sensitization, Investigation Skills and E & C masterclass programs.

Since 2016, he is associated with the MSME entrepreneur fraternity in Pune, in leveraging the domain of business ethics to promote a more wholesome interdependence between relevant stakeholder groups.

### CONSULTANCY:

**Industry sector:** He is advisor to 'Integrity Matters' (LLP), on business ethics and compliance as the go-to person for business entities which uphold the conviction that ethically operated businesses are competitively sustainable.

**Education sector:** He has completed an assignment with a reputed brand of CBSE Group of schools in Ahmedabad, India, in facilitating the steer for their priority to build an ethical organization (2023 – 2020).

### CERTIFICATIONS:

- **CDP:** Certified Diversity Professional [DTUI-USA& Interweave-India- ( 2018 )]
- **INIFAC:** Inspiring Facilitator Course [Pragati Leadership, India- (2011)]
- **Coach for Life:** ICF-accreditation [Peter Reding-USA &ODA, India- (2010)]
- **PG Diploma (HR & IR):** [XIM, Mumbai , India - (96-1995)]



## SURESH KARUNAKARAN - Brand Psychologist



Suresh Karunakaran is a versatile management professional celebrating a career spanning more than 40 years in the Kingdom of Bahrain. Suresh's management expertise stems from a background in Mass Communications, Brand psychology, Corporate anthropology and Business re-engineering.

His portfolio encompasses all aspects of "Packaging" – the individual and the organization with domain expertise bridging various sectors including Investment Banking, Management Consultancy, Corporate Communications, Healthcare & Wellness, Training & Development and Manufacturing.

He is also an acknowledged author, poet, film-maker and motivational speaker.

## ENSIGNS: YOUR CO-CREATION BRAND DEVELOPMENT PARTNER

Brands that excel, are the result of a strategic and harmonious blend of all aspects of the brand journey: PR, Branding and Communication, delivering an emotive, tangible, engaged or enchanting experience, creating an eco-system of "Order from Chaos" that becomes "brand evangelism."

We measure our success in terms of the happiness index. The joy of a job well done. The appreciation of a delighted client. It's a journey of togetherness, sharing ideas, shaping beliefs and delivering meaningful experiences. Success is sweeter when it is the result of CO-CREATION.

We continue this journey, always guided by the thought: **Build a strong brand legacy that remains a testimony to the vision of the founders.**





BUILD

PROFIT

BRAND EQUITY

SUSTAIN **PROFIT** BY BUILDING BRAND EQUITY



BRAND **U**PSCALING FOR **I**NDUSTRY  
LEADERSHIP AND **D**OMINATION

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## BUILD FOR **SUCCESS**. BUILD FOR **PROFIT**

The **BUILD** (Brand Upscaling for Industry Leadership and Domination) journey for organizations is defined by the greater purpose of mapping the brand journey with clarity and investing into the sense of ownership.

The key milestone for any organization is to be a leader in their industry segment and continue to dominate the domain space by building better brand perception, deeper customer experience. leveraging on higher level of employee engagement.

Once employees believe in the brand and seek to own and articulate the brand with passion – the brand then becomes a living entity - A **STORYLINE** that defines the very existence and purpose of the organization's identity and **builds Brand Equity**.



## VISION

Contribute towards the transformation of the MSME sector to be competitive and compliant by empowering individuals and creating successful growth engines.



## MISSION

Develop a culture of excellence and good governance in organizations and individuals.



## GOAL

Help individuals and Organizations embrace change, reduce work-place conflicts, improve employee well-being, performance, productivity and profitability.



## VALUES

Integrity, Commitment and Ethical standards.



## APPROACH

Mind Gardening



## WE ARE

Corporate & Individual Wellness Consultants



## USP

Grassroots transformation, Last-mile delivery and Sustainable growth

## WHY PARTNER WITH ENSIGNS?

The MSME sector today is on the threshold of opportunistic growth. Primarily managed by the second generation of young Individuals or individual families, who have imbibed the entrepreneurial spirit of the founders, these organizations however continue to be legacy driven in terms of operations. **The biggest challenge an MSME business currently faces is to move away from a legacy driven model to that of a process driven one.**

Ensigns Consultancy has consistently delivered success stories with proven integrated MSME Systems and solutions that has helped organizations achieve transformational scalability and growth.

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## TESTIMONIAL: CEE DEE VACUUM EQPT. PVT. LTD.







