

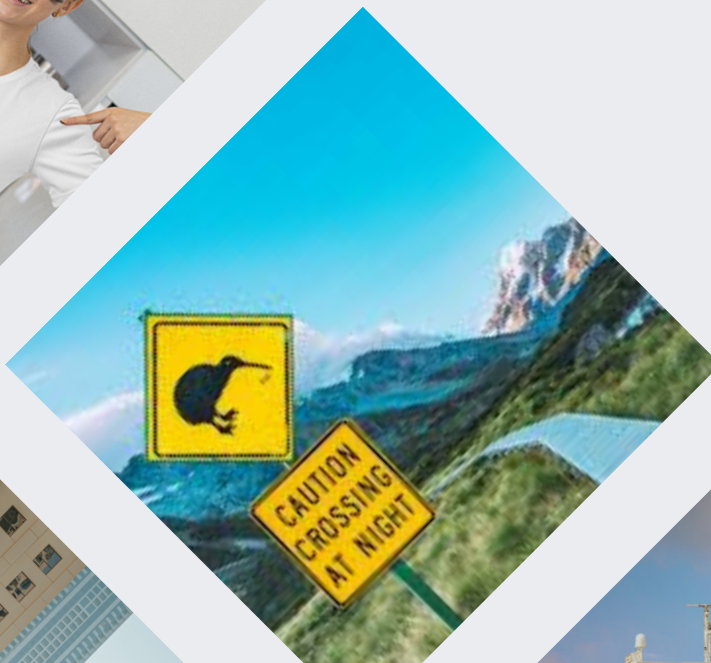
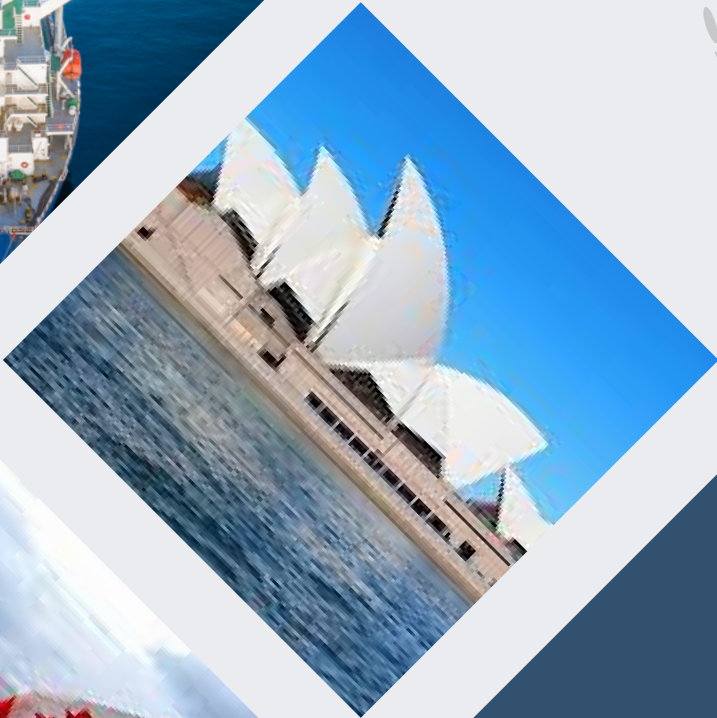


TALENTTRIBE
INTERNATIONAL

TALENT TRIBE CONSULTING

INTERNATIONAL
2024

AUSTRALIA
NEW ZEALAND
CANADA
INDIA





Talent Tribe Consulting International

www.talenttribeglobal.com

Our Vision:

To be the catalyst for global talent transformation, fostering a dynamic and inclusive landscape where individuals thrive, organizations excel, and the world benefits from the collective brilliance of its diverse workforce.

