



20<sup>th</sup> October 2016

**TO WHOMSOEVER IT MAY CONCERN**

Our association with Ms. Reva Prakash is about a year old, she assisted our organization to implement a Performance Management System. Reva's crisp grasp of the subject clearly demonstrated that she has an in-depth experience in excess of what we expected! She was immediately bought on board to execute the project for us.

Once on board, Reva took full ownership of the project and painstakingly went into an enormous amount of detail and engaged with at least 100 of our 150 team members. She began with Career Banding exercise and redesigned the job bands with immense ease and clarity, in fact she made the most complex looking task look very simple. Along with this, she helped the organization to bring clarity on job roles by developing close to 100 Job Descriptions.

She also designed and developed a Competency Framework and led the competency mapping process as part of the PMS process bringing more objectivity to the entire process

During the entire process she ensured that this strategic effort by Management was holistically addressed. Rarely have I come across such a committed engagement from an external agency and I wish her the very best always.

**For Hardcastle Petrofer Private Limited**

Achal Jatia  
Executive Chairman