## TESTIMONIAL: RADHESHAM WELLPACK PVT. LTD.

“Ensights Consultants helped us implement cutting-edge management practices that propelled our company to new heights. They analysed our existing processes and systems, identifying areas for improvement and streamlining our operations. Their strategic guidance resulted in optimized workflows, increased efficiency and enhanced productivity across all departments. As a result, our Company's performance has skyrocketed and we have achieved unprecedented levels of success!”

**Vishal Panjabi – Director of Operations**  
**Radhesham Wellpack**



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# EXCELLENCE

IS THE RESULT OF CARING MORE THAN OTHERS THINK IS WISE  
DREAMING MORE THAN OTHERS THINK IS PRACTICAL  
AND EXPECTING MORE THAN OTHERS THINK IS POSSIBLE

WE ARE **TRANSFORMING** TO OFFER  
OUR CLIENTS A BETTER EXPERIENCE



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## FIND **ANSWERS** TO THE QUESTIONS THAT MATTER!

Your organization has the potential, yet is unable to achieve the pinnacle of success. **Why?**  
Are you ready to **TRANSFORM** and **SCALE**?

How well do your employees understand and appreciate organization **GOALS** and **DELIVERABLES**?  
Are you facing challenges in employee **PERFORMANCE** and **PRODUCTIVITY**?

Is your organization culture conscious. Does your organization promote **PROFESSIONALISM** and **GROWTH**?

Is your organization, **PROCESS DRIVEN**. If not are you ready for a **360 Degree Value Creation**?  
Are you ready for **CHANGE**?

Is your organization focused on **CONTINUOUS IMPROVEMENT TRAINING PROGRAMS**?  
Are you willing to re-engineer your organization for **PROFITABILITY** and **GROWTH**?

Is your organization **FUTURE - PROOFING** itself with, Good Governance, Disciplined Compliance and Competitive Spirit? **Would you like to be THE BUSINESS LEADER in your market segment ?**

Would you like to discover the power of **EXCELLENCE, INNOVATION** and **REWARDS**?  
Are you ready for **EXPONENTIAL SUCCESS**?

For MSME Organizations, **SCALING** is not a luxury but a necessity for long-term survival and **GROWTH**. **Would you like to DISCOVER THE POWER OF TRANSFORMATION?**



**ENSIGNS** helps you **RE-INVENT** your Organization and  
connect to **SUCCESS** and **GROWTH**!

**Begin your TRANSFORMATION journey today.**

The power within you is an amazing source of infinite positive energy.  
**UNLEASH - the power within you.**

[www.ensignsconsultancy.com](http://www.ensignsconsultancy.com) | [vinita@ensignsconsultancy.com](mailto:vinita@ensignsconsultancy.com)

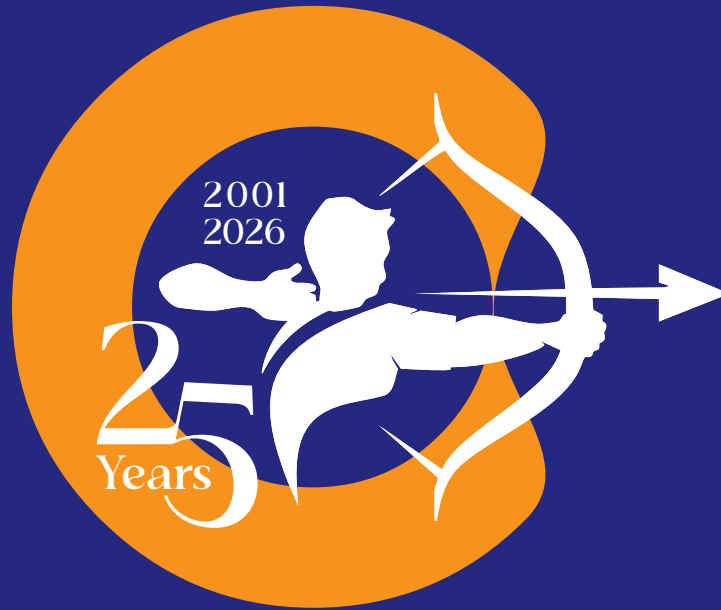
**Call: +91 90 11 07 36 46**

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## THINK OUT OF THE CIRCLE:

When you change the way you look at things.  
The things you look at **CHANGE**.

Wayne Dyer



[www.ensignsconsultants.com](http://www.ensignsconsultants.com)