Our Mission:

- **Connect:** We bridge the gap between exceptional talent and forward-thinking organizations worldwide, fostering meaningful connections that drive success.
- **Develop:** We invest in the growth and development of individuals, cultivating skills and capabilities that transcend cultural boundaries.
- **Innovate:** We embrace innovation in talent management, constantly evolving to meet the ever-changing needs of a global workforce.
- **Empower:** We empower both individuals and organizations to reach their full potential, creating a positive impact on the global stage.

Our Core Values:

- **Excellence:** We strive for excellence in everything we do, setting high standards for ourselves and our clients.
- **Integrity:** We uphold the highest ethical standards, fostering trust and transparency in all our interactions.
- **Diversity and Inclusion:** We celebrate and leverage the unique strengths that diversity brings, recognizing its power to drive innovation and success.
- **Collaboration:** We believe in the power of collaboration, working closely with clients and partners to achieve shared goals.



Selwyn Thomas

Chief Executive - Talent Tribe Consulting Group



TALENTTRIBE
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CHARTING SUCCESS TOGETHER



About Us

At Talent Tribe Consulting, we are more than just a talent management company; we are architects of success, connecting the world's brightest minds with opportunities that transcend borders. Our team of seasoned professionals brings a wealth of experience in talent acquisition, development, strategic workforce planning and human resource management consulting.

Our Mission

Our mission is to cultivate and manage exceptional talent globally, fostering growth, diversity, and innovation in every corner of the world. Through strategic partnerships and personalized solutions, we aim to propel individuals and organizations towards unparalleled excellence, contributing to a harmonious and thriving global workforce

Industries We Serve

- ✓ Healthcare
- ✓ Finance
- ✓ Manufacturing
- ✓ Technology
- ✓ Retail
- ✓ Non-profit



4 International Locations

Talent Tribe Consulting companies are registered entity in Australia, New Zealand, India & Canada. Soon in Europe and MEA (Middle East & Africa).



20% Expat Hires

More than 20% of Talent Tribe Consulting hires are expats. Talent Tribe Consulting has managed the expats Global Mobility as well.



UN Agency Talent Partner

International Solar Alliance an UN organisation HQ in India has retained Talent Tribe Consulting to be their exclusive Talent partner after a global bid.



Global Talent Aquisition

For niche skills / Phd scholars Talent Tribe Consulting has scroled continents to find the right talent to fulfil the unique needs of its client.



PEO Serving Globally

As a Professional Employer Organization (PEO) we serve internationally reputed organisations with their workforce across the globe.



Over 1K EOR

TTC as an Employer of Record (EOR) organization we provide seamless employment solutions. We specialize in navigating the complexities of international employment, offering comprehensive services

Call us for
more info



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CANADA

YOUR GLOBAL EMPLOYER OF RECORD PARTNER



TALENT TRIBE CONSULTING: Your Global Employer of Record Partner

Welcome to Talent Tribe Consulting, a leading Employer of Record (EOR) organization providing seamless employment solutions across the globe. As a trusted partner, we specialize in navigating the complexities of international employment, offering comprehensive services that allow businesses to expand their global footprint with confidence.

Our Global Presence: With a strategic presence in key international markets, Talent Tribe Consulting is positioned to facilitate your global expansion effortlessly. Our extensive network and expertise in global employment ensure compliance, efficiency, and a smooth transition into new territories.

Our Commitment: At Talent Tribe Consulting we are committed to simplifying the complexities of global employment. Our dedicated team of professionals is ready to support businesses of all sizes in managing their global workforce, ensuring legal compliance and operational excellence.

Key EOR Services:

1. **Global Employment Contracts:** Craft customized employment contracts that adhere to local regulations, ensuring seamless onboarding for your international workforce.
2. **Payroll and Benefits Administration:** Streamline your global payroll processes and provide comprehensive benefits administration to ensure competitive and compliant compensation packages.
3. **Legal Compliance:** Navigate the intricacies of international employment laws and regulations with confidence, supported by our expert legal team.
4. **Risk Mitigation:** Proactively address and mitigate risks associated with global employment, safeguarding your business interests in every jurisdiction.
5. **Global HR Support:** Access a range of HR services, from talent acquisition and onboarding to employee relations and performance management, all aligned with global best practices.

Why Choose Talent Tribe Consulting as Your Global EOR Partner:

- **Expertise and Experience:** Benefit from our team's extensive experience in global employment, ensuring expert guidance and compliance in diverse international markets.
- **Tailored Solutions:** Our flexible EOR solutions adapt to your unique business needs, providing the agility required in the dynamic landscape of global business.
- **Technology-Driven Processes:** Leverage cutting-edge technology for efficient collaboration, real-time reporting, and streamlined management of your global workforce.
- **Client-Centric Approach:** Your success is our priority. We are committed to building enduring relationships by delivering exceptional service and value to our clients.

Embark on your global expansion journey with confidence. At Talent Tribe Consulting, we don't just provide EOR services; we are your dedicated partner in global employment, ensuring a seamless and compliant experience for your international workforce. Experience the ease of global employment with Talent Tribe Consulting by your side.



YOUR GLOBAL PEO PARTNER

Welcome to TALENT TRIBE CONSULTING, your premier Professional Employer Organization (PEO) serving clients across the globe. As a trusted partner in workforce solutions, we are dedicated to simplifying the complexities of global business operations, allowing you to focus on what matters most – your core business.

Our Global Footprint:

With a presence in key international markets, Talent Tribe Consulting enables organizations to seamlessly expand their global reach. We provide comprehensive PEO services that transcend borders, ensuring compliance, efficiency, and a smooth entry into new territories.

Our Commitment:

At Talent Tribe Consulting, our commitment extends beyond borders. We are driven by a passion for supporting businesses in navigating the intricacies of global employment. Whether you are a growing startup or an established enterprise, our team is ready to partner with you on your global journey.

Key Services:

- 1. International Payroll Management:**
Ensure accuracy and compliance with our streamlined international payroll services, tailored to meet the unique regulations of each country.
- 2. Global HR Solutions:**
Access a full spectrum of HR services, from talent acquisition and onboarding to employee relations and performance management, all designed to align with global best practices.
- 3. Legal Compliance:**
Navigate the complex landscape of international employment laws and regulations with confidence. Our legal experts keep you compliant in every jurisdiction.
- 4. Employee Benefits Administration:**
Offer competitive and compliant employee benefits packages that attract and retain top talent, regardless of location.
- 5. Risk Management:**
Mitigate risks associated with global employment through our proactive risk management strategies, protecting your business interests worldwide.

Why Choose Talent Tribe Consulting as Your Global PEO:

Expertise: Our team brings extensive experience in global HR and employment services, ensuring you receive expert guidance every step of the way.

Flexibility: We understand the dynamic nature of global business. Our flexible solutions adapt to your evolving needs, providing agility in an ever-changing environment.

Technology-Driven: Leverage state-of-the-art technology for seamless collaboration, real-time reporting, and efficient management of your global workforce.

Client-Centric Approach: Your success is our priority. We are committed to building lasting relationships by delivering exceptional service and value to our clients.

Embark on a journey of global expansion with confidence. At Talent Tribe Consulting, we are not just a PEO; we are your dedicated partner in global workforce management. Experience the ease of international business operations with Talent Tribe Consulting by your side.





At Talent Tribe Consulting International we specialize in assisting organizations with the identification, attraction, and recruitment of skilled professionals on an international scale. We bring expertise in navigating the complexities of global talent markets, cultural variations, legal requirements, and industry-specific considerations. Our goal is to help clients acquire the best talent from around the world to meet their business needs.

✓ INTERNATIONAL MARKET EXPERTISE

Our Talent Acquisition Consultants possess knowledge of global talent markets and can provide insights into trends, salary expectations, and the availability of specific skills in different regions.

✓ EMPLOYER BRANDING

Building a strong employer brand is crucial for attracting top talent. Our Talent Acquisition Consultants assist in developing and enhancing employer branding strategies that resonate with candidates globally.

✓ STRATEGIC PLANNING

Our Talent Acquisition Consultants work closely with organizations to develop strategic recruitment plans aligned with their global business objectives. This includes identifying target markets, understanding competitor landscapes, and creating effective recruitment timelines.

✓ GLOBAL MOBILITY SERVICES

Talent Tribe Consulting also provides assistance with global mobility programs, including understanding visa processes, providing relocation support, and ensuring compliance with international labor laws.

✓ TALENT MAPPING

Our Talent Acquisition Consultants conduct talent mapping exercises to identify potential candidates in specific geographic areas or industries. This helps organizations proactively plan their talent acquisition strategies.

✓ TECHNOLOGY IMPLEMENTATION

Our Talent Acquisition Consultants assist organizations in adopting and optimizing recruitment technologies such as applicant tracking systems, video interviewing platforms, and artificial intelligence tools to enhance the efficiency and effectiveness of the hiring process.

Organizations often engage with Talent Tribe Consulting when they need specialized expertise to navigate the complexities of global hiring, whether due to expansion into new markets, talent shortages in specific regions, or the need for a diverse and skilled workforce. Our Talent Acquisition consultants play a vital role in helping companies attract and retain top talent on a global scale.



TALENTTRIBE
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Leverage data analytics to enhance decision-making

Human Resources (HR) Analytics Training is responsible for educating leaders and employees about the various aspects of HR analytics, data analysis, and reporting. This involves equipping staff with the knowledge and skills to use data-driven insights to make informed decisions and improve HR processes.



Our Methodology

- Design and develop training materials, including presentations, handouts, and e-learning modules.
- Deliver training sessions, workshops, and webinars to HR professionals and employees.
- Customize training content to meet the specific needs and goals of the organization.
- Monitor and evaluate the effectiveness of training programs through assessments and feedback.
- Update training materials and programs to keep them current with evolving HR trends and analytics practices.
- Collaborate with HR teams and management to identify skill gaps and training needs.
- Provide one-on-one coaching and support to HR staff seeking additional guidance.
- Stay up-to-date with HR analytics best practices and emerging technologies.



Selwyn Thomas is a Certified HR practitioner with over 3 decades of International experience working among some of the finest international companies in leadership roles. He has excelled in his Role as a HR Analyst contributing to the success of various organizations by providing valuable people insights.

TALENT TRIBE CONSULTING

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WWW.TALENTTRIBEGLOBAL.COM

PERFORMANCE MANAGEMENT SYSTEM



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Performance management is a critical component of organizational success. Our proposal outlines a comprehensive performance management system designed to enhance organizational effectiveness, employee engagement, and goal alignment. Leveraging Objectives and Key Results (OKRs) and other performance management tools, our approach aims to drive individual and team performance, fostering a culture of continuous improvement.

OUR OBJECTIVES

ONE:

Implement a Clear Goal-Setting Process:

Establish SMART goals (Specific, Measurable, Achievable, Relevant, Time-bound) for each employee, aligned with organizational objectives.

Introduce OKRs (Objectives and Key Results):

Implement a system of OKRs to enhance goal transparency, alignment, and measurement

Foster Continuous Feedback:

Create a culture of ongoing feedback and coaching to support employee development.

Performance Evaluation and Recognition:

Develop a fair and transparent performance evaluation process linked to rewards and recognition.

IMPLEMENTATION

PLAN:

THREE:

1. Needs Assessment:
2. Employees and Managers Training Programs
3. Technology Integration
4. Pilot Program
5. Full Rollout
6. Monitoring and Evaluation

COMPONENTS OF OUR PMS

TWO:

Components of our Performance Management System:

1. Goal Setting:

Establish a collaborative process for setting individual and team goals, emphasizing alignment with organizational objectives.

2. OKRs Implementation:

Train employees and managers on the principles and implementation of OKRs, ensuring clarity in defining objectives and measurable key results.

3. Performance Feedback and Coaching:

Introduce regular check-ins between managers and employees to provide continuous feedback and support professional growth.

4. Performance Appraisals:

Implement a structured performance appraisal process, combining quantitative and qualitative metrics to evaluate employee contributions.

5. Development Plans:

Work with employees to create personalized development plans based on their performance, aspirations, and organizational needs.

6. Recognition and Rewards:

Establish a recognition and rewards program to acknowledge outstanding performance and motivate employees.



TALENTTRIBE
INTERNATIONAL

DIVERSITY & *Inclusion*

DIVERSITY, INCLUSION, EQUITY & ACCESSIBILITY

WE HELP ORGANIZATIONS UNLOCK GREATER VALUE FROM DIVERSE AND INCLUSIVE TEAMS.

Talent Tribe Consulting is a boutique consultancy specializing in diversity, inclusion, and innovative leadership programs. We offer a distinctive, multi-disciplinary approach to the challenge of diversity and inclusion in organizations. Our approach enables a range of leadership and performance enhancing outcomes beyond diversity and inclusion.

LEADERSHIP DEVELOPMENT

Impactful evidence based programs and workshops to create inclusive, adaptive leaders.


WORKSHOP FACILITATION

Motivating and bringing teams together with evidence based programs and workshops.

DIVERSITY & INCLUSION E-LEARNING

Expertly curated scalable solutions to embed inclusion and innovation in organisational culture.

AUSTRALIA - CANADA - INDIA - NEW ZEALAND

admin@talenttribeconsulting.com 

www.talenttribeglobal.com



Our Services

We provide services that are tailored to meet your unique business requirements.



Payroll Services

Simply send employee pay details to us through our encrypted email and we do the rest. Payroll reports/pay slips shall be transferred to your designated office. We send net pay details to your bank for processing.



Staffing Solutions

From industrial labour hire to office temps, skilled resources – Our Staffing division will make sure you get all the support you need.



Total Compliance

We simplify your governance strategy. We help meet and maintain compliance as per regulations. This includes roll out of New Labour Code

WE PROCESS
SALARIES OVER

₹ 22 Cr

EACH YEAR
PAN INDIA

THROUGH STAFFING &
PAYROLL WE SERVE

15000+

EMPLOYEES
PER YEAR
PAN INDIA

At Talent Tribe Consulting we enable clients to become better employers by designing, deploying, maintaining, and operating Digital Solutions across the employee life cycle.

CALL US



1800 120 8866

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01



Diversity, Equity, and Inclusion (DEI)

- Develop and implement DEI strategies and programs.
- Provide training on creating an inclusive workplace culture.

02



Workforce Planning and Analytics:

- Analyze workforce data to inform decision-making.
- Develop workforce planning strategies for future organizational needs.

03



Compensation and Benefits:

- Conduct salary surveys and market analysis.
- Design and optimize compensation structures and employee benefit programs.

04



HR Outsourcing:

- Offer outsourced HR services for specific functions, such as payroll processing or benefits administration.
- Provide temporary HR support for specific projects/periods.
- Design and implement organizational change initiatives.
- Provide expertise in restructuring, mergers, and acquisitions.

Feedback



GLOBAL TALENT ACQUISITION



Dalian Choice Talents Tech Ltd

CHINA

Dalian Choice Talents Tech Ltd. has been associated with Tribe Talent Consulting Ltd. with their offices in New Zealand and India for the past several months with a specific mandate of providing RPO deliverables across the world. We have been pleasantly surprised by the high quality of candidates sourced by Tribe Talent Consulting in a short period of time and the remarkable efficacy of their sourcing team. A special mention is also made for the efficacy of their systems and the high level of 'attention to detail' for providing the candidates documentation meticulously



Dr Barakat Ahmed from Egypt

INTERNATIONAL SOLAR ALLIANCE (UN Organization)

I would like to commend the professionalism of handling things, the adequate and timely manner of responses which make things easier. Your quick reaction during my visa process was extremely very helpful and I was able to get it in just two days. I wish also to underline how excellent the organization of my visit to ISA, starting from issuing my ticket in a very short time and welcoming at the airport until I departed again. Indeed you have taken care of each single detail during our stay in India until we left which makes the mission easy and successful. I can't forget that you stayed awake until 2:00am to ensure that I won't face any troubles while I am checking out and departing to the airport. I would like to conclude by informing you that my experience with you as representing Talent Tribe Consulting was very good and I would strongly recommend your company.



Mr. HUGO MORALES from Dominican Republic

INTERNATIONAL SOLAR ALLIANCE (UN Organization)

I want to express my deepest gratitude to you and the entire Talent Tribe Consulting team for the professional management you have had throughout the evaluation and selection process of the talents required by the International Solar Alliance (ISA). I thank you for your accompaniment during the days I was in Delhi and your always willingness to collaborate and assist us in any need. For me it was a pleasant experience to visit the ISA facilities in Delhi, despite the exhausting hours of travel that I had to face and the time change with respect to my country.

STRATEGIC LOCATIONS

"CONNECTING
DREAMS, BUILDING
FUTURES"



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Our Policies



As a global consulting organization we have established a comprehensive set of policies to guide our operations and ensure consistency, compliance, and ethical conduct across diverse jurisdictions.

1. Code of Ethics and Conduct:

- Outlines the ethical standards and behavior expected from all employees.
- Addresses conflicts of interest, bribery, confidentiality, and other ethical considerations.
- Sets the tone for the organization's commitment to integrity and professionalism.

2. Anti-Discrimination and Equal Opportunity:

- Prohibits discrimination based on race, gender, age, religion, disability, or other protected characteristics.
- Ensures equal opportunities for all employees and consultants.

3. Harassment Prevention:

- Defines and prohibits all forms of harassment, including sexual harassment, bullying, and discrimination.
- Outlines reporting procedures and consequences for violations.

4. Global Data Protection and Privacy:

- Addresses compliance with international data protection laws (such as GDPR, CCPA).
- Outlines how the organization handles and protects client and employee data.

5. Intellectual Property (IP) Protection:

- Defines the ownership of intellectual property created during employment or consulting engagements.
- Outlines procedures for protecting and respecting client and company IP.

6. Confidentiality and Non-Disclosure:

- Specifies the obligations of employees and consultants regarding the protection of confidential information.
- Clearly defines what constitutes confidential information and the consequences of breaches.

7. Global Anti-Corruption and Bribery:

- Ensures compliance with anti-corruption laws worldwide.
- Prohibits bribery and corrupt practices in all business dealings.

8. Whistleblower Protection:

- Provides mechanisms for employees and consultants to report unethical behavior or violations.
- Ensures protection against retaliation for whistleblowers.

9. Health and Safety:

- Establishes guidelines for maintaining a safe and healthy work environment.
- Outlines emergency procedures and expectations for employee and consultant safety.

10. Social Media and Online Presence:

- Defines guidelines for employees and consultants regarding the use of social media and online platforms.
- Ensures alignment with the organization's values and policies.

11. Client Engagement and Service Delivery:

- Sets standards for delivering high-quality consulting services to clients.
- Outlines client communication, engagement processes, and expectations.

12. Environmental Sustainability:

- Demonstrates the organization's commitment to environmental responsibility.
- Outlines guidelines for sustainable practices and minimizing environmental impact.

13. Crisis Management and Business Continuity:

- Establishes procedures for responding to crises and disruptions.
- Ensures business continuity and client service during unforeseen events.



TALENTTRIBE
INTERNATIONAL



GLOBAL SUPPORT SERVICE CENTER

